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Welcome to your 2023 Annual Report, Calvary!

Your Annual Report is a part of our celebration of 2023. Like a good holiday card from a family that details the events and themes of their year, this too captures our year in a spirit of love and celebration. This document is a zoomed-out look at Calvary as a whole. Pat yourselves on the back - with the Spirit's help, we do a great deal of ministry! And keep in mind that there is a myriad of stories and testimonies that we won't read about in these pages.

You will see a lot of photos in this report, and that is a choice made with intention. I truly believe photos enhance our stories beyond just the words on the page, and they were chosen with care in this document. Please know I love when congregants take and send photos in because they help create an even more rounded picture of our church - so send away!

Be aware that there are occasional hyperlinks in this document that will work in the electronic PDF version only. If you'd like a printed copy of the 2024 Annual Report, just let me know. Thank you for reading!

-Pastor Alice, Editor-in-Chief

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2023 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,
Custodian, Set-up & Security



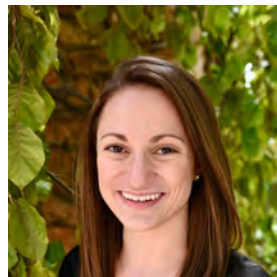
Angela Leonard
Children's Ministry
Coordinator



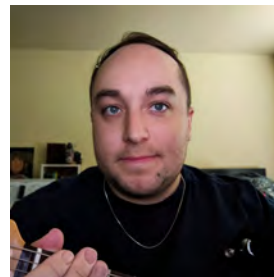
Denise Lanning
Organist



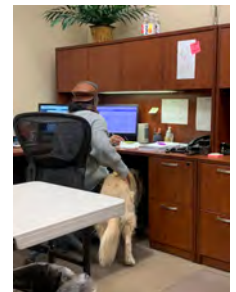
Steven Jackson
Senior Sound Tech



Tessa Farland
Sound Tech



Evan Coulter
Sound Tech



Luwan Jones
Accountant



Ye Ye Wong
Accounting Assistant



Worship & Welcome

Senior Pastor

Rev. Anne J. Scalfaro

Calvary, 2023 has been a year of Celebration and Liminality.

We began our year of Celebration with the Miracle Match campaign that demonstrated extraordinary generosity, faith, and coming together as community. The celebrations continued as we acknowledged the five year anniversaries of Mary Hulst as Pastoral Associate, Alice Horner Nelson as Pastor, David Farwig as Director of Music, and Denise Lanning as Organist. In the fall we celebrated my 15th anniversary with Calvary, as well as the national recognition from Baptist Women in Ministry that Calvary won the “2023 Church of Excellence Award,” which honors churches who have taken bold, intentional, and consistent actions toward affirming, empowering, and providing opportunities for women ministers and leaders.

Among these great joys and recognitions which reveal the generosity, commitment, and courage of our congregation and staff, I also celebrate how these same qualities led us into an active discernment process, “Every Voice in 40 Days,” which began in Lent and continues still today. The result of listening well and deeply to our congregation has led us to four key insights of care, storytelling, financial wellness, and healthy partnerships. As the Insight Leadership Team began implementing and beta testing efforts in these areas, we further identified that a larger opportunity was before us: to truly assess our lay leadership structure and the systems, committees, teams, and staff that vision and carry out the ministry of Calvary each and every day. As an ad-hoc re-structuring team began meeting in the fall, we realized that making significant changes in our lay leadership system was essential for aligning our governance and ministry programming with our values, and with our current and future vision.

While many churches would delight in the year of celebration we experienced and say, “We’re doing great, let’s keep on keeping on,” Calvary we took a different route. We chose to say, “We’re doing great,



and we believe God is calling us to even greater ministry and vision. We are healthy and stable and that gives us the opportunity to truly reflect on what is working and what isn’t and to evaluate ourselves with courage and compassion and an honest assessment of how we can improve for greater agility and connection and purpose.” This bold decision of our lay and staff leadership, rooted in the discernment data we gleaned from listening to the voices of the entire congregation, has result in 2023 being a year of great Liminality.

Our staff read an insightful book together this year by Susan Beaumont called, *How to Lead When You Don't Know Where You're Going: Leading in a Liminal Season*. Council and the Insight Leadership Team also looked at a key chapter from this book. Beaumont defines liminality as “a quality of ambiguity and disorientation that occurs in transitory situations and spaces, when a person or group of people is betwixt and between something that has ended, and a new situation not yet begun.” She elaborates, “During liminal seasons, we occupy space on both sides of a boundary or threshold.

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We have one foot rooted in something that is not yet over, while the other foot is planted in a thing not yet defined, something not yet ready to begin. We function with structures, identities and relationships formed by our old experiences, although we know that those structures and processes will not serve us adequately in our present reality or in the future.”

Indeed, we are ending 2023 in a threshold space—a holy Liminality. We know that What Has Been (while effective for a season), is no longer what will serve us best for our future. And we are actively working on What Will Be, which takes time and creative space for imagining and dreaming in new ways. We do not want to rush this process, even as we are eager to live into the vision and opportunities that are bubbling up all in our congregation following Discernment. I am incredibly proud of us, Calvary, for the courage we have to be in this Holy, Liminal space together, and I am beyond grateful for the amazing lay leadership that is driving our effort to dream, create, and lead in new ways. Churches do not engage in such processes when they are dying or struggling. It is truly a sign of health, faith, and spiritual depth to willingly embrace Liminality as the Spirit leads.

I am prayerful and hopeful for all that 2024 holds as we continue to dream, pivot, and adapt together. We are closer and closer to embodying a system that will serve us in life-giving ways for this season ahead. Because of our embracing of celebration, generosity, discernment, holy liminality, and agility – I feel more energized and hopeful about Calvary fulfilling our mission and vision than at any other time in my fifteen-year tenure. I am grateful for the resources and support our region, the Evergreen Association of American Baptist Churches USA has provided for us and for how, Rev. Sam Kim especially, is journeying with us. And I am grateful for how listening to your voices in Discernment led our pastoral team and lay advisors to create a relevant, meaningful theme for 2023-2024: “It is well...” – in heart, mind, body, and soul.



Calvary your resilience, strength, and faith continues to shine. Your faith in God and your commitment to this church inspire me daily. I continue to grow and learn with you; thank you for that privilege.

It has been a very full year—particularly with pastoral care, leadership discussions/decisions, and financial wellness. While the impact of most of my ministry cannot be reflected on paper, here is a snapshot of key moments in leadership and ministry for me from 2023:

- Met one-on-one with all sixteen Council members (March – August)
- Jan. 10 – Continued with Tuesday Prayer & Study Groups 2022-2023 study on Hebrews: A Preaching the Word Commentary by Anne Scalfaro & Andrew Daugherty
- Jan. 12 – Calvary’s pastors met with Rev. Sam Kim to begin the Discernment Process (Executive Associate Minister of Innovation and Design, Evergreen Association of American Baptist Churches USA)
- Jan. 13 – First 3rd Grade Reading Session of the Semester at Stedman Elementary (Calvary and New Hope Baptist Churches);

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continued to read and volunteer every other week

- Jan. 13 – Calvary Choir Epiphany Party
- Jan. 13 – Kick-off for Miracle Match Campaign (dollar for dollar match up to \$75,000)
- Jan. 22 – Facing Racism Field Trip to History Colorado Center: Sand Creek Massacre Exhibit
- Jan. 22 – Miracle Match Announcement & Celebration in Worship
- Jan. 29 – Annual Meeting
- Jan. 30 – Began 6-week webinar with Harvard Divinity School: Religion and the Legacies of Slavery
- Feb. 4 – Evergreen Association Clergy Leadership Retreat (Zoom)
- Feb. 12 – Supported Pastor Morgan's Sabbatical Leave (ongoing for 12 weeks through August)
- Feb. 22 – Ash Wednesday Worship Service
- Feb. 25 – Council Retreat
- Feb. 26 – First Sunday in Lent, beginning "Every Voice in 40 Days" Discernment Process, including interview in worship with Discernment Facilitator/Guide, Rev. Sam Kim (Executive Associate Minister of Innovation and Design, Evergreen Association of American Baptist Churches USA)
- Feb. 26 – Discernment Facilitator's Training
- Feb. 28 – Lent Healing & Wholeness Service
- Mar. 11 – Marvel Fischer Memorial Service (Holly Creek) & Interment Service (Foot of the Cross Courtyard)
- Mar. 11 – Member's 1st Birthday Party
- Mar. 21 – Began Coaching/Spiritual Direction with a new Coach/Spiritual Director
- Mar. 26 – Panelist for Talkback Discussion after "Amerikin" Play at Curious Theatre (Calvary & New Hope Baptist Churches)
- Mar. 28 – Attended Community Discussion on East High School Shooting, Guns, and Youth Violence,

Mental Health and the Black Community at New Hope Baptist Church

- April 1 – Jeanine Crane's Memorial Service & Interment Service (Foot of the Cross Courtyard)
- April 2 – Palm Sunday with Baptisms
- April 5 – Holy Wednesday Service
- April 6 – Maundy Thursday Footwashing & Communion Service
- April 7 – Good Friday "Seven Last Words of Christ" Worship with New Hope Baptist Church
- April 8 – Holy Saturday Service
- April 9 – Easter Sunday Worship
- April 11 – Began 6-week study on Forgiveness with Tuesday Prayer & Study Group
- April 18 – Mildred Smith Interment (Fort Logan National Cemetery) & Memorial Service (Calvary)
- April 21-22 – Discernment/Insight Leadership Team Retreat with Rev. Sam Kim facilitating
- April 23 – Rev. Sam Kim presents in Forum & Worship about Discernment Findings and Retreat
- April 23 – Pastor Alice Horner Nelson's 5 Year Anniversary Luncheon at Calvary
- April 29 – Bennie L. Williams Memorial Service & Interment Service (Foot of the Cross Courtyard)
- April 30 – Expressed Gratitude to Ben Carroll as he concluded his ministry with Calvary in Set-up & Security
- April 30 – Crisis Training with Bootstraps & Blessings Volunteers
- May 28 – Memorial Day Forum & Pentecost Worship
- May 28 – High School Senior's Graduation Party

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- June 1 – State-wide Colorado Faith Communities United to End Gun Violence Meeting in Henderson, CO
- June 3 – Church Member's 2nd Birthday Party
- June 4 – Summer Preaching Series Begins (Seeing Ourselves in the Twelve)
- June 4-10 – Civil Rights Road Trip with Calvary
- June 11 – Insight Leadership Team Forum
- June 16 – Presentation to Civic DNA Fellows at the Chamber of Commerce on Race & Building Relationships with Rev. Dr. Eugene Downing, Jr. from New Hope Baptist Church
- June 22-25 – American Baptist Churches USA Biennial in San Juan, Puerto Rico, including the International Ministries' Luther Rice Society Dinner
- July 16 – Rev. Javon Bracy's ordination at New Hope Baptist Church
- Aug. 2 – Rev. Sam Kim attends Insight Leadership Team Meeting
- Aug. 5 – Volunteered at Aurora PRIDE
- Aug. 6 – Insight Leadership Team Roadmap Retreat
- Aug. 12 – Evergreen Association Quarterly Mtg (Zoom)
- Aug. 13 – Civil Rights Road Trip Summer Forum
- Aug. 13 – Director of Music Dr. David Farwig Five Year Anniversary Celebration & Organist Denise Lanning Five Year Anniversary Celebration
- Aug. 15 – Tuesday Prayer & Study Breakfast at Member's Home
- Aug. 20 – Stedman Volunteer Social Gathering at New Hope Baptist Church
- Aug. 27 – Insight Leadership Team Forum (with a focus on Financial Wellness)
- Aug. 29 – Mary Ann Harder Interment Service (Foot of the Cross Courtyard)
- Sept. 10 – Gathering Sunday Forum & Marketplace and beginning new theme: "It is Well..."
- Sept. 10 – Member's 80th Birthday Party
- Sept. 12 – Began Tuesday Prayer & Study book study on Richard's Rohr book, What do we do with Evil? The World, the Flesh, and the Devil
- Sept. 23 – Calvary Women's Brunch at Member's Home
- Sept. 24 – Rev. Dr. George A Mason preaching in worship for my 15th Anniversary at Calvary
- Sept. 24 – Anne Scalfaro's 15th Anniversary Celebration/Luncheon at Calvary



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- Sept. 25 – Volunteering/Reading with Calvary/New Hope Stedman 3rd Grade Reading Program (began for fall and continues every other week)
- Oct. 2-4 – Received the Baptist Women in Ministry “Church of Excellence Award” in Louisville, Kentucky on behalf of Calvary
- Oct. 7 – Andy Gibbs’ Memorial Service and Interment (Sanctuary and Foot of the Cross Courtyard)
- Oct. 13-14 – Evergreen Association of American Baptist Churches Annual Meeting (Zoom)
- Oct. 15 – Baby Shower for Angela Leonard & Clay Matza
- Oct. 17 – Hosted Community Panel on Homeless in Denver at Calvary
- Oct. 22 – Rev. Doug Avilesbernal (Executive Minister of Evergreen Association of ABC-USA) preaching in worship
- Oct. 22 – Parishioners & Pastors Pondering after Worship to discuss theme, “It is Well...”
- Nov. 5 – All Saints’ Sunday Families & Candle Lighting in Worship
- Nov. 5 – Gave Opening Remarks/Prayer/Candle Lighting for Colorado Faith Communities United to End Gun Violence Meeting at Calvary
- Nov. 7 – Began new study for Tuesday Prayer & Study Group, Blood Brothers by Elias Chacour
- Nov. 11 – Lay Leadership Restructuring Retreat with Facilitator Jason Whitehead
- Nov. 12 – Commitment Sunday (Stewardship)
- Nov. 19 – Speaker with Rev. Dr. Eugene Downing, Jr. for the Pulpit+ Exchange with Iliff School of Theology at New Hope Baptist Church
- Nov. 27 – Welcomed Children’s Ministry Coordinator Angela Leonard and Clay Matza’s daughter, Lennon Grae Matza
- Dec. 3 – Hanging of the Greens & First Sunday of Advent, beginning theme, “How Does a Weary World Rejoice?”
- Dec. 7 – Calvary Lunch Bunch Christmas Luncheon & White Elephant Gift Exchange
- Dec. 9 – Lay Leadership Restructuring Retreat with Facilitator Jason Whitehead
- Dec. 11 – Senior Pastor Performance Review & Evaluation
- Dec. 12 – Blue Christmas/Advent Healing & Wholeness Service
- Dec. 16 – Community meeting in support of Embassy Suites temporary housing
- Dec. 17 – Caritas Christmas Party
- Dec. 17 – Narrator for the Calvary Choir Christmas Cantata/Concert & Attend Children’s Craft Reception
- Dec. 22 – Op-ed by Anne Scalfaro & Don Burnes on the Embassy Suites temporary family housing shelter published in the Denver Post
- Dec. 24 – Christmas Eve Worship

Calvary, I am 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.

Proclaiming “It is Well...” with you, even in our Weary World,

~ Pastor Anne





Worship Themes

January 2023 - May 2023

A Spirit of Curiosity

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 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

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Worship Themes

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.

Epiphany Season (Jan. 8 – Feb. 19): Pace & Practice

Epiphany is about the way the presence of Christ is mysteriously revealed in our lives and in the world. We are invited to experience divine revelation in ways that surprise us. Also in this season, we see Jesus’ teaching ministry anew as he reveals to us how we can connect with God more fully. We’ll observe the curiosity of Christ and see what we can learn from his life experiences and teachings. Exploring some of the spiritual practices and foundational truths that Jesus taught us (the Lord’s Prayers, the Beatitudes) in addition to how he faces difficult situations (the temptation in the wilderness, the golden rule) will help us set the pace for curiosity

in our lives, as well as give us some hands-on tools for practicing curiosity through the lens of Christ.

Cultivating a spirit of curiosity is hard work when done authentically and with care. We need to practice curiosity with the well-being of our whole selves in mind. Therefore, having practices that help us in our everyday lives is essential, as is the needed reminder that we do not have to be curious all the time! Sometimes we need to take breaks from exploration; sometimes we need to rest in what we know, before moving again to asking questions about what we don’t know.

Lenten Season (Feb. 26 – Apr. 2): Courage & Kin-dom

Lent is by its nature an introspective season. It is a season that calls us to dig deep inside of ourselves to really see how our faith is transforming us for the sake of the kin-dom and not just comforting us in our personal lives. Throughout Lent we’ll read stories and parables from Jesus that emphasize justice and honest examination of our own prejudices, biases, and ways of seeing. These texts will challenge us to view curiosity as an essential practice for growing in us the courage we need to bring about “the kin-dom of God on earth as it is in heaven.” The spirit of curiosity is courageous, and that courage is needed as we follow the call of Christ even all the way to the cross.

Easter Season (Apr. 9 – May 21): Compassion & Commission

The resurrection story invites perhaps the biggest curiosity of our faith – that Life defeats Death and Hope is stronger than Despair. From the mystery of

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Worship Themes

the resurrected Christ appearing to his disciples to the great commission Christ gives to his followers to make disciples throughout the ends of the earth, the Eastertide texts from Matthew, Acts, and Romans remind us of one of our primary calls as Christians – to share the Good News! As we head toward Pentecost, Eastertide will be a celebratory season of exploring how Christ empowers and equips us with a commission to change the world through our faith. And because this commission will inherently require entering into conversations and cultures and worldviews different than our own, our spirit of curiosity must be rooted in compassion for all people and their experience of God. The spirit of curiosity sends us forth into the world – as a compassionate people with a commission to share God’s love with all. What does it mean to be the “Church” today? How is God leading us to be the church in our communities and neighborhoods? This season will emphasize getting curious about our context, our culture, and our collective calling as the people of God who are sent forth into the world to bear witness to the love and grace of Christ.

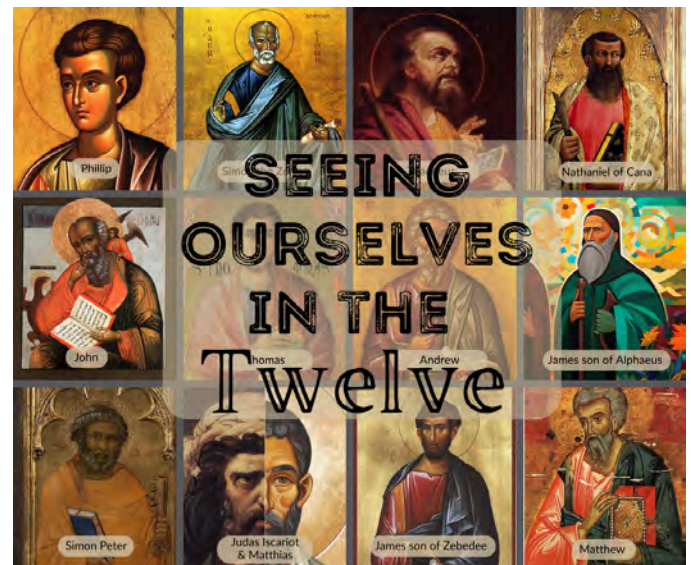


Summer 2023 Series

Seeing Ourselves in the Twelve

A Summer Preaching Series on the Disciples: Then & Now

This summer, we’ll be taking a deep dive into the disciples who were called by Jesus in the gospels to follow him in his life and continue his ministry after his death. As we identify parallels from their lives and personalities with ourselves, we’ll see that Jesus calls vast and varied – and imperfect! – people to follow him and carry out his ministry and create God’s kingdom. Can you name the disciples, and if so, how well do you know their unique stories? You might just be surprised at all there is to learn. Join us this summer as we explore scripture creatively to and See Ourselves in the Twelve!



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Worship Themes

2023-2024 Program Year (Sept.-May) Theme "It is Well..."

Life is a lot. We are swimming in

- busy schedules and competing priorities,
- distressing global issues and disruptive social ills,
- personal griefs and family transitions,
- changes in our health due to illness or aging,
- isolation and loneliness,
- continual stimulation from technology,
- demanding work environments and financial worries, and
- spiritual questions and existential anxieties.

Given these realities, it is easy to normalize a life that is unwell, or perhaps a life that might look "well" on the outside but is really a façade or not fully authentic. But when we do so, we are left feeling empty, unseen, or unable to reach our full potential. We all long to be well, but so many of us have no idea how to truly "be well" in a holistic, compassionate way.

While it's tempting to compartmentalize "wellness" into what happens when we're at the gym (physical wellness) or in the therapist's office (emotional wellness) or at church (spiritual wellness) or in the classroom (mental wellness) – Jesus invites us to see wellness as something that is integrated within our full selves and that involves all people through teaching, "You shall love the Lord your God with all your heart, and with all your soul, and with all your mind, and with all your strength.' The second is this, 'You shall love your neighbor as yourself.' There is no other commandment greater than these" (Mark 12:30-31).



This year's theme, "It is Well..." is inspired by the greatest commandment and by the hymn It is Well with my Soul which was written during a time of great tragedy and loss. "It is Well..." is not a trite phrase to sugar-coat over all that is wrong in our lives or the world. Rather, to proclaim "It is Well..." is to speak into being a centeredness in God and in the fullness of who we are created to be, even in the midst of the swirling waters. How do we cultivate peace during chaos? How do we experience wellness even when our lives are a whirlwind?

The journey toward wellness is a continuum; it is cyclical, not linear. Through scripture and preaching, song and silence, individual assessments, and shared tools and discussions we will explore wellness and wholeness throughout this year in a variety of ways:

- In the Fall, we repeatedly proclaim "It is Well..." as we focus on holistic wellness within each of us as individuals – heart, mind, body, and soul. Our foundation is threefold: 1) Jesus' teaching: "You shall love the Lord your God with all your heart, and with all your soul, and with all your mind, and with all your strength' (Mark 12:30), 2) the hymn It is Well With My Soul, and 3) resources and tools of assessment for heart, mind, body, and soul.
- In Advent, we ask "How Does a Weary World Rejoice?" Each weekly sub-theme includes a "we"

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Worship Themes

statement because joy is deeply relational and rooted in the fact that we belong to God. In this season we create space for acknowledging the weariness of our world while celebrating God's closeness with great joy.

- In Epiphany, we explore "The Well BEing of Jesus" through stories of healing and faith and Jesus' own practices of care and community – looking to his life as an example for our own.
- In Lent, we dive deeper – asking "How DO we become well?" – through identifying barriers to our wellbeing and working on how to self-assess when and how we are not well. This is vulnerable, yet essential work to do in overcoming the challenges we have to being well and staying well.
- In Eastertide, we dream together about "The World Made Well..." returning to the second part of the greatest commandment – to love our neighbors as ourselves – as we focus on the collective wellbeing of our community and world. As we explore how to cultivate trust, belonging, and change through acknowledging and lamenting systemic and societal injustice, two quotes anchor us in this work:
 - "All shall be well, and all shall be well, and all manner of things shall be well." (Julian of Norwich)
 - "We shall overcome because the arc of the moral universe is long, but it bends towards justice." (Rev. Martin Luther King, Jr.)

St. Irenaeus, the great second-century theologian, expressed the essence of Christianity with the adage "the glory of God is a human being fully alive." May it be so for us Calvary, as we focus on our wellbeing, individual and collective, this year.

May we learn to proclaim together with assurance and hope: "It is Well..."

Advent 2023

How Does a Weary World Rejoice?

Our Advent theme this year is a series from Sanctified Art inspired by the stories in Luke 1-3 and the question, How does a weary world rejoice? In each week of our series, we respond to this question with a statement inspired by our scriptures. These texts bring us into a space of possibility; in them, we find rhythms for rejoicing, even amid difficult circumstances. Each weekly sub-theme is a "we" statement because joy is deeply relational and rooted in the fact that we belong to God. As we move through our series, we hope to create space for acknowledging the weariness of our world while celebrating God's closeness with great joy.

- Advent #1: How does a weary world rejoice? We acknowledge our weariness. (Luke 1:1-23)
- Advent #2: How does a weary world rejoice? We find joy in connection. (Luke 1:24-45)
- Advent #3: How does a weary world rejoice? We allow ourselves to be amazed. (Luke 1:57-66)
- Advent #4: How does a weary world rejoice? We sing stories of hope. (Luke 1:46-55 / Luke 1:67-80)
- Christmas Eve: How does a weary world rejoice? We make room. (Luke 2:1-20)
- First Sunday after Christmas: How does a weary world rejoice? We root ourselves in ritual. (Luke 2:21-38)
- Epiphany Sunday: How does a weary world rejoice? We trust our belovedness. (Luke 3:21-22)
- And so, this Advent, we will hold space for our weariness and our joy. We will seek a "thrill of hope" in our hurting world. We will welcome joy—even, and especially if, like the prophet Isaiah, we cry out for comfort (Isaiah 40:1). In this weary world, may we find many ways to rejoice.

Discernment

Throughout the season of Lent, we listened together for how God was leading our church to discern together our future mission and ministry.

The Calvary community was given many and varied opportunities to provide their ideas and input into the discernment process from March 1 through April 9, 2023. Participation included surveys, worship discernment response cards, one-on-one interviews, small group discussions and one Congregational townhall meeting. Options included face-to-face, Zoom and electronic survey access. All members were asked to participate in this process and reflect on the following questions:

Beginning

1. Do you have a grief, longing, frustration, insecurity, complaint, or fear about Calvary or your relationships here that you carry within you on a regular basis? How does that affect your experience?
2. Is there a need of yours or a community need not being met that you wish Calvary would meet?
3. What are the joys, struggles, mixed feelings, indifferences of hybrid approaches to ministry (zoom/livestream/in person)?
4. What is the one thing you want to ensure you communicate to us in this process?

Self-Reflection

1. Why do you choose to be part of a spiritual community?
2. How would this community be different if you were not here?
3. What were you doing and/or who were you with the last time you felt joy, healing, rejuvenation, or spiritual connection?
4. How does God speak to you through the ministries and/or people of Calvary?

5. Does our church community care about what you care about?

Community Reflection

1. Where have we come from? Is there a story that illustrates that?
2. Who has God called together in this moment as Calvary? Who are we today?
3. What are Calvary's most evident values and gifts and how do you experience them?
4. How does being part of Calvary help you follow Jesus and embody the Gospel inside and around our community?
5. When you think about what matters for congregational involvement and impact, list your top three priorities. Why are these priorities?
6. What image or symbol represents who Calvary is to you and the community?
7. What are the stories you share about this community to others?

Beyond

1. If money, building, time, people, fear were not limiting factors – what is the ministry dream you have for Calvary?
2. How do we join what God is doing in the world? What do we need to embrace or let go to be able to do that?
3. What do you want the outcome from this discernment process to be and how will we know we are following through with it?

Why did we start a discernment process?

We began the discernment process for several reasons. So much in culture and church life has changed throughout the pandemic and beyond; with a congregation involved in worship and programs in new ways and with more people participating online, we knew we needed to listen to how and where God is leading us in this season. We wanted to engage the

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2023 Discernment

congregation in a conversation to discern what our hopes and dreams are for Calvary, asking them what is important about who we are as well as where we can improve as a community and beyond. The goal of this process is to work together as a congregation/community to live into our vision, hopes and dreams and to be agile in how we listen and respond to the movement of the Spirit.

This process was more comprehensive in the gathering of data and feedback from the congregation than past efforts. With the leadership and support of Rev. Sam Kim of the Evergreen Association, this process is ongoing, and uses a change model that encourages small tests of change to impact Insights and programs, which encourages a more organic, fluid approach to planning and implementation. This process involves charting goals and progress along the way, rather than laying out all the goals or ideas at the beginning.

Who are the individuals who led the discernment process?

As the discernment process was being planned, individuals were needed for both facilitation and analysis tasks. The discernment planners recruited Calvary folks with those skills:

- Larry Dávila
- Kevin Jonell
- Jim Comstock
- Rick Breitenbecher
- Erin Gangloff
- Anne Comstock
- Sharon Murphy
- Diana McGahan
- Natalie Ralston

After that initial phase of the work was completed, those individuals were asked if they wanted to continue to work on the project; all but two individuals agreed to stay on. To serve the next phase of the process, the volunteers and pastors formed into the Insight Leadership Team to work with Council and others to move this work forward. The ILT strives to represent diverse experiences and perspectives and toward that end, invited a newer Calvary member to join the team:

- Anne Comstock, Rick Breitenbecher, Anne Scalfaro – Co-chairs
- Jim Comstock
- Beth Dickinson
- Morgan Fletcher
- Erin Gangloff
- Alice Horner Nelson
- Kevin Jonell
- Diana McGahan
- Natalie Ralston
- Leslie Rozeboom

The ILT's current role is to maintain the momentum in moving the work forward related to the four Insights gleaned from the Discernment retreat.

Through a retreat led by our Facilitator Rev. Sam Kim of Evergreen, we engaged in a process to distill the **four insights** that was fun and dynamic. Members of the ILT read through all of the feedback received from the congregation (over 60 pages) and wrote down on sticky notes the ideas and dreams that were shared. We broke into small working teams to distill the themes of those ideas. The next step involved placing those sticky notes on the wall to narrow the categories further. The purpose of reducing the categories was to create a collective focus and begin to discern what ideas came up most often to inform us where we should begin our work.

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2023 Discernment



The outcome was the development of four key insights:

1. Calvary is built on caring, connections and relationships, and on loving God and loving each other.

One of Calvary's greatest strengths is the way in which people have made meaningful connections and built long-term friendships with others in the congregation. Many different avenues for building these connections were mentioned, from classes and small groups, to community activities, to ways that we care for each other, to worship, to spiritual development, to missions work, to shared experiences with other families as their children grew up at Calvary. There was a sense of hope and healing provided at Calvary as well. At the same time, there is room for improvement, including:

- Providing a more structured way to "plug in" if you are new to Calvary.
- Recognizing and addressing concerns that some past strong connections are fading as people age, adult children no longer attend church, and old friends attend church less frequently or attend another church.
- Quickly contacting those who stop attending to assure them that they are missed.

- Increasing awareness of opportunities for people to care for each other.
- Ensuring people feel welcome no matter their theology or personal circumstances.
- Growing our membership and finding ways to invite and encourage individuals and families to become part of the Calvary "life cycle" for the future.

2. Calvary's theological and spiritual culture makes it a unique church in the Denver metro area.

Calvary should continue to embody who we are through our community's regular practices and should act to tell our unique story well, expanding our reach in the Denver metro community. Overall, respondents identified Calvary's commitment to being "open to all, closed to none" as a strength that reflects the intention of the Calvary community to affirm and welcome all, particularly embracing those who have been marginalized or left behind by past experiences with church. Calvary's own "brand of Baptist" models autonomy with our open-minded theology; worship that is holistic, challenging and nurturing; female pastoral staff; and lay leadership that includes members of the LGBTQ+ community. Calvary provides opportunities for personal spiritual development and education via dialog, provocative and intelligent sermons, church school classes and lay-led small groups. Calvary invites congregants to engage in worship with an outstanding music program and a hybrid approach to presenting worship both online and in person. Some specific recommendations expressed by discernment respondents included:

- Music program – broaden diversity of music (traditional and contemporary as well as familiar hymns).
- Focus more on being followers of Jesus and his gospel message than in promoting Calvary itself.
- Increase acceptance of those with more conservative theology or who are otherwise different from the Calvary "mainstream."

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2023 Discernment

- Promote Calvary as a unique, progressive community of faith that has much to offer with intentional follow-through by both congregants and pastoral staff.

3. Calvary wants to ensure sustainable long-term financial wellness.

Financial stability and wellness were identified as both a hope and a concern. While the Calvary community's generosity was affirmed, there were also many concerns and questions regarding Calvary's finances, use of resources, and approach to stewardship. Calvary's building, while valued, was also identified as part of our financial considerations, both in cost and in revenue generation. Primary themes included:

- Budget needs and constraints.
- Giving and attitudes toward stewardship promotion.
- Staffing needs and expenses.
- Building as both an asset (revenue generation) and a burden (maintenance and expense). Consideration of how to use building differently.
- Perception that reduced membership impacts our finances.

4. Calvary desires to provide a healthy system of ministry partnerships.

We seek balanced teamwork between pastors, lay leadership, laity, and volunteers to maintain, develop and support intentional ministry within the church and through mission, advocacy, and outreach. Calvary's commitment to serving vulnerable populations emerged as an essential and valued part of our identity. While current programs and outreach (Bootstraps & Blessings, Family Promise, and social justice) were frequently mentioned as positive examples of

living into our vision, comments also identified the need for intention and prioritization of these ministries to include a realistic assessment of demands and resources for supporting the efforts. Several comments both questioned and encouraged attention and review of Calvary's role and connection in the community, including the use of storytelling to get the word out about Calvary. The following areas were identified by respondents:

- For current Calvary ministries, assess needs and impact, staff roles, lay leadership, interest and involvement by volunteers, and partnerships with other organizations.
- Ensure that ministries are a partnership between staff, congregation, and community.
- Address concern about potential staff and volunteer burnout.

This doesn't mean that other input won't be utilized as we delve deeper into the data, but by using the four insight themes, we are starting with the most prevalent results first.

Since the distillation of these insight, ILT members continue to meet and participate in developing and implementing beta tests and in evaluating the impact. See the ILT report for more information, [including a Road Map of current plans](#).

To see the entire Discernment Process at a glance, including information about the Innovation Design /Agile Church approach we are using, [see The Journey document](#).

Insight Leadership Team

In the spring of 2023, as Calvary's discernment process was being planned, individuals were needed for both facilitation and analysis tasks. The discernment planners recruited Calvary folks with those skills. After that initial phase of the work was completed, those individuals were asked if they wanted to continue to work on the project; all but two individuals agreed to stay on. To serve the next phase of the process, the volunteers and pastors formed into the Insight Leadership Team (ILT) and work with Council and others to move this work forward. The ILT strives to represent diverse experiences and perspectives

and toward that end, invited a newer Calvary member to join the team in the summer.

The ILT's current role is to maintain the momentum in moving the work related to the four Insights that emerged from the discernment analysis forward. The team created a Roadmap to track activities across the insights. ILT members participate in developing and implementing beta tests and in evaluating the impact. More information about the discernment process and the ILT can be found within the frequently asked questions answered on our webpage.

Submitted by Anne Comstock

Ad Hoc Leadership Re-Structuring Team

As churchwide discernment has been underway over these past months and Council and the Insight Leadership Team have been working to move action items forward, a clear next step emerged; we needed to take a deep look at our lay leadership structure and system and how it serves Calvary's current needs, hopes and dreams. While the current structure has served Calvary well in past seasons, it doesn't meet current ministry needs. So, rather than just fill slots on a nominating ballot, a decision was made to take a step back and look at Council, ILT, committee and ministry teams and how all of these entities work with pastoral staff and the larger staff team. The goal is to figure out a structure and system that meets Calvary's needs for operation and innovation; for discernment and strategy; and for agility and stability. We have "pushed pause" on filling our nominating ballot to allow this process to occur. Members of Council, ILT, and other lay leaders, along with the pastoral staff have been working with an external facilitator to dream and create a church structure and system that both meets

Calvary's current needs and that's agile enough to allow us to flex into future needs as well. This team had two long working sessions on Saturdays in November and December and will have another in January.

The team's work and recommendations will be shared with Council and ILT and ultimately, the congregation for review, input, and finalization. You can watch these past midweek videos (here and here) hearing from some of the leaders in the process.



2023 Ministry Statistics

from Oct. 2022-Oct. 2023

These statistics are from our Narrative Budget document published with stewardship materials in October 2023.

Worship Views on Youtube Channel

- Total views: 20,865
- Subscribers: 448; 81 (new)
- Worship: 6,176; 115 (avg)
- Sermons: 448; 38 (avg)
- Funerals: 1,614
- Christmas: 403 (Eve); 249 (Concert)
- Lent/Holy Week: 1,015



Website:

Total Users: 3,400

Highest Single Day: 91 (June 25, PRIDEFest)

Search Engine Finds: 2,000

Direct Website Finds: 1,100

Channel analytics

Overview Content Audience Research

In the selected period, your channel got 20,056 views

Views
20.1K

Watch time (hours)
3.5K

Subscribers
+79



SEE MORE

Annual Social Media Stats

- Facebook User Reach: 24,753
- Users via Facebook Ads: 13,295
- Instagram User Reach: 974
- Highest Day of Reach: 4,859 (June 25, PRIDEFest)

Member Care

- 2,144 miles driven for VIP deliveries & visits!
- 1,248 newsletters mailed to VIPs
- Estimated 2,496 pastoral calls & texts
- 18 interments & funerals
- 258 visits to hospitals, homes, rehabs, and assisted living facilities
- 8 Congregational Care Team Leads
- 200 Feelings Wheels & 200 "It is Well" Notebooks Distributed



Annual Enrollment Report 2023

In Memoriam

Marvel Mirriam McFarlin Fisher
 Bennie Lucille Williams
 Mildred Hall Smith
 Helen Louise Cheatham
 Harry A. Crandall
 Ollia May Snowden
 Andrew Roger Gibbs
 Betty Esther Goding

Calvary 2023 Population

Additions

- Births - 3
- Baptisms - 1
- Christian Experience - 5
- By Profession of Faith - 2
- Total: 11

Losses

- Deaths - 8
- Letter of Transfer - 0
- Requests - 2
- Placed on Inactive - 0
- Total: 10

- Active Members & Regular Attenders - 376
- Children - 30 (Being Baptist and respecting individual choice - children aren't "active members" until they join the church)
- Total: 406

Dr. David Farwig Director of Music

This year, I:

- Worked in a cohesive team with the pastoral staff & organist to plan for all Sunday and special services
- Served as Head of 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 music
- Recruited and hired TWO new Choral Assistants (David Gallas, bass & Mark Landry, tenor - all 4 pictured right) as a continuation of the Choral Assistant program designed for outreach and support for the Calvary choir
- Oversaw Music Budget, to include responsible purchasing of new music, supplies, copyright licenses, etc. and making timely payment to guest musicians; also supervised 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



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Dr. David Farwig Director of Music

- Assisted Sound & Livestream techs by creating weekly seating and tech production documents, including PowerPoint slides for each Sunday morning and other special services and concerts
- Provided 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
- Prepared and presented Christmas concert with the Calvary Choir, guest musicians, and narrators
- Continued to work on growth of Children's vocal music, incorporating children singing in services and Christmas concert (pictured below)



Continuing Education: Continued to participate in professional concert series in Tucson, AZ, offering a wide range of opportunities for personal musical growth and enrichment; attended the 2023 national handbell conference in Dallas acquiring new skills for technique and programming of handbell music.



Pastor Rev. Alice Horner Nelson

Communications & Office

2023 was the year of the new database. We switched from Servant Keeper to Planning Center and are immensely pleased with the results. Members have a new digital directory where they can edit their own information, and use the Church Center app if they wish. From the administrative side, we are capable of much more in terms of generating lists, creating forms, and organizing information.

Devon Moyer became our lead volunteer upon the retirement of Marlys Marshall and I'm thankful for her organization of our volunteers.

Starting in Fall of 2023, Amelie Haas began creating our announcement slides to help with volunteer hours. She has done a marvelous job and I am grateful.

Near the end of 2023, I created a Calvary Communications Plan that details what stories and events come through our comms channels in a more strategic and organized fashion.

Connection

I assisted the Insight Leadership Team in the implementation of their programs Connect 2 and Connect 6. These programs were created in response to a Calvary value of caring connection that arose out of discernment responses. We "beta-tested" Connect 2 in the summer of 2023 with over 40 pairs of people assigned randomly to connect a few times over the phone, coffee or lunch. We had 18 people participate in our Connect 6 program in the fall with groups including: Single women in Calvary Choir, Zoom connect group with Christine Zeiler & Rick Breitenbecher, and an in-person group once a month with Nancy Hoffmaster.

Faith Formation

Pastor Morgan was tremendously gracious and suggested I lead the baptism class and perform the ordinance of baptisms this past year. I had the

immense honor of baptizing my wonderful colleague David Farwig after leading him through baptism class. I've never been more nervous to perform any Christian rite or ordinance.

I've also had the privilege of teaching Tuesday Bible Study the book *Sermon on the Mount* by Amy Jill Levine. If you've never picked up a book by Amy Jill Levine, I highly recommend her writing.

Pastoral Care

I've had the pleasure of calling on several folks for pastoral care visits, occasionally with Felicity as my assistant. These visits are one of my favorite parts of ministry. Additionally, I had the honor of officiating the memorial service for Ollia May Snowden.

Social Media

During our Advent series, "How Does A Weary World Rejoice?", we posted graphics daily on our social media with quotes, images, and reflections from the series. Our Facebook and Instagram has been more active overall this year which I am proud of.

Anti Racism Team - Euro Caucus of Evergreen

You may know I serve on the Anti-Racism team for the Euro Caucus of Evergreen, which works to provide opportunities and resources for anti-racist learning for Euro churches. We hold monthly meetings. We had the exciting opportunity recently of being featured on Evergreen's new podcast series. My team colleagues were interviewed and I submitted my own testimony that was included in the promotional video. [You can check it out here.](#)

Outreach

We were unable to have a booth at Denver PRIDE in 2023, however we had a booth for the first time at Aurora PRIDE! It was a delightful, beautiful day at the Aurora Reservoir full of good conversations about who we are. Many of our newer attendees have found us via PRIDE and it continues to be a powerful outreach point.

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Pastor Rev. Alice Horner Nelson



On a personal note, I am so grateful for how this community has cared for me and my daughter, especially on Sundays when I am a solo parent while my husband works at his church. Our childcare workers in the nursery are absolutely outstanding and go above and beyond to care for Felicity. At her child dedication, you as the congregation covenanted to invite Felicity into your hearts, support her faith development, support Matt and me, and help Felicity know the nature and wisdom of God, and you've done that and much more.

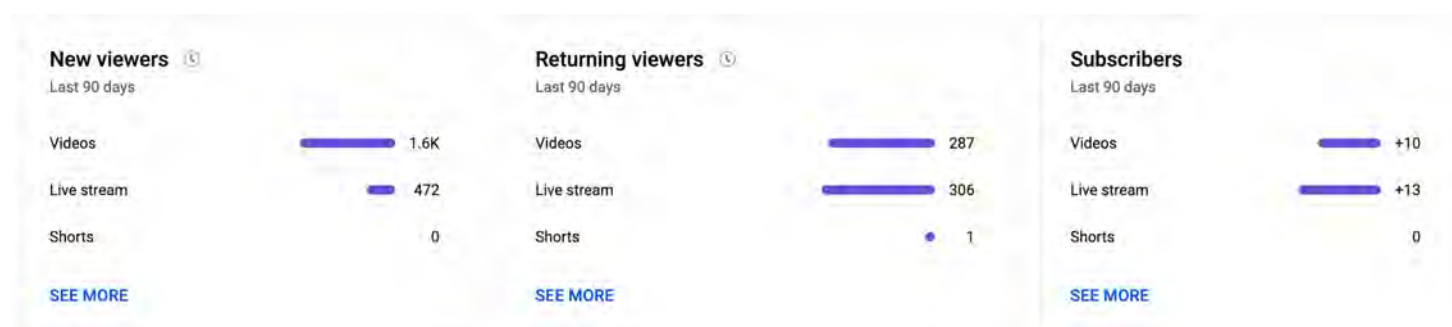
Thankful for you,
Pastor Alice



2023 Communications

YouTube Channel

- 20,167 views
- 93 new subscribers (15% more than 2022)
- 130 total livestreams - 9,385 views
- 110 total videos - 10,777 views
- most popular video: How to Create a Prayer Altar in Your Own Home (10,500 views and 71 new subscribers after watching the video [since published])



Our Website

- 7,500 users/visitors total
- 7,400 NEW users/visitors total
- a spike in users on Easter Sunday and the day of PRIDEfest

The above graphic details statistics from the last 3 months of 2023 - including how many new subscribers we gained.

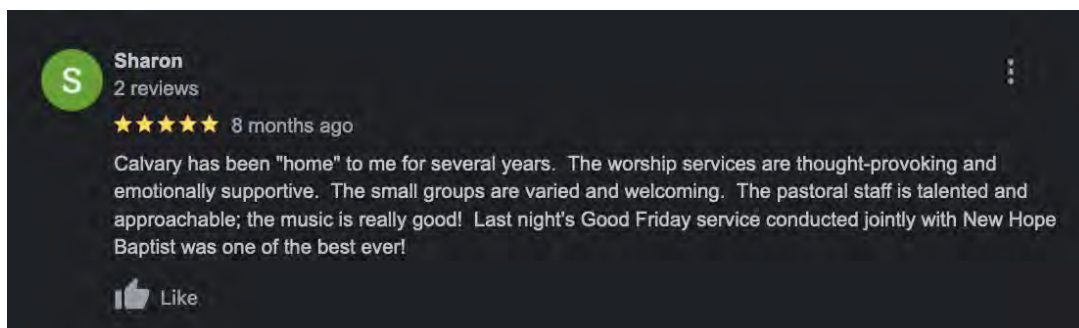
Social Media

- 23,669 Facebook users reached total in 2023
- 1286 Instagram users reached in 2023
- 4,859 Facebook visitors on the day of PRIDEfest

Google Maps and Business Profile

From August 2023-January 2024
2,275 business interactions (meaning people who look us up on Google or Google Maps)

About 100 clicks to our website a month from Google
Leave us a Google review!



Livestream Ministry

2023 was a great year for the Calvary Livestream ministry. Our library of streamed services received a total of over 20,000 YouTube views during the year, with the number of viewers who subscribe to our channel growing over 450. We streamed every week's Sunday service, several special events, and the Community Forum on Homelessness public event.

This has been a great outreach tool for Calvary. Though most of our viewers are in the U.S, we find folks who have signed on from all over the world. It has also enabled us to keep close ties with members who have moved out of the area and has enabled us to stay connected with some of our local congregants who are unable to attend in person.

The livestream team is a dedicated group deserving our continued thanks. Though we occasionally mix this up, our usual stream teams are:

- Damon Scalfaro & Amelie Haas
- Cory Crile & Ken Pinkham
- Tom Madden & Deborah Carlson
- Bill & Robyn Warren

Each team is made up of an operator (who directs the main broadcast feed from cameras, videos, and other media) and a slide tech (who posts lyrics, scripture, and special messages). During 2024 we will be welcoming Carly Crile to the group.

Also, it was a special pleasure for the Calvary team to have livestreamed the Annual Red Rocks Easter Sunrise Service, hosted by the Colorado Council of Churches. My personal thanks to Tom Madden and Cory Crile for their all-night efforts to put this on. The Calvary stream team will be doing the Red Rocks service again in 2024.

Submitted by Bill Warren



Staff Relations

2023 was a year of celebrations!

- First, Mary Hulst celebrated her SECOND 5th anniversary at Calvary! What a blessing! We also tipped our hat to her hard-working chauffeur, Jack, as Mary pastors to Calvary's VIP's.
- Alice Horner-Nelson celebrated her 5th anniversary with "Alice in Calvaryland." Luckily, while we may have glimpsed Cheshire Cats and White Rabbits, no one lost their heads in the process as we thanked Alice for her many contributions to Calvary!
- Then we jointly celebrated the 5th anniversaries of David Farwig and Denise Lanning, who brought their musical gifts to Calvary on the same day in 2018. Of course, we celebrated with music as we recognized the impact they each have had on our congregation.
- Our next celebration was for Anne Scalfaro upon her 15th anniversary with Calvary! We were honored to welcome pastors George Mason, Brian Henderson, Eugene Downing, and Mary Hulst, as well as Council Co-Moderator Rick Breitenbecher, to speak about Pastor Anne's many skills and gifts, as well as tell a couple of stories she perhaps might not have expected! Nichelle Downing, New Hope Baptist's First Lady, spoke about being a pastor's spouse as we acknowledged the value of Damon Scalfaro's role supporting Anne "through it all."
- To top off our staff celebrations, we held a baby shower for Angela Leonard, who was expecting baby Lennon Grae Matza, born November 27. Congratulations to Angela and her family!

2023 was a very fun year in many ways, and we thank all of the Calvary-ites who participated in our celebrations and made each and every one of our honorees feel that they were very special.

This fall, we also had the opportunity to celebrate Calvary's selection by Baptist Women in Ministry as their 2023 Church of Excellence Award winner. While Staff Relations (SR) was not involved in any way in this recognition process, we wish to note that the award is a result of the hard work, dedication, and creativity of our entire staff! They are amazing, and we appreciate all that they do for us!

One way that we let our staff know how much we appreciate them is through our sabbatical policy, available once every 7 years. This past year, Morgan Fletcher was able to take her first sabbatical at Calvary, albeit a couple of years delayed. Instead of taking one 12-week block of time, she split her first 6 weeks into several smaller pieces, which fit well into the seasons at Calvary and also seemed to work for her. Her reflections and lessons learned suggest that her sabbatical was very valuable and much appreciated. Thank you, Calvary, for making this gift possible.

Compared to all of the celebrations in 2023, the rest of the SR year felt somewhat ordinary, though still important! Here's a quick run-down:

- Publication of pastoral priorities for the year in the ENews.
- Worked with staff to ensure functionality of the new online timekeeping system; upon acquisition of Altitude Payroll by ConnectPay, now working to get the new timekeeping system running smoothly and making sure that all of the time off accrual and usage data has been transferred to the new system.

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2023 Staff Relations

- In-depth revision of the ministerial and administrative policy handbooks, to harmonize some policies, clarify others, fill gaps, and incorporate updated procedural and legal requirements.
- Supported Facilities and Operations upon Ben Carroll's resignation from Security and Set-Up and Custodial roles, and further supported staff as they address the increasingly-difficult security concerns at Calvary.
- Provided eligible staff with information about their healthcare options and renewal rates for 2024; reviewed and implemented new legal requirements for employers who offer healthcare plans to their staff.
- Prepared draft 2024 budget and (as of this writing) working with the Budget Reconciliation Team to lay the groundwork for any adjustments that may be needed.
- Completed Pastor Anne's annual performance appraisal and discussed it and her self-appraisal with her.
- Discussed various staff and congregational matters brought to SR's attention with the appropriate staff leaders.
- The SR Chair has also participated in the discernment process as a facilitator, and is a member of the Discernment/Insight Leadership Team.

It has been our pleasure to serve Calvary in a variety of capacities this year! As Chair, I would like to thank the members of the SR team (Larry Dávila, Linda Fischer, Nancy Johnson, and Debbie Rohrer) for their invaluable input on policy and staff matters, and for being great party-panners and workers as well! We also thank our great staff for being such thoughtful and insightful people who at the same time are delightful to work with! It is a pleasure to serve with you.

Submitted by,
Beth Dickinson
Chair, Staff Relations



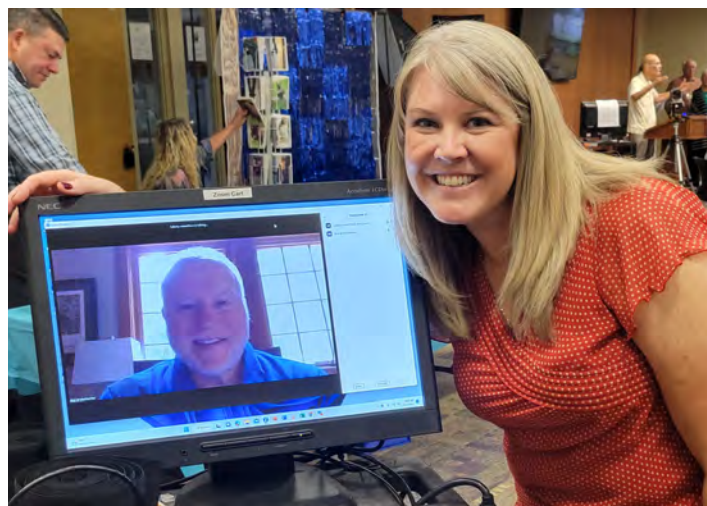
Church Council

The year 2023 gave Calvary Baptist Church of Denver an opportunity to take a fundamental and enlightened look at our church and how it does things. We engaged in our discernment, the exercise to look at our purpose and mission, and give voice to our thoughts. What an opportunity this was, what a gift to have so many people let us know what was important to them! It brought our Council closer to our Calvary family to be able to read and understand the great amount of feedback that discernment provided. Discernment even led to Council expressing our own questions about what we do as the "business" entity of Calvary, how we do it, who takes part, what are the longer-term effects, etc. It facilitated a greater discussion on how WE fit in, and how we address Calvary's needs.

Members of the Council took part in a number of events throughout the year to support discernment, from its inception, and throughout the discovery process. From there, there were documentation conversations, facilitation and participation in weekend retreats, Zoom calls, in-person working lunches, and numerous other meetings with the Insight Leadership Team. It hasn't always been easy to figure out exactly what Council needs to do to support the new ideas that discernment yielded, but it did start a discussion, some new understandings, and then a process to figure it out. At times, it has felt a bit like a jigsaw puzzle, with many dedicated participants all trying to figure out where pieces fit the best to create the portrait of an energized ministry that serves its congregational family. While it seemed like some of the discernment exercise had a clearly defined beginning and end to it, what has become clear is that discernment was only just the start of a long-term (and very healthy) process of continual self-questioning and self-evaluation. Discernment wasn't just a 'thing' that we did in 2023, but rather



the start of something that will become ingrained in Calvary's ministry, something on-going. During 2023, the Council has lent its support, time, and prayerful commitment to this effort as we step into new ideas about how our group can best serve the church. The work is just started and there's much more to do! It's energizing work and the Council is excited at the prospect of 2024, having a fresh perspective of what Calvary wants and expects of its ministry and lay leadership. We strive to understand what it means to be the hands and feet of Christ, and we are positioned both geographically and spiritually to bring so much good to our family and our community. This is why 2023 was so special, it allowed all of us to look at what works about what we do, and expand that. The Council is looking forward to a rich 2024 full of new energy, new discoveries, and new Christ-inspired direction for our church. We are so fortunate to have excellent and capable staff as well as lay leaders and members, and many volunteer contributors to help guide us on the mission.

Submitted by Rick Breitenbecher & Erin Gangloff,
Co-Moderators










Our Building

The year 2023 was a busy one for Resource Management and all of the church volunteers who have helped out during this time. The simple words “we did a lot of stuff” just don’t meaningfully convey the amount of work that was done! Just to help, I assigned an icon to each of the items to give you an idea of how much time was devoted to a given job. With the building back in full day-to-day usage, fewer renovation jobs were done and we refocused on crucial support systems and smaller projects.

 - took one or more persons hours to complete
 - took one or more persons days to complete

Major efforts:

- Carpet replacement  - We were able to replace the carpet in 10 rooms in various locations within the building in the central “wing” and the rooms adjoining the Fellowship Hall. Unfortunately, asbestos was discovered in the flooring of rooms 111 and 119 and required remediation.
 - Telephone system  - With particular thanks to Ian Fletcher, we were able to replace our aging Nortel relic telephone system with a modern VOIP (voice over internet protocol) system. The new system is much less expensive and a phone can be placed at any location we have an ethernet port.
 - Wi-Fi system  - Our near-end-of-life Open Mesh wi-fi system was working well enough, but OM was bought out by Datto Systems, a company intent on charging us for services we had previously received at no cost. The new system, a Cisco Meraki cloud-based system, has no ongoing costs once the initial hardware was purchased.
 - Automated Security System  - We replaced the card key lock system and the locking units on the main doors—as much as we could afford
- for 2023. We look forward to entirely replacing the main doors (which are worn out and no longer meet code) during the year to come.
- Security Cameras  - An unfortunate reality of life in the 21st century is building surveillance. We installed 7 new security cameras throughout the building to help keep an eye on things when no one is in the building and also for the office staff to be able to keep tabs on what is going on around them. The cameras are relatively low cost and I anticipate more being installed during the year to come.
 - Hot Water System for the west side  - Ever wonder where hot water comes from when you’re in the main church kitchen? It comes from the boiler room under room 352 near the Youth Lounge. The system is designed to continually recirculate hot water through a plumbing loop on the west side. There is also a loop on the east side that works the same way. The water heater for the west side had to be replaced in November. Because of the building dimensions we had to cut the old 100-gallon water heater in half to get it out of the boiler room (pictured below).
 - Restructuring Resource Management  - In conjunction with the discernment process, RM is actively participating in an effort to restructure the way we manage and care for our assets.
 - Sanctuary Lighting - We had the front half of the sanctuary converted to LED



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Our Building

spotlights in June of 2022. We are hoping to do the rear half in 2024.

Building Improvements, Maintenance & Repairs:

- Painted Fellowship Hall, NE Hallway, room 109 and Fireplace Room. 📅
- Built the chancel platform to be used during specials services. 📅
- Assisted in the removal of excess materials throughout the campus. 📅
- Removed chalkboard, repaired and painted wall, and installed whiteboard in room 119. ⌚ (pictures 1 & 7)
- Installed temperature sensors in key locations in east & central wings ⌚
- Replaced blackboard in 146. ⌚
- Re-routed and cleaned up cabling on choir area modesty panel.
- Re-routed power during partial power outage.
- Replaced light fixture on pulpit. ⌚
- Installed door sweep in Youth Courtyard.
- Installed drinking fountain/bottle filler west wing. ⌚
- Installed air conditioner in Nursery. ⌚
- Replaced blinds in 109, 111, 119, 154. ⌚
- Replaced main kitchen ice-maker. ⌚
- Re-keyed numerous locks and opened (picked) two cabinet locks. ⌚
- Repaired damaged ceiling tiles in room 366 and adjoining hallway. ⌚
- Fellowship Hall sound closet: installed locks. ⌚
- Building wide: installed grab bars. ⌚
- Hung Marvel Fisher paintings in room 119. ⌚
- Replaced small sink in west side of kitchen. ⌚
- Added switches to control exterior outlets at east doors. ⌚
- Room 119: repaired countertop edging. ⌚ (pic 4)
- Repaired broken table for Bootstraps.
- Replaced faucet in ACE kitchen.
- Repaired table leg in 350.
- Cleared dryer ducts in bootstraps area.
- Installed door sweeps in Youth Courtyard.
- Replaced batteries in temperature sensors.
- Troubleshoot problems with old air compressor.
- Installed Classroom sign replacements.
- Replaced lock on room 372.
- Youth Lounge Men's Room: changed leaky washer.
- Reconditioned toilets in 338 and 342.
- Repaired ladies handicap partition (pic 5).
- Repaired toilet tissue dispenser in main ladies' room.



repairing a leak in the gutter
















⌚ - took one or more persons hours to complete
📅 - took one or more persons days to complete





Our Building









- Replaced toilet by Senior Pastor's Office.
- Replaced aisle bulbs in balcony.
- Sealed eave access door above room 360.

Grounds Maintenance & Repairs:



- Restored electrical power to the outdoor Calvary sign.  (picture 6)
- Repaired ruptured main sprinkler manifold on south side. 
- Trimmed trees along Girard Ave. 
- Repaired major underground leak and replaced numerous failed sprinkler heads. 
- Painted Columbarium. 
- Filled crack in parking lot. 
- Painted over graffiti in chapel/sanctuary courtyard.
- Cleared downspout by rm 328.
- Re-mulched welcome garden. 
- Removed dying tree in ACE playground. 
- Repaired lighting FOTCC cross. 
- Replaced 2 LED spotlight fixtures at entry doors. 
- Performed sprinkler system startup and closeout in the spring and fall. 
- Removed weeds and trimmed trees along Hampden Blvd. 
- Restored east bank of light poles (except #4) in parking lot. 
- Exterior: spray wasps along parking lot planter.
- SE Door: Install outdoor outlet cover.

Technology

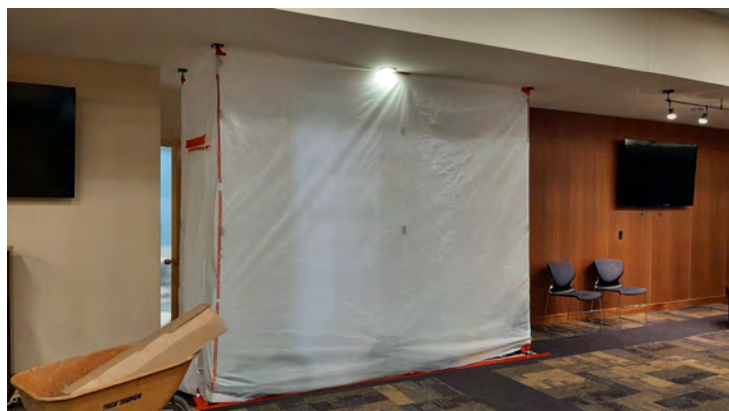
- Conducted the Red Rocks Easter Sunrise Service livestream for Colorado Council of Churches. 
- Installed wired Ethernet cabling to 109, 134, 136, 154, 328, 330, 338, 342. 
- Rebuilt streaming computer in sanctuary due to SSD failure. 
- Prepared for Community Forum: 
 - Added cable runs and mounts for cameras in Fellowship Hall

- Reconfigured Fellowship Hall sound system to work with streaming system
- Reconfigured Fellowship Hall sound system to work with stage box
- Configured vMix to work with additional cameras
- Built caddy to facilitate moving complete system
- Replaced full ethernet switch for east wing. 
- Streamer chapel: troubleshoot HDMI remote switch software. 
- Relocated audience camera to chancel left. 
- TV installed in room 154. 
- Installed desktop for security in rm 128. 
- Color corrected cameras in Sanctuary & Chapel. 
- Balcony: split sound cabinet top & installed piano hinge for cable access. 
- Replaced failed computer in accounting office. 
- Installed new mouse and keyboard for Music Director.
- Replaced UPS batteries in network room.
- Installed speakers at volunteer's desk.
- Computer moved from Music Director to Associate Pastor's office.
- Troubleshoot virus for volunteer
- Replaced faulty microphone on zoom cart.
- Bootstraps PC: troubleshoot login.
- Music library: moved MS Access files to MS Excel.
- Streamer sanctuary: replaced failed UPS.

Submitted by Bill Warren

 - took one or more persons hours to complete
 - took one or more persons days to complete

Our Building



asbestos abatement

Bill's helper Vivienne

Foot of the Cross Courtyard

The Foot of the Cross Courtyard is a sacred space in the heart of Calvary Baptist Church. It is important to the ministry and the people of our church as a place where loved ones are interred in a service that is meaningful to each decedent and their family. Family members and friends appreciate the location, finding it easy to stop in for a visit. Engraved names encourage remembering and visiting.

The Courtyard offers 3 options for interment and remembrance:

- the Columbarium unit – each niche accepts the remains of either 1 or 2 people
- the Common Urn – remains are poured into a vault and comingled
- the Wall of Remembrance – displays the names of loved ones who “rest elsewhere” – such as in another cemetery

In 2023, the remains of these beloveds were interred in Columbarium niches:

- Marvel Fisher
- Jeanine Crane
- Andy Gibbs
- Mary Ann Harder
- Betty Goding

With these 5 interred in niches in 2023, 54 now rest in the Columbarium.

66 of the 153 Columbarium niches have been purchased; 87 remain available.

The remains of Bennie Williams were added to the Common Urn – total of 14 now in the Common Urn. The inscription of Ollia May Snowden was completed on the Wall of Remembrance. Both of these can be viewed in the FOTCC.

The Courtyard is ideally connected to the Prayer Room and welcomes everyone for reflection and meditation. The natural beauty of this space is enhanced by John Paul Malik, our professional landscape horticulturist, and by Columbarium Committee members sharing all maintenance tasks, all seasons of the year.

Submitted by Corry Doty





Pastor Rev. Morgan C. Fletcher



2023 has been a year of pace and presence. From the start of the discernment process to the lay leadership assessment of system and procedure there has been a great need for humble curiosity and grounding my call into the Spirit of God with greater intentionality. This past year also held a two-year deferred sabbatical for me. My sabbatical took the pace of the first six-weeks being broken up and then a consecutive six-week stint, beginning in February and ending in September.

In ways more fully than 2022 it felt like ministries within my purview of leadership sifted through the coming out of digital ministry/Covid-19 safety protocols and identified their new normals. Two key areas of ministry that I witnessed this sifting were the student ministry and summer trips. Thanks to new investment in our student ministry by a fantastic team of lay leaders we have established a rhythm to our gatherings that works for students and leaders. For the first time since June 2019 we had our first summer trip with students and expanded to the first

intergenerational trip I've led at Calvary. There are two ministries – Family Promise & Bootstraps and Blessings – that have been able to acknowledge the changes to and within their work over the past two and a half years and how those changes need to be explored in greater depth. Their exploration aligned well with one of the implementations from the four values to come out of the discernment process – healthy partnerships between lay leadership, staff, and community partners. While most, if not all, areas of my work at Calvary have been impacted by the discernment process and the four identified values to come from the data gathered, the four highlighted above capture what this year has been to me, a year of challenge, growth, possibility, adjustment, and reflection.

Part of my role is to support staff by ways of staff gatherings and development. In tuning into staff needs, where the congregation was/would be headed, and the shifts taking place in the capital C Church, I selected the following readings for our staff

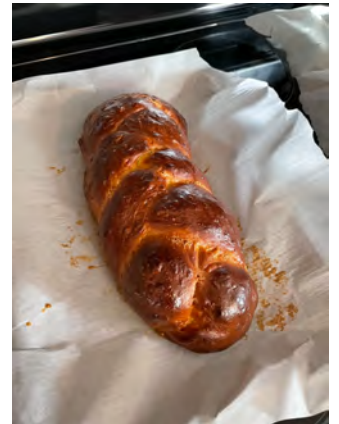
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Pastor Rev. Morgan C. Fletcher

to read during our devotional time at staff gatherings: *The Path Between Us: An Enneagram Journey to Healthy Relationships* by Suzanne Stabile, *How to Lead When You Don't Know Where You're Going: Leading in a Liminal Season* by Susan Beaumont, and *Living Resistance* by Kaitlin Curtis. Our staff development this year has been guided by John Ballenger, pastor at Woodbrook Baptist Church in Baltimore, MD. John has met with the worship staff the first part of the year and then staff at large this second half of the year. He has also offered one-to-one sessions for staff as we processed the discernment journey. Those present at staff gatherings and development sessions are full-time and $\frac{3}{4}$ time staff, then as hours allow to our part-time staff.

There have been two aspects of ministry that have drawn forth wonderment and refinement for me this year and those are preaching and the midweek words. In preaching I've soaked in the challenge that what I preach cannot be controlled in what people hear. This has always been true but it has brought forth a wonderment about how tender, risky, and meaningful the spiritual act of preach is for me. This September marked a year of doing the midweek word and as the pastor who creates the schedule for who creates and produces the midweek word I have seen this as a new expression of having a different medium align with the pulse and rhythm of our congregation's life. It has helped me refine my skills of synthesizing movements and foci in the Church calendar and Calvary's needs in a given season. It's brought forth wonderment about how this area of formation can best support our congregation and what might be to come for this touchpoint in the coming year.

Pace and presence have marked each of these sharings in their own way. It has been a year of being able to identify the pace and presence I



need within my ministry at Calvary, within our staff, within my family and our community outside of Calvary, and within my own faith formation. 2023 has been one of the richest years for me as a pastor and it's been because of the challenges, growth, curiosities, love, and hope that have been so very present for me. Calvary, we have done good and hard work with this year. Thank you for discerning, sharing, and dreaming with each other this year.

To embodying our continued wellbeing in 2024,
Pastor Morgan
(she/her)

Faith Formation

Tuesday Prayer & Study Group

This long-time group originally started meeting 43 years ago on Wednesday mornings, as a men's group. Over time the group changed the meeting day of the week and time, to Tuesdays at 9:00 a.m., as well as including anyone interested in learning. The group mainly meets on Zoom, but some who live close to church meet Pastor Anne in the Board Room to join the Zoom link. Several times each year we have social gatherings to personally reconnect. At that time we usually talk about what book/discussion topic we'll delve into next.

We always begin our time with checking on each other and gathering prayers. Prayer follows. Pastor Anne knowledgeably leads our discussions with probing questions that bring out a free-flowing dialogue. Books and topics we've read/discussed in 2023 include:

- *Hebrews*, commentary by Anne Scalfaro and Andrew Daugherty + Hebrews
- The topic of Forgiveness, from selected chapters by various authors, reflections, podcasts, articles, videos and homilies.
- *What Do We Do With Evil? The World, The Flesh, and the Devil*, by Richard Rohr
- *Blood Brothers: The Dramatic Story of a Palestinian Christian Working for Peace in Israel*, by Elias Chacour with David Hazard

At this point, we are mainly a group of retired women and men, with approximately 16 in attendance each week. We happily include anyone who has the ability to join the group on Tuesdays for an hour between 9 and 10 a.m. We celebrate the joy of getting to know each other better and delving deeper into topics that lead us to a stronger faith.

Submitted by Judy Griswold

Tuesday Bible Study

A group that engages Scripture through study, theology, and reflection Tuesday Bible Study meets on Tuesday mornings in the Youth Lounge and on Zoom. Over the course of 2023 we had book studies on *The Very Good Gospel: How Everything Wrong Can Be Made Right* by Lisa Sharon Harper, *From Judgment to Hope: A Study on the Prophets* by Walter Brueggemann, *Signs and Wonders: A Beginner's Guide to Miracles of Jesus* by Amy-Jill Levine, *Sermon on the Mount* by Amy-Jill Levine, a 4-week study pulled from *Womanist Midrash* by Wilda Gafney, and *Light of the World* by Amy-Jill Levine. Pastor Morgan facilitated the class the first half of the year and then was excited to have Pastor Alice and Christine Zeiler join the facilitator rotation the second half of the year.

Group participants include: Judy Baumgartner, Norma Briola, Cindy DeHate, Margene Hamilton, Judy Goldman, Vonda Liming, Estela Schweissing, Sara Sieker, Nancy Susman, Angelique Watts, Norma Wick, and Christine Zeiler.

Group facilitators: Morgan Fletcher, Alice Horner Nelson, and Christine Zeiler.

Submitted by Pastor Morgan



Faith Formation

Koinonia

The Koinonia Class report in the 2022 Annual Report began, “Our class once again celebrated each other by caring, sharing, and loving.” We continued these kindnesses in 2023, and also rejoiced over improvements in health and living circumstances, blessings within our individual families, and achievements in education and employment. This year we mourned the death of Andy Gibbs, supporting Kate as she grieves. We open each class with these concerns and blessings, plenty of both from a class of more than 30—regular attendance about 25. Our weekly offerings paid routine class expenses and enabled us to support the Calvary Family Emergency Fund and Bootstraps and Blessings.

Our primary focus is our study of God’s word, supplemented by contemporary literature: *The Universal Christ* by Richard Rohr, *The Forgotten Jesus* by Robby Gallaty, and *The Reason for God: Belief in an Age of Skepticism* by Timothy Keller. Libby Johnson, John Kron, and Jim Comstock are our excellent teachers. Other class leaders: Corry Doty, President; Jack Hulst, Treasurer assisted by Jim Dykes and Virg Musil; Janet Kerlin, Scribe, supported by Marie Dykes.

The Koinonia Class has occupied many spaces in Calvary over the past 54 years. We are currently in the room that opens into the Foot of the Cross Courtyard. Its badly-needed refurbishing was undertaken by Diane Newcom and Beth Dickinson with painting, etc. done by Bill Warren, Cory Crile, and Tom Madden. Paint, carpet, and window blinds are the same as currently used throughout the church. Funding came via Resource Management, from funds earned through external church rentals. Ten of Marvel Fisher’s paintings donated by her family were framed and provide the finishing touches to a newly warm and welcoming room.

Koinonia is a group of friends. A fellowship of believers that has strengthened over many years at Calvary. More recently, we’ve been delighted to welcome individuals and couples of younger generations who enjoy interacting with us and our study focus.

Submitted by Corry Doty

Voyagers

We finished reading *Freeing Jesus* by Diana Butler Bass. She tried many religious seminaries and collegiate institutions and was disappointed by all of them.

We then selected an audio series of lectures by Professor Bart Ehrman titled, *The Historical Jesus*. Despite his far-ranging impact, Jesus appears to have been scarcely known. Opinions of lay people and scholars about him are so much at odds with one another that they simply cannot all be right. The course sought to determine what Jesus actually said and did. Professor Ehrman affirms that the moral and ethical teachings of Jesus are solid; it’s just that not all of the facts and details of his life actually happened.

We did not finish our discussion in time for Calvary’s summer class break, so we continued in the Fall. Jesus adopted John the Baptist’s apocalyptic view, fully expecting that God would come to earth to save humankind.

We read *Life After God: Finding Faith When You Can’t Believe Anymore* to close out the year.

Submitted by Tom Waymire and Gordon Kieft

Faith Formation

Caritas

Caritas, in Latin, means “love of many people”. This group holds on to the practices of caring for each other, holding one another in prayer, and learning together, whether celebrating or struggling, this group shows up for each other.

This year has seen many changes in Caritas. We are pleased to welcome 4 new enthusiastic members to our class.

We no longer provide a hybrid zoom class due to Covid subsiding. We opened our classroom to housing the bells for our bell choir.

Daniel Schweissing has been our beloved sole teacher for the last 4 years. Last Spring we converted to a rotating teaching model when Diana McGahan and Carol Parsons joined the teaching team. This added new energy and perspective to our class. In the Fall after Diana moved, Willow Carter was added.

Below are the study topics we covered this year:

- *Hebrews* by Pastors Anne and Andrew (Jan-Feb)
- *The Many Faces of Wisdom: Excerpt from Proverbs and James* (March-May)
- *Jesus and the Disinherited* by Howard Thurman (Sep-Nov)

The Universal Christ by Richard Rohr (Nov-Dec)

Our big social event was a Christmas Breakfast Party with guests Pastors Anne and Alice.

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

Explorers

We began this year with a small class since Walter & Edith Rowell decided to pursue other classes. We were sorry to see them leave because they had years of interesting and comical stories to tell. However, that was not to stop our fearless leader, Larry Dávila, who loves to teach and has done so since 1976. His class began as the Merry Weds and then it was the Pathfinders for many years. Then we merged with the Ambassadors and now we are the Explorers .

We use Judson Bible Lessons book “Journeys” as a source for our class. It is a book of Bible Scriptures about various themes. Larry, who has an extensive knowledge of the Bible, adds his understanding of the theme and the history at that time. He is open to questions and discussions which makes for an interesting and fun class.

We have added some new members to our class which is always exciting. They are: Stanley and Sasiras Larson, Bev Gavel and Topher Palmisano. This is in addition to Larry and Carol Dávila, Gary Howe, Rosemary White, Bill and Robyn Warren, Alison Matthews and Judy Goldman.

We donated to Miracle Match early this year and still plan to donate additional funds to some of our ministries before the year is over.

Submitted by Judy Goldman

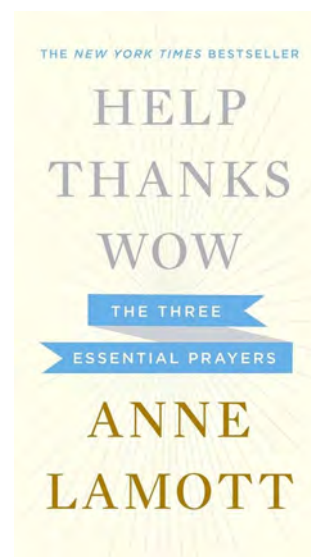
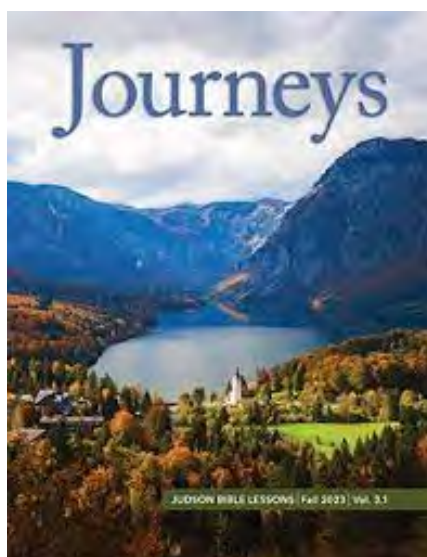
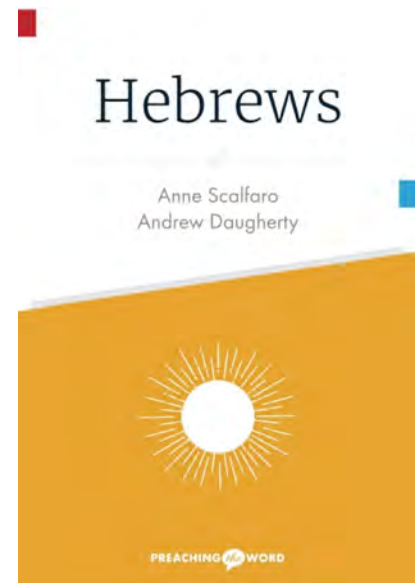
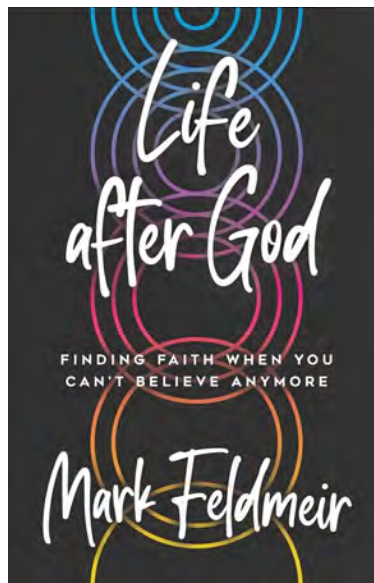
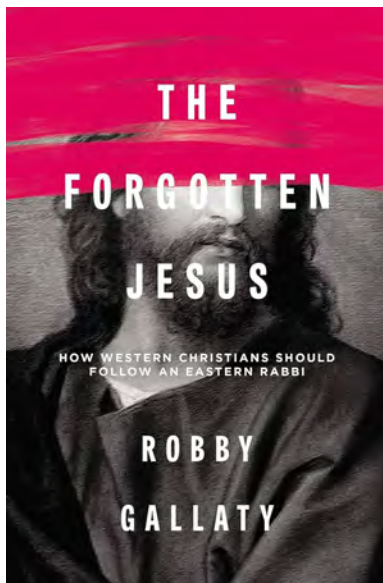
Faith Formation

Ribbons

Ribbons continues to meet in hybrid capacity because we have seven members who have moved away from Denver but who want to remain part of the group. We meet (in person and Zoom) on the first and third Sunday, after worship, for our study sessions, and on Zoom on the second Saturday at 2:00 PM for a social time.

This spring Diana McGahan led us in the study of Anne Lamott's book *Help Thanks Wow: The Three Essential Prayers*. During the fall term we are studying Barbara Brown Taylor's book *An Altar in the World*. Discussion leadership is shared by class members.

Linda Fischer
Margie Jonell



Children's Ministry

Easter Sunday: Over 1,000 eggs filled, lots of candy donated. Children participated on the playground in the hunt and indulged in a cupcake Easter walk, and donuts, goodie bags from Calvary. 16 families

Vacation Bible School: Ready, Set, Move! Kids 4-12 spent a whole week at Calvary building friendships, playing games, Bible Stories, creating snacks, crafts, recreation, and worship. *Save the Date* Vacation Bible School 2024 will be June 24th-28th!

Trunk OR Treat: Canceled, Children on 5th Sunday came downstairs and Trick-or-Treated through the Children's Ministry Hallways.

Blessing of the Backpacks/First Grade Bibles:

Three 1st grade families

Commitment Sunday: 11 Children sang in worship, Peace Like a River

Christmas: Children performed at Christmas concert and enjoyed crafts and cookie decorating prior to concert.

Children's Ministry Volunteers:

Nursery Volunteers: 3

Sunday School: 5

Word for God's Children: 7

K-5th Graders (typical-ish Sunday): 10-12

Infant-toddler-preK: 6-8

Submitted by Angela Leonard



Children's Ministry



Student Ministry

The beginning of 2023 was a tough season for youth group as the efforts to find what connected with our students took a bit and it wasn't clear what would come to be. The civil rights road trip was the first organized trip for our students since June 2019 and we had three of our students attend. Over the course of the summer we had several lay leaders express an interest in becoming leaders for youth group. We tried to see if there was a partnership to be had with the local PFLAG chapter but there wasn't a partnership opportunity to be had this year. Once the 23/24 program year began we had a team of six youth leaders, a new schedule for youth group, and a core of students engaging. The new schedule is meeting the first and third Sundays of the month, sharing a meal together, and then connecting over a topic, game, or catching up.

Thanks to our partnership with New Hope Baptist church we have been able to connect with their youth group once and are hoping to make it a quarterly experience. Thanks to Ms. Angela and David Farwig our students have had an outlet to begin singing at church again. With the accompaniment by Denise Lanning and conducting by David some of our youth have started singing with our children's ensemble and thus creating a student ensemble. We were able to hear them in worship this Fall and for one song in the choir's Christmas concert in December. It's been a year of growing into something familiar yet new and that has been beautiful to see.

Our amazing youth leaders are: Ben Carroll (he/him), Taylor Goodman (she/her), Reggie Ridlen (he/him), Ryan Robinson (he/him), Nyabuath Tuom (she/her), and Angelique Watts (she/her).

Submitted by Pastor Morgan



Facing Racism Alumni

Calvary's Facing Racism Alumni group continued to meet to learn, experience, and support each other in the work of practicing antiracism. Over the course of 2023 this group went to the History Colorado Center: Sand Creek Massacre exhibit, had a book discussion on *The Holly: Five Bullets, One Gun, and the Struggle to Save an American Neighborhood*, heard from Sandrine Haas on her work in the field of Diversity - Equity - Inclusivity (DEI), had a walking field trip to Sakura Square, discussed the origins of phrases and how to shift from ones with racist meanings, and learned about racism and injustice within the field of artificial intelligence. Between gatherings it was common to have the group share resources and experiences through our email threads. This group is built on a foundation of encouraging one another to have courageous conversations, continue to lean into the reality that antiracism work is intersectional and a life long learning, and genuinely caring for each other and one another's wellbeing. We meet on zoom on the fourth Sunday of the month.

Group participants include: Anne Comstock, Emily Crile, Alice Horner-Nelson, Linda Fischer, Morgan Fletcher, Brenda J.R. Goodman, Margie Jonell, Diana McGahan, Katherine Pound, Anne Scalfaro, Sandra Shreve, Gay Stanley, Karen Stanley, Natalie Ralston, Becky Whitaker, Susan Wirt, and Christine Zeiler.

Submitted by Pastor Morgan





Care & Connect



Rev. Mary A. Hulst

Pastor Emerita & Pastoral Associate

To my amazement, I realized as I gathered materials and numbers for this Annual Report, that I have written 35 such reports while a member of Calvary Baptist Church: Fourteen have been as Minister of Christian Education: Fifteen were written as Senior Pastor (one for the Interim year prior to my call as pastor): and 7 written as a Pastoral Associate, (one a 6 month assignment) working with the Home Centered folks of Calvary-plus those who have reached the mark of 90 years of living, a remarkable number.

Those with whom I minister are Calvary's VIP's. They are VERY INSPIRING PEOPLE and they are indeed that. They are resilient, faithful, courageous and remarkable. My calling list currently numbers 40.

Annual Reports by their very nature and definition include numbers. The numbers tell stories. For me an annual report includes the number of miles traveled visiting our VIP's. That number of miles, with my husband Jack as my faithful chauffeur, is 1784 in 2023. Our folks reach as far north as Bev Gavel in Arvada, as far south as Kim Lenz in Parker, as far west as Dena Stanton in Lakewood and as far east as Les Redifer in Aurora.

It has been said that "A journey is best measured in friends not in miles," and each journey I make to see these folks are indeed measured in the friendships that have formed over the years. They inspire me in so many ways as they deal with the surprise turns and sometime difficult twists, as well as the joys and delights they see so clearly in life. I made 285 personal visits, each deepened the friendships formed.

The very hardest number for me this year is the number of folks to whom I said a final good-bye. Ilene Groom, Pat Crandall, Jeanine Crane, Marvel Fisher, Bennie Williams, Mildred Smith, Helen

Cheatham, Harry Crandall, Ollia May Snowden, Andy Gibbs, Betty Goding. Each had a candle lit in their memory on All Saints Sunday and all left an imprint on my heart. They were my friends, for whom I was a pastor for many years. Those relationships are an honor and a privilege and sharing poignant and significant moments in our life journey deepens relationships in such meaningful ways. I miss them.

In addition to regular mailings and personal visits, In the course of the year I make a quarterly visit to all on my list, with a small gift prepared to say, we love you and miss you when you are unable to be present. Those gifts are often from my kitchen or kitchens of friends like Anne Comstock and Cindy Ponikvar who have helped in the baking. This year's gifts included bags of lemon poppy seed muffins at Easter, a Fourth of July door hanging, Pumpkin muffins before Thanksgiving and a small tree ornament of Christmas. The quarterly gifts also include a group of more recent widows, who are not on my regular calling list, but who experience a particular grief around holidays.

Calvary members have such incredible faithfulness. staying power and love of our community. I include the picture of Maggi Susman, who is the member on my current list, whom I have known the longest. Maggi was one of the first people I met at Calvary. Maggi, a Christian Educator, was at that time working in the Accounting Office. Maggi and I have had both a work related and personal friendship since 1977. I call on her



continued on next page

Rev. Mary A. Hulst

Pastor Emerita & Pastoral Associate

now where she lives at Eastern Star. The joy of her welcoming smile is repeated by every person on my list. No wonder I love what I do so much. These folks bring me joy, inspiration, reflection, challenge and growth in my own life journey. I so hope to give some of that to each of them. I am so grateful to Anne Scalfaro and Staff Relations for the invitation to be a part of Calvary's Pastoral staff. I am grateful for Anne's ministry and her inspiration to me and also to Morgan, Alice, David, Chad and Angela with whom I work and minister. They not only inspire, but are fun to work with as well.

Reverend Mary Hulst - Pastor Emerita and Pastoral Associate



2023 Connect

Calvary's Men's Group



The Calvary Men's Group meets the last Friday of each Month at 11am in Fellowship Hall for lunch followed by a program. The cost is \$10 for regular attendees and \$5 for guests. Occasionally we also take trips to local points of interest. In 2023 our events included: Programs from the FBI, the IRS (tax filing information), March Madness basketball contest, Alzheimers Information, and a presentation of how we have collected items we saved from our childhood to our adulthood, and a corn hole contest and picnic. We also visited a local Fire House, and the Colorado Railroad Museum. Our GRAND FINALE was a Sock Hop highlighting music from the 50's and 60's era in Fellowship Hall for the entire Calvary community. Over 40 people came to dance, have fun and enjoy the evening. We had several contests with prizes given to the winners (the best costume award was exceptional as were the runners up). Even though our group activities are normally for men, we also have events open to all when subject matter interest is beneficial to all.

The Men's Group purpose is to be a positive outlet for men of varied backgrounds and skill sets to offer their experience and shared

spiritual heritage to provide fellowship, education, and certain mission opportunities. In 2022 we initiated the Dave Crane Scholarship fund to provide a monetary award to a graduating Calvary Youth Group participant who is continuing their education. The yearly award is funded by donations from the Men's Group, the Calvary congregation, and friends of Dave Crane.

Lunch Bunch

Calvary friends like to converse with each other and eat, and we have found there's a great way to do both once a month. There's no agenda and everyone is welcome to sign up and try out restaurants in the area together. Separate checks. Dates and locations are chosen about a month in advance. We had between 20 and 33 at our lunches in 2023. When you see the announcement in E-News or in the Order of Worship you are welcome to reserve a spot. Last year we began at NY Deli in January, followed by First Watch, Hoong's Palace, Zane's Italian Bistro, Guadalajara, Jabo's, Benedict's, Sam's #3, and ended with a Christmas lunch at Calvary. We always are looking for new restaurant suggestions and welcome your ideas.

Submitted by Nancy Hoffmaster and Ken Pinkham, Co-Coordinator

Calvary Book Group

The group is open to all. We meet the 3rd Monday night of the month at 7:00 pm, September – November and January – May. We read a variety of titles, including contemporary novels, memoirs and biographies. Leadership is shared by members of the group. The next few titles are: January – Demon Copperhead by Barbara Kindsolver; February – A Long Way Home by Saroo Brierly. The May title is

2023 Connect

Lessons in Chemistry. To sign up, contact Judy Griswold at jgandjm@aol.com or Gordon Kieft at gordonkieft@msn.com.

Quilting Group

This past year we have been able to meet most every month. We try to do a variety of projects as a group and always enjoy show and tell time.

We want to thank those who have sent us donations. This included lots of material and quilting supplies from Debbie Blew, Pat Crile and Jennine Crane. These gifts encouraged us to keep sewing. We all continue to work on personal projects too.

We were so happy that Cindy Schall joined us this year. She is a great quilter and will bring her experience and ideas to all of us.

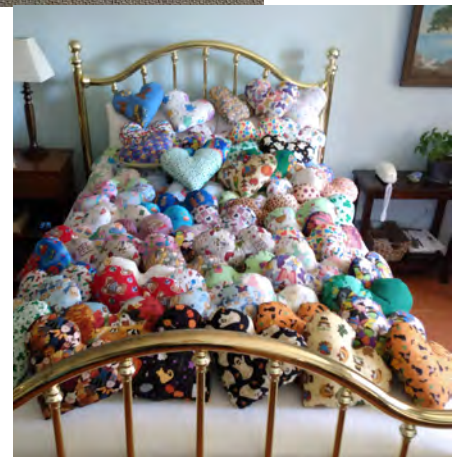
2023 was very productive. We made and sent into Children's Hospital 248 heart pillows, 47 dolls, and 58 various sized quilts and fleece blankets. They are always so appreciative of our donations.

Submitted by Robyn Warren

Craft Club

Formerly the Scrapbooking group, Craft Club has been meeting for about 10 years. We typically meet the third Saturday of the month from 9 a.m. to 2 p.m. with a break for lunch. Because we have such a small group, we sometimes switch to a different weekend if holidays or vacations prevent too many from attending.

We twice met in person in Fort Collins with Becky Worford, who usually joins us these days on Zoom. Members bring their current craft or scrapbooking projects to work on. Often it's the only time every month we have time to make progress on these projects. Some work on their computers. One mem-



-ber usually makes jewelry. Another brings whatever cards or projects she's working on at the time. We talk and catch up on our lives as we work.

We always celebrate when someone completes a project. We celebrate birthdays and other life events, and we pray for each other through the hard stuff.

We are always looking for new people to join our group!

Submitted by Deanna Geldens



Finance Committee

Through Calvary's discernment process, we learned there was a curiosity about Calvary's present financial status and our sustainability into the future. And so, the Financial Wellness team worked to address this insight. The Team included Beth Dickerson, Chair of Staff Relations, Bill Warren, Chair of Resource Management, Cindy Ponikvar, Treasurer and Chair of Finance Committee, Natalie Ralston, Chair of Stewardship Committee and Senior Pastor, Anne Scalfaro.

As a first step in this process, a sub-group of this team began the work of creating The Financial Wellness document to help the church community understand the factors that contribute to the overall financial picture of Calvary. The hope was that in understanding how these financial puzzle pieces fit and work together, we would be better informed as we approach the fall and begin to highlight one of the key pieces of that puzzle – the operating budget.

The Financial Wellness document was presented to the Calvary community, highlighting the purpose, development and noting notable parts of the Church's overall financial wellness.

- Did you know that Calvary is DEBT FREE and has not had a mortgage since 2014?
- Did you know that we receive building usage fees on a monthly basis? The building usage fees have been used to upgrade many aspects of the building over the past 8 years. Upgrades that have been made range from fiber optic cable, air conditioning in rooms that did not have any, up to date thermostats to help keep energy costs down, painting, new carpeting, sound system upgrades and ADA accessible doors to name but a few. These upgrades have not only benefited the congregation but also have helped in attracting outside groups to our facilities.

- Did you know that we have a healthy endowment fund? Per our bylaws, Calvary can use 4% of the average earnings of the previous twelve quarters each year for our operating budget. Beyond this, Calvary's endowment fund remains as an asset that is permanently restricted. Our use of the endowment fund provides a predictable stream of income and in 2023, the Endowment Fund provided \$21,200 to Calvary's operating budget.
- Did you know that Calvary is a congregation supported church; the gifts and offerings our church members give sustain our budget; your giving matters!

Thank you Calvary for your loving support of our church, our mission and our community!

Submitted by Cindy Ponikvar



Stewardship

We began the year with the energizing and very successful Miracle Match campaign. As the Budget Reconciliation Team was facing drastic and difficult decisions, an anonymous donor put forth a generous and inspiring challenge to the Calvary community—they would match every gift dollar-for-dollar up to \$75,000 to ensure we could raise the \$150,000 to close the gap on our anticipated 2023 expenses. Calvary showed up for the challenge and over the course of 10 days between Friday, January 13 and Sunday, January 22, 128 people gave \$91,737, plus the \$75,000 match, for a total of \$166,737 raised (read Pastor Anne’s message about it on the next page). It was a truly inspiring miracle and a wonderful way to kick off the new year. The Stewardship Committee wrote thank you notes to everyone who made a gift to Miracle Match.

We began planning for the fall Stewardship Season in the spring and the committee met throughout the year to work on strategy and plans. Members of the committee wrote thank you notes to each new donor all year long. The committee also arranged for Moment of Gratitude speakers in worship services throughout the year, with topics ranging from discernment, to the Civil Rights Road trip, to Children’s Ministry, to celebrating pastoral anniversaries and milestones. Moments of Gratitude provide a wonderful opportunity for members to share why they are grateful for Calvary and to invite others to join them in supporting our church.

Our focus for the fall Stewardship Pledge Campaign was “It is Well...,” in alignment with our church theme. As we crafted plans for Stewardship season, we used feedback and data from the Discernment process, thoughtfully constructing a pledge campaign that addressed member feedback around Stewardship, as well as the insight that members want to ensure Calvary’s sustainable long-term financial wellness. We reminded the congregation that we each play a critical role in

making sure that Calvary is financially well now and in the future, and we invited all members to consider how they may help in ensuring Calvary’s financial wellness in 2024 and beyond. The committee also made a few small changes to the Stewardship Pledge Campaign this year, including shortening the campaign timeline by a couple of weeks and adding an online pledge form to make it easy for people who prefer to make their commitment online. A QR code for the online pledge form was included in the Order of Worship throughout Stewardship season.

Thank you to the members of the Stewardship Committee (Mimi Leonard, Estela Schweissing, Kent Shira, and Susan Wirt), as well as the Pastoral Staff and office volunteers for all of their work and help supporting Stewardship throughout the year and with planning and preparing for Stewardship season. And thank you to everyone who supported Calvary this year with your time, talent, and treasure. Calvary is a congregation-supported church, and when combined, our collective gifts truly make a difference and ensure that Calvary is financially well now and in the future.

Submitted with gratitude by Natalie Ralston



Miracle Match

January 2023

Just as the Budget Reconciliation Team was facing drastic and difficult reductions – the impact of which would change Calvary's ministry and staffing in significant ways – an anonymous donor stepped forward in early January with inspiring generosity, challenging us all to give an “above and beyond” gift to ensure we could raise the \$150,000 needed to fund our anticipated expenses for 2023.

Faith in God and in the mission and vision of our church has inspired this donor to match dollar-for-dollar gifts given to Calvary's operating budget for the ten days between Friday, January 13 and Sunday, January 22 up to \$75,000. This remarkable act of generosity gave Calvary the potential to raise the \$150,000 needed to bridge the budget gap which would ensure we:

- Retained our current staff (including accounting for rising cost of living and health care)
- Supported current programming costs (accounting for inflation in all areas)

- Increased our support for global servants (missionaries) and maintain other mission/advocacy support
- Cared for our building and property in sustainable ways (i.e., accounting for inflation in rising gas prices)

Miracles are a beautiful mix of divine inspiration and human action. While facing a \$150,000 gap in our budget felt insurmountable, the Spirit stirred the heart of this donor and inspired us all to rise to the challenge and create a modern-day miracle for Calvary's operating budget. And we did it – and then some! Our final total was \$166,737.41 (\$75,000 + \$91,737.41), which included 129 giving units.

Our deepest thanks to everyone who participated in the Miracle Match: 10 Days to Boost the Budget! May this spirit of generosity and abundance continue in 2024!

Final Stewardship Campaign Numbers

- Total Pledged Amount= \$605,133
- Total Number of Pledges = 120
- Total Number of People (represented by pledges) = 178
- Number of New Pledges (since last year) = 20
- Total of Those New Pledges= + \$55,720
- Number of Increased Pledges = 54
- Total of Those Increases = + \$40,946
- Number of Decreased Pledges = 12
- Total of Those Decreases = - \$14,173
- Online/Out of Town Pledges = 6
- Online/Out of Town Total Pledged Amount = \$16,436
- Filled Out Online Pledge card = 10
- 2024 Average pledge = \$5,043 (Total Pledge Amount = \$605,133 / Total Pledges = 120)

2023 Bequests

1) Calvary is grateful for the generous bequest (undesignated) from the Barbara Ford Estate, totaling \$108,408.31.

The first distribution of \$39,444.95 was received in late 2022, and \$19,722.47 was put into Building Repair & Replacement Temporarily Restricted Fund for 2023, and \$19,722.48 was used support the entirety of our Missions gifts in our Operating Budget for 2023.

The second (\$60,000) and final (\$8,963.36) distributions totaling \$68,963.36 were received on May 2, 2023 and September 27, 2023. \$34,481.68 was put into Building Repair & Replacement Temporarily Restricted Fund for 2023, and the remaining \$34,481.68 has been allocated as follows:

- \$29,978 to support the entirety of Mission Support in Calvary's 2024 Operating Budget
- \$4,503.68 to support the health insurance benefit for full-time staff in Calvary's 2024 Operating Budget



2. Calvary allocated \$600 of previously received distributions from the Ardith Reike Bequest in 2023 for Guest Speaker and Preacher Honorariums to enhance our worship experiences. In 2023, Calvary received two more distributions, which will be used in a similar manner in 2024:

- May 7 = \$117.26
- Oct 15 = \$27.41

3. In the fall of 2023, Calvary received notification that we are a designee/beneficiary in the estate for Alsace Lorraine Hatcher. We anticipate more information about this bequest in 2024.

Anne's Stewardship Letter

This year at Calvary, our focus is on cultivating wellness. As we find inspiration from the God who created and called us good and the ways that Jesus embodied wellness himself, we proclaim together, “It is well...”—which is very much a needed prophetic vision for the future and a pastoral truth for today.

During stewardship season, I hope you will consider how Calvary impacts your own wellness of heart, mind, body, and soul—and—how you play a vital role in Calvary’s wellness. Your actions and commitments impact your own wellbeing, the wellbeing of our church, and the wellbeing of our world.

Through your financial generosity, you ensure that all aspects of our church community remain well:

- from thoughtful preaching and inspiring music in worship to new insights learned through small groups,
- from inclusive, community-wide events to personalized, pastoral and congregational care,
- from efforts that help those experiencing homelessness in Denver to advocacy for justice worldwide,
- from partnerships and programs with local churches and agencies to supporting global missionaries,
- from maintaining the beautiful, sacred spaces within our building to ensuring safety for all,
- from providing a vital online presence for members near and far to funding our gifted, committed staff.

Each of our financial gifts—large, small, and in between—are essential for the financial viability of our beloved church. If the gift is significant to you, it is significant to God and to us.

As you consider your financial commitment to Calvary for 2024, please review the enclosed narrative budget which illustrates the many ways that your giving provides for the wellbeing of

Calvary. The images tell the story of the impact of Calvary’s ministries in 2023, and the budget numbers present our hopes for wellness in 2024. Calvary is a congregation-supported church; we rely on the generosity of every person for our financial wellbeing and sustainability. Every gift makes a difference.

I invite you to join Damon and me by making a bold pledge for 2024, increasing your financial support if you are able. *Costs are rising in all sectors of our lives, and the church is no different. Increases in giving are essential for maintaining our ministry as it is today, and significant increases will allow us to fulfill our vision for the future.*

Please complete the enclosed Commitment Card and bring it to worship on Commitment Sunday, November 12, or scan the QR code to make an Online Pledge today! You may also mail your Commitment Card to the church, drop it by the office, or put it in the offering plate during worship. To plan responsibly for our 2024 budget, Commitment Cards and Online Pledges are due by November 19. Thank you for all you do to support the wellness of Calvary and our congregation!

With gratitude and well wishes,

Rev. Anne J. Scalfaro
Senior Pastor



2023 Missions

Missions Committee

During 2023, 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 2023 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.

For 2024, 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

Missions Award Received in 2023

Calvary received a letter and certificate from International Ministries that we had been included in the Luther Rice Society for our leadership in generosity in supporting Global Servants. This year Calvary was among the top 8% of supporters giving to International Ministries. Pastor Anne Scalfaro attended the Luther Rice Society Appreciation Dinner at the ABC-USA Biennial on June 23, 2023 in Puerto Rico on Calvary's behalf.

IM started the Luther Rice Society in 2001 to encourage the support of global mission. Today the Luther Rice Society honors and recognizes those whose leadership in giving is a powerful example for many others.

Family Promise

Our partnership with First Plymouth Church continues to be immensely impactful, and can hopefully serve as a model for other missions partnerships we can form to support our service ministries. Many of our volunteers are from First Plymouth, and Susan Oakes remained an important part of our organizing team. Together, we are able to offer an important service that neither of our congregations would be able to sustain on our own.

The transition away from asking for individual breakfast/snack food item donations to asking for King Soopers gift cards has allowed us to be a lot more flexible and efficient in what food we can provide for the families. We've been able to ensure appropriate dietary options are available when needed, reduce the amount of wasted leftover food, and get a head start on preparing for next year.

Several different families specifically thanked us for the shower and laundry availability, noting that other host sites often lacked these amenities. One young girl mentioned that Calvary was her favorite of the churches she had stayed in!

There has been some turnover and confusion at the central Family Promise organization, and while communication has been improving, we are still working with the other host sites to improve and clarify processes and policies for our volunteers. Throughout our 20+ year involvement with this program, we have been able to offer a critical moment of peace and dignity to local families, and making sure that we can continue to participate in a sustainable manner is a priority.

Submitted by Willow Carter

Missions

Kentucky Circle Village

Kentucky Circle Village (KCV) is one of Calvary's longest running outreach ministries, dating back to the 1950s. The initial mission to provide affordable housing for seniors remains the focus and current philosophy of the foundation and its three separate contributing churches. The KVC board is comprised of the American Baptist Churches of the Rocky Mountains, Green Mountain Presbyterian Church, and First Plymouth United Church of Christ.

The KCV campus is located east of Colorado Boulevard off East Kentucky Avenue and sits on over 8.5 acres of green lawns and mature trees dotted with apartments and cottages. The community is comprised of 29 buildings offering 172 apartments. The neighborhood setting lends itself to fellowship and activities that the KCV staff and residents organize.

During 2023, the KCV staff has been energized with new full time and part time staff dedicated to the safety, efficiency, and attractiveness of the campus and residential units. The staff is committed to enhancing residents' quality of life through care of the property and community. The staff continues to improve the efficiency and effectiveness of how the property is managed and how to best support residents in living their happy and healthy lives in an independent living environment.

The facility provides five noontime meals per week in the dining room; access to a variety of activities for seniors with a full-time Activities Coordinator offering trips to local grocery stores and churches; movie nights; cultural excursions.

Kentucky Circle Village's annual income budget of \$1,472,000.00 is supported entirely by resident rental income, as well as other sources. In addition, the foundation churches voluntarily contribute to

the Henry G. Smith Fund, which assists KCV residents in paying rent in times of temporary need.

This past year, Calvary Baptist church members generously supported the KCV community through a food drive held in conjunction with World Communion Sunday.

The board encourages active participation in KCV—any board member would be happy to tell you more about this important outreach mission.

The current board members from First Plymouth are Dal Ingold (President), Ken Sawyer (Treasurer), Gini Blunden and Dalyce Due (Co-Secretaries). The members from American Baptist Churches of the Rocky Mountains are Roy Johnston (Vice President) from Cherry Creek Baptist Church and Daniel Schweissing from Calvary Baptist Church. Green Mountain Presbyterian's board seats are currently vacant.

Respectfully Submitted,

Rev. Daniel M. Schweissing
KVC Board Member



Bootstraps & Blessings -> Blessings

2023 was a year of change for Bootstraps and Blessings at Calvary Baptist Church. The spring saw strong numbers of guests with a changing profile. We saw more men, transgender and younger people. One of our guests was involved in the church break-in which resulted in the loss of AV and computers. Drug use and trashing of the facilities increased during the summer. After a review by our facilities manager which pointed out the legal and health ramifications, a decision was made to halt the program for a reevaluation in September. Thus, all numbers are for 9 months and the first 3 quarters of the year.

From January 2023 through September of 2023, we served 344 guests with 708 visits who took 333 showers and did 153 loads of laundry. Of those guests, 20 were veterans, 45 were disabled and 223 said they were unhoused. 21 said they had jobs.

Bootstraps gave out 979 (\$4985) King Sooper gift cards and 654 (\$1831) RTD passes. During 2023, Bootstraps saw donations and King Sooper and Safeway credits totaling \$4288.71. Expenditures totaled \$8879.90.

Since our temporary closure in September, we've been meeting with staff and others to evaluate our program and determine the future of Bootstraps and Blessings. *Note: at time of publication, it has been decided that this ministry will provide emergency food bags, cold weather essentials, one way RTD bus passes, and King Sooper gift cards on Mondays from 10-1, and the name has changed to Blessings. Showers and laundry will not be available. Access to the building is limited to to the front door area and foyer.*

A task force headed by David will continue to explore how we can effectively serve our neighborhood while limiting our liability and protecting the safety of guests and volunteers.

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

Respectfully submitted,
Pat Hagen and David Peterson



Stedman 2023 Reading Program

The Stedman Elementary reading program has had a good year! During the spring semester of 2023, a group of volunteers from Calvary and New Hope Baptist Church met every other Friday to read with a third grade class. To celebrate the year of reading, post Covid, we had a party for our students when story-teller, Becky Whitaker, told several stories that were appreciated by the children.

A meeting was held in June to evaluate the reading program and to discuss ways to improve it. The general consensus was that individuals felt positive about the relationships that were developed between the adult and child. A secondary goal of the program is to develop closer relationships between the volunteers from our two churches. Since we had not provided opportunities to nurture these relationships, this was an area where we wanted to see improvement.

The fall semester began with an informational meeting at New Hope for new recruits. As a result Calvary has 17 readers and New Hope has 8 readers. Every volunteer is required to do a background check to be able to serve within Denver Public Schools. Hannah Cooper, who worked as a DU intern last school year, is now our main contact person. Hannah is the Development Specialist for Corporate Relations for the Denver Public School Foundation.

At Stedman we are currently working with Ms Crystal Griegos' third grade class every second and fourth Monday of the month, from 11:15 AM to 12:00 PM.

To help with our goal of building relationships between our churches, we have scheduled a Volunteer Fellowship Time (VFT) once a month. This time gives us an opportunity to debrief our reading experience and to share ideas. Our hope is that the relationships we develop through our common volunteer opportunity will create deeper personal relationships with one another.

Submitted by Margie Jonell & Anne Comstock



Over and Above Missions Giving

See our Financial Plan for descriptions of the organizations we support in our Missions Budget.

Over and Above Missions Giving in 2023:

Donations to Calvary Family Emergency Fund = \$16,815

Donations to Bootstraps & Blessings = \$3,153

Money Earned for Bootstrap & Blessings from
Calvary Members & Friends Shopping
at King Soopers and Safeway = \$2,162.26

Donations to Family Promise Restricted Fund = \$575

Donations to Habitat for Humanity Restricted Fund = \$2,475

Donations to Other Local Missions Restricted Funds = \$440

America for Christ Offering = \$1,686

One Great Hour of Sharing Offering = \$2,418

World Mission Offering = \$3,643.90

Retired Ministers & Missionaries Offering = \$1,756

TOTAL "Over and Above Missions Giving" = \$35,124.16

*This does not include in-kind donations for Kentucky Circle Village Bootstraps & Blessings, Family Promise, Stedman Elementary, or Giving Tree Donation Items for Transitional Housing

2023 Leadership

Nominations for 2024 Calvary Council and Committees

Note: These nominations are temporary until a possible leadership structure is adopted. If adopted or not, new nominations will be forthcoming.

To Be Voted On at Annual Meeting 1/28/24

Council

At Large Council Members

Barbara Carter
Corry Doty
Allie Aoyagi
David Peterson
Bill Ponikvar
Ryan Robinson
Christine Zeiler

Specified Council Members

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

Council/Church Officers

Erin Gangloff, Moderator
Judy Griswold, Secretary
Cindy Ponikvar, Treasurer

Committees

Nominating

Jim Comstock, Chair
Margie Jonell
Marie Dykes

Finance

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

Committees Continued

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 Dávila
Linda Fischer
Nancy Johnson
Debbie Rohrer