



Calvary Church

**engage
commit
serve**

Annual Report

For 2011

Vision Statement

Calvary Episcopal Church is called to be a spiritual anchor in the heart of Golden, connecting the hearts of people with the heart of Jesus. The Holy Spirit works in and through our faithfulness to bring forth the abundance of the Kingdom of God upwardly, inwardly, and outwardly.

UP: Our Spirit-led worship engages traditional and contemporary styles and draws all ages to lift up their hearts with praise in the presence of the Lord. In our prayers for one another and the world, we experience God's healing power, grace, and hope. As stewards of God's riches we release His abundance into the world and grow in joy. As a result of all the above, we grow spiritually.

IN: In the Calvary community, each person (regardless of age) is valued as a child of God with a unique gift of the Holy Spirit to offer for the well-being of our church family and mission. All at Calvary are expected to put to use their gifts in servant ministry. Christian education for children and adults, ministry groups, and coming together for fun and encouragement are critical to our common life. We constantly challenge ourselves to be faithful followers of Jesus in our relationships and jobs.

OUT: The upward and inward aspects of our life together provide us with the resources to reach out effectively to the world as the hands and feet of Jesus and to welcome people into a life-giving relationship with the Lord. We do this through ministries that address the needs of the communities in which we live and needs beyond our own backyards. We warmly welcome those seeking a relationship with Jesus and a church home.

At Calvary, passion for Jesus creates a caring community, transforms lives, and offers healing, joy, and hope. At Calvary, we celebrate the fullness of life found in God's Kingdom.

Mission Statement

Calvary Church serves Golden and surrounding areas and rejoices in the fullness of life found in God's Kingdom: where passion for Jesus creates a caring community, transforms lives, and offers healing, joy, and hope to all.

Motto

Passion for Jesus; Community of Joy; Hope for the World

Goals

UP

1. To have joyful, Spirit-led worship services that engage both contemporary and traditional styles.
2. To grow spiritually, both individually and corporately.

IN

3. To build a Christ-centered community of disciples.
4. To develop gift-based servant ministries.

OUT

5. To identify and respond to basic human needs within the Golden community and beyond.
6. To be intentional in spreading the good news of Jesus Christ through our words and actions.

General Operational and Resource Goal:

To provide the leadership, management, staffing, financing, and facilities to carry out our understanding of God's vision for us.

Core Values

We commit ourselves, individually and corporately, to these core values to guide how we will act as we pursue our vision and mission. We are committed to:

UP (an upward relationship with God, by...)

- Keeping the Bible central to our lives.
- Worshipping God, in a variety of ways.
- Exercising a discipline of prayer that is life-transforming.
- Acting boldly in faithful obedience to God's will.

IN (inward relationships at Calvary, by...)

- Developing sincere relationships that result in a loving Christian community.
- Encouraging all members to discover and use their God given gifts for ministry.
- Being a community of all age groups, welcoming their unique contributions.
- Providing the practical tools for understanding and living out our faith.

OUT (outward relationships beyond Calvary, by...)

- Welcoming and valuing all people in the wider community.
- Maintaining positive civic engagement as part of the wider community.
- Discovering and meeting basic needs within the wider community.
- Inviting others into a relationship with Christ through our daily words and actions.

Senior Pastor – John Wengrovius

Activity and demands in six areas took much of my time and energy during 2011.

1. Pastoral Care

Our Pastoral Care Coordinator, Bethany Thomas, does a great job of staying connected with the pastoral needs in the congregation. A number of people are involved in this ministry. The call upon the clergy is still, understandably, great. I continue to be very active in providing pastoral care, especially at times of crisis and major life events. One of the wonderful developments this fall was the establishment of a seniors ministry team under the able leadership of Lynda Staab. This team is providing effective and consistent care for Calvary's seniors as needs arise and limiting conditions persist. Another team providing excellent "care" for Calvary members is our Prayer Team. Every Sunday after the 9:00 services, members of the team are available to pray for and with whoever comes before them.

2. Staff Developments

We began 2011 with freshly updated job goals for all of the major programmatic and administrative positions. The staff at Calvary continues to evolve, and every year there are changes of one sort or another. During 2011, there were personnel changes in three areas:

- In mid-March, Susan Gibbs joined the staff as our part-time receptionist. Susan does an excellent job greeting and welcoming people to Calvary whether they call on the phone or walk through the front door. Susan's computer skills have also proved very valuable in meeting some of the regular tasks in the office.
- At the end of May, Christine Eitemiller resigned as Calvary's Music Director. The summer was spent re-thinking and strategizing this key position, and in mid-September, Gwen Blumenschein was hired as our Music Facilitator. During the fall, Gwen solicited interest in music groups and began forming groups to nourish Calvary's worship. In June, Alli Coffey was hired to provide leadership for the Great Hall music groups.
- Gilby, Calvary's Youth Director of seven years, resigned at the end of September. During the fall, the Ascent youth ministry was ably led by Suzanne Brenimer and other volunteers. In December, Daniel Coffey accepted the position of Director of Student Ministries.
- Last fall, Calvary entered into an agreement with Cori Mustin who specializes in helping Christian couples plan affordable weddings. Cori will be working with a number of couples from Calvary and outside of the congregation during the coming year. We receive increasing number of inquiries to use our beautiful buildings for weddings and events.

As of January 1, 2012, Calvary has 16 paid employees, three of which are full-time.

3. Financial Matters

We began 2011 with great energy and confidence, even though we carried into the year a \$25,000 deficit from 2010. As the year progressed, the Vestry wrestled with an apparent lack of understanding in the congregation as to Calvary's budget and financial needs and the responsibility of each household to support financially our common life. There are an increasing number of households enjoying worshipping at Calvary and making use of what Calvary has to offer, but giving levels have not followed. The congregation was kept apprised of our financial need throughout the year. Two major fundraisers, the Antique Fair and Sale in August and the Fine Rummage Sale in September, plus a push to have Calvary members use King Soopers gift cards helped tremendously. By the end of November, it looked like we were on target to end the year in the black, but that did not happen to the tune of nearly \$18,000. This shortfall plus the one from 2010 will need to be dealt with early in 2012.

4. Buildings and Grounds

With Calvary's buildings of varying ages and accompanying grounds, there are always matters coming up and situations to attend to.

- Early in the year, it became evident from cracks inside and outside that the northwest corner of the Historic Church's parish hall (the "Guild Room") was settling. An engineering firm was hired to assess the situation, and, gratefully, the cracks were not structurally threatening. They were due to the ground under that portion of the building drying up due to recent drainage work done on the adjoining property.
- The house Calvary owns at 817 14th Street has two apartments: the lower level and the upstairs rooms. The Phenna family, who had lived in the lower level during the construction of their new home, moved out at the end of 2010 and recommended several up-grades before renting the space. Those up-grades were made during the first half of the year.
- Ever since the Ministry Center was built, we have been battling leaks in the roof of the new structure. Although the warranty had expired, Himmelman Construction, the contractor for the building, spent months assessing and addressing the problems. We are grateful to Himmelman for their efforts and now sealed roofs.
- Calvary has many gardens which are now tended to by dedicated members of the congregation. Linda Meserve is our rose specialist. Ron Miller and Dixie Termin care for the beautiful garden in front of the Ministry Center. Shannon Kingery has adopted the terraces around the 13th St. and Arapahoe St. corner and is putting together a plan for the space in front of the Great Hall. And Bob Sanford took on re-doing the garden at the top of the columbarium. Bob was assisted greatly when Will Zeiner took on a major part of the re-landscaping as his Eagle Scout project.
- Bob Barrett, an HVAC engineer, took on an extensive energy audit in the fall of 2011. Calvary has complex heating and cooling systems, and Bob has done wonders increasing the efficiency of the systems and tracking down some problems we have had with our plumbing
- Robert Williams took on the task of restoring the front door of the Historic Church. Bob stripped off the old varnish, repaired the woodwork, sanded everything down, stained and varnished the door and re-worked the door knob and dead-bolt. The door is beautiful and, with minimal care, should last for years.

5. Master Plan Development

Architectural Workshop, the architects for the Ministry Center, will be doing a feasibility study in early 2012 to develop the two upper surface parking lots on the corner of 14th St. and Arapahoe St. into a two level parking structure. This study is the first step of a major project that will call for a capital campaign in the near future.

2011 saw a number of projects completed in the long-term development of our buildings all of which were funded through designated gifts. No money from the General Fund assisted with these projects.

- The theater curtain behind the altar in the Great Hall was installed in January.
- The first 4 of 12 frieze panels were installed in the Great Hall.
- Further decorative work was completed on the altar and pilasters of the Great Hall.
- A new Johannus digital organ was purchased for the Historic Church.
- A portable sound system was purchased with funds generated by the Special Campaign in 2010.
- As a result of a special designated gift of \$25,000, the decorative design on the ceiling of the Historic Church was completed. The remainder of the gift will be used in 2012 to complete the interpretive restoration of the east and north entrances of the Historic Church.
- The baptismal font in the Historic Church, which was carved out of limestone by George Morrison, was fully restored and sealed

During 2012, the need for a digital and modern sound system in the Great Hall will need to be addressed through a special giving campaign.

6. Ministry in the Diocese and Golden Community

During 2011, my work with the diocesan Congregational Consultants Team continued to develop. I help lead weekends for congregations of various sizes as they seek to address the challenges of growth and an ever-changing economic and generational climate. As a result of my work with the team, I am also invited to conduct vestry retreats and other consultations with congregations in the Diocese throughout the year.

I also serve on the board of trustees of the Colorado Episcopal Foundation. The board meets quarterly and has an annual weekend retreat in February.

I continue to treasure my opportunity to serve as a chaplain to the Golden Police Department, and I long to give more time to these fine men and women who serve us so well.

Closing Notes

The theme for our January 2011 Annual Meeting was how God calls us to be *Living Stones* in his Church; to be not merely members of a congregation but disciples in His Kingdom. That challenge is ever so much before us as we enter 2012. We have a long ways to go in this regard. Our wonderful church community continues to grow in numbers and vitality: our average weekend worship attendance was 369, up from 343 in 2010; our Christmas attendance for the first time topped 1000 (1035). Our music program is growing. We're off to a fresh start in our youth program. There are all sorts of groups and life to nourish and minister to members and those in the larger community. But numbers are not the final goal. Spiritual maturity, living by faith, and service are what God desires from us, and this takes a willingness for us to offer ourselves and our resources to Him and His work willingly and sacrificially. That's our challenge in 2012 and in the years to come.

It is such a privilege to serve you as Calvary's Senior Pastor. Thank you for all that you do for me and my family and, more especially, for what you do for the advancement of God's Kingdom.

— John Wengrovius

Pastor for Ministry Development – Tim Phenna

2011 marked my seven year anniversary of coming to Calvary. I'm happy to say that I did not experience any kind of "7-year itch", and continue to count it a huge blessing to serve within the wonderful Christian community that is Calvary Church, Golden. As a family, the Phennas have a deep appreciation for the opportunity to belong to this extended family of faith. It's been a thrill for me this year to serve alongside my wife, Alisa, in bringing The Marriage Course to Calvary; to see my son, Steven, form a new Christian rock band; and for my daughters, Katherine and Esther, to be growing in confidence and maturity in their faith – all of this is possible because God is at work among the people of Calvary and we, as a family, get to join in the fun!

2011 has also been very much a year of transition for the Staff Team, with some wonderful colleagues and good friends departing, and new fellow "workers-in-the-vineyard" joining us. Looking at Calvary as a whole, I see signs of strength of faith, and humility of character, everywhere – which causes a great sense of anticipation for 2012.

Your Brother in Christ,
Tim Phenna

Pastor for Outreach & Care – Bethany Thomas

2011 was a busy and exciting year for outreach ministry! In addition to our support of regional, national and global ministries, Calvary partnered with other Golden churches, service clubs and local organizations to serve our local community. Members of our church...

- Sponsored the Golden Community Garden/Together Church plot, including oversight of planting, maintenance and harvesting of the vegetables
- Provided volunteer support for the Summer Food Service Program at Pleasant View Elementary
- Provided Thanksgiving food boxes to 144 families (over 7,000 lbs. of food)
- Provided large amounts of food each week to individuals and families (mainly residents) through the Calvary Food Shelf
- Participated in the Rehab Day (at a mobile home park in north Golden) with other Together Church of Golden churches
- Provided ongoing financial and other support for the ongoing efforts of the Golden Family of Churches Health Ministries, the Golden Christian Action Guild, The Action Center (formerly the Jeffco Action Center) and the Golden Police Department Chaplaincy Program (Bethany Thomas and John Wengrovius serve as Chaplains)
- Provided oversight and management of the Golden Rescue Fund and Calvary Food Shelf
- Assisted 154 households through The Salvation Army/Golden Service Extension Unit housed at Calvary
- Provided financial support for the Golden Backpack Program
- Had all-age participation in Operation Christmas Child
- Hosted two more Community Conversations focusing on partnerships and collaboration to address needs and the well-being of those who live in our community
- Took a mission trip to the Pine Ridge Reservation, South Dakota, to install water filters in several homes (through Filters for Families)
- Continued our monetary support of the feeding program at Chiweni School in the Diocese of Southern Malawi, Africa.

It was also an exciting year for pastoral care ministry! Commitment to our church members needing care was evident through the many visits, phone calls, suppers, rides and prayers of those who served in sacramental and pastoral ministry this past year. This area of our church family life grew this year with the formation of the Seniors Ministry. We strive to keep our eyes, ears, hands and hearts open to those who need a reminder of Christ's love through our support and care.

Pastor for Adult Formation and Women's Ministries – Cathy Hitch

In 2011 I have been repeatedly struck by the fact that God is doing some amazing things at Calvary. Wonderful new people are joining us, opportunities for ministry continue to grow, and I'm in awe as I watch God build up our community. I truly believe he is preparing us for something, perhaps something big, that we can only get an inkling of now. All we can do is pray and work faithfully and watch in great expectation.

I am truly grateful for all who have worked together to make the Adult Formation and the Women's ministries effective and fun this last year. Whether people were teaching classes or simply participating in the discussions, leading Bible studies or planning retreats and luncheons, there was a lot of work to be done. Many of you helped out with great enthusiasm and grace, which makes all that we do around here possible. I thank God for all of you.

On a personal note, Brad and I were delighted to welcome Rebecca Elizabeth Hitch into our family on March 8th, and to find out in November that I am pregnant again, due July 18th, 2012! That makes six children in the Hitch family, and we are overjoyed at the privilege of raising four great boys and now two new little ones.

Administration

Financial Manager – David Christenson

The Financial Manager position is responsible for all financial functions within the church, for financial reporting, for maintaining the accounting records, for proper segregation and accountability of any designated giving by contributors, for review and negotiation of contracts, maintaining personnel records-pensions-benefits, and maintaining the church's accounting computers and software. During 2011 several contracts were reviewed and renegotiated to save money on operating expenses.

From a daily living perspective the position oversees the Sunday counters, codes & maintains contribution records, performs all payroll functions, reviews/codes and pays parish expenses, reconciles bank accounts and makes any necessary journal entries.

Grocery Coupons – Patrice Adamson

Parishioners have an opportunity to purchase grocery coupons at Calvary to use at either Safeway or King Soopers in denominations of both \$25 and \$100. The King Soopers cards can be reloaded at King Soopers stores and Calvary continues to benefit.

Why should you buy grocery cards? It's a "win-win" proposition for everyone. Calvary receives a 5% donation on all the purchases you make with the card. In addition to the groceries you purchase, you can use Grocery cards for gasoline, prescriptions, ski, movie and theatre tickets and the floral department. Every time you shop, you are making a contribution to your church with no out of pocket cost to you. Volunteers are available following services on Sunday or you may purchase them through the office.

Sunday Counters – David Christenson

Each Sunday, volunteer counters record contributions from all weekend services and other income sources. They deposit the funds in the bank. After the funds are counted and deposited the Financial Manager records each item to credit parishioners' giving records and periodically throughout the year issues contributions statements to keep our contributors informed. We send each person contributing over \$50 dated during the calendar year a Charitable Tax Report which lists all contributions for the previous year.

Office Manager – Laura Pierce

This year we welcomed Susan Gibbs as our receptionist. She's the wonderfully sweet person who answers the phone, helps with the food bank, and composes the Weekly Connections and the audio visual presentations in the Great Hall. She is so much more than a receptionist! We look forward to seeing her artistic talent as we develop an online social network and new website in the coming year. We are always in need of volunteers to help the office meet Calvary's needs. If you have some spare time, either occasionally or on a regular basis, and would like to become an Office Angel, please give us a call.

Facilities Manager – Tim Phenna

One of the un-sung heroes of Calvary is Ron Gee, our Facilities Manager. Ron carries out his endless task of overseeing the up-keep of the entire campus with a cheerful attitude and willingness to help wherever and whenever he can. Ron's handy-man skills are sufficient to take care of many of the maintenance issues that crop up, and he is well connected in the local community when the services of outside vendors are required. If you have not had the chance recently to thank Ron for all that he does to serve the Calvary community, you might want to make time to do just that.

Columbarium – John Wengrovius

This past year, the ashes of Evelyn Grace Griffis, Ann Marie Elliott Casey, and Yvonne Annette Kopelman were interred in Calvary's Memorial Garden. Crypts available in the wall are steadily decreasing, and an expansion of the columbarium will need consideration in the next few years. A total re-landscaping of the garden at the head of the columbarium was undertaken by Bob Sanford. Will Zeiner and members of his scout troop helped dig out the area behind the columbarium's south wall and install a secondary wall to allow easier access to the crypts, especially during winter months. In the spring of 2012, Bob will complete the project with a new sprinkler system and xeriscape. A huge thank you to Bob and Will!

Facility Rentals – Tim Phenna

The buildings which God has blessed us with for worship, ministry and mission are ideally located to serve the greater Golden community. They are becoming increasingly popular as a venue for meetings and conferences, not to mention for weddings and receptions. 2012 promises to see a significant increase in weddings, as Calvary has entered into a partnership with local Wedding Coordinator, Cori Mustin, who is developing a new ministry offering affordable elegant ceremonies and receptions to wedding couples.

Communication

Calvary Connection – Jill Powers

Calvary's newsletter, Calvary Connection, is published monthly and usually runs at least 8 pages in length. There is always so much going on at Calvary that sometimes it's hard to fit in all the good news, photos, announcements, etc! Deadlines for each issue are the 23rd of the month prior to the publication date with the goal of having the newsletter e-mailed and mailed prior to the first of the month. While clergy and staff provide the bulk of the contributions, church members are invited and encouraged to serve as reporters. If you have a story or news to share, please send it to jillrpowers@comcast.net

Weekly Connection & Website –Susan Gibbs

The Weekly Connections saw a facelift on the first day of the Church calendar year, the first Sunday of Advent. After a few rocky starts it is now off and running in its new format, and we hope you look at it each week for news on the many ways to be involved at Calvary. Many thanks to Beyer Patton for taking the time to print it each week! Calvary's website is updated each week. Check it often for such things as a current calendar of events, service schedules, staff contact information, past and current newsletters, the Weekly Connection, ministry information, and much more. Watch for a whole new look coming in the spring!

Education – Adult

College & Young Adult Ministry - Daniel & Alli Coffey and Hap Maguire

Introduction by Cathy Hitch:

2011 saw two major shifts in the Mines Ministry. First, Cathy Hitch handed over full leadership responsibility to Daniel Coffey and Hap Maguire. The two of them do a great job welcoming students and giving them a break from their studies with a home-cooked meal every Wednesday. Those lunches are still funded primarily by the Front Range Region which gives us a grant every year to cover our expenses. We are so grateful for their support!

We have been blessed to meet the many new students attending the Mines Bible Study Lunch in 2011! We have been serving from 6-16 students on any given week, sharing a hearty, home-cooked meal by our amazing resident chefs extraordinaire Hap Maguire and Buck McPherson, as well as a Bible Study on Ephesians (in the fall), and prayer for the students.

The group has been increasingly growing into a supportive community. Alli & I have begun helping coordinate additional events, specifically for Mines students: movie nights and ski days, among them. Both Alli and I have been able to establish meaningful personal relationships with several of the students. It is so exciting to see these students come in one day hungry for lunch, and then, before you know it, they begin calling Calvary their home church, engaging in Sunday services, Wednesday Night Live and other church happenings.

We have also been surprisingly blessed with several Muslim students who have begun attending the lunch, drawn by the sense of God's love which they experience when they come. Alli and I have had the gift of getting to share not only lunches, but theological discussions, dinners and other get-togethers and forums with these students.

We have felt so blessed by this honor to get to know these students, and now see them as friends above all else. We'd like to thank the Front Range Region, who helps us fund this our work among the Mines community. Special thanks also to Robert Williams, Larry Cheatum and Steve Proett who have volunteered their time for the ministry. If you'd like to join us in our ministry to the Mines community, we'd love to have you! Just contact Daniel Coffey (303-994-4510, daniel.coffey77@gmail.com) for more information.

Adult Christian Formation report – Cathy Hitch

We had several interesting and well-attended Sunday Morning Adult Education classes in 2011. Building on last year's theme from the Annual Meeting, Tim Phenna led a Sunday Morning discussion on how we can be "Living Stones" for Christ. Cathy Hitch taught a Bible study on theological themes in the book of Isaiah, based on some of the important Hebrew words in the book. While Cathy went on maternity leave, John Wengrovius led a Lenten series on prayer and meditation. We continued to be a year-round ministry with a Sunday morning class entitled "Gotcha!" about Jesus' parables. John, Tim, Cathy and Lisa Batzle all took turns with a different parable each Sunday.

In the fall, Tim introduced our newcomers in a Welcome to Calvary class, John Gibbs and Kevin Wachter taught a class on stewardship, while Cathy led a three part series on the greatest Christian virtues – love, faith and hope. I am so grateful to all who taught various classes and to all who attended and participated in our lively discussions! We look forward to more of the same in 2012.

Tuesday Morning Women's Bible Study – Cathy Hitch

The Tuesday Morning Women's Bible Study continued to grow in 2011 to where we normally have at around 20 women gathering each week for prayer, fellowship and study. In the spring, we started Paul's letter to the Ephesians, until Cathy's maternity leave started in March. While she was gone, the group did a Beth Moore video study on the life of David. In June and July we returned to Ephesians, though I don't think we ever finished it! In September we studied the letter to the Hebrews, which was fascinating. New women are always welcome to join us! Contact Cathy Hitch at cathy.hitch@calvarygolden.net or 303-279-2188 for more information.

Wednesday Night Live– Cathy Hitch

The spring 2011 program featured Tim Phenna's "Living Stones" class that he was also teaching on Sunday mornings. Meanwhile, the Women's Group tackled the subject of spiritual warfare and the Men's Group continued their study of the Sunday lectionary readings. During the summer, Brad and Cathy Hitch facilitated the Financial Peace University program in their home, which was mostly attended by non-Calvary people, interestingly.

In the fall, Cathy returned with a Bible study on the Letter to the Hebrews. The Women's Group did a seven week video series on "Discerning the Voice of God" and the Men's group studied the gospel of Matthew. The attendance at Wednesday Night Live has dropped off over the last several years, and at the end of 2011 it was determined that rather than shut it down, we would put more energy into it. The hope is that in 2012 Wednesday Night Live will have a bigger impact on the lives of people at Calvary.

Wednesday Women's Bible Study – Julie Sheridan

This group meets on Wednesday nights as one of the Wednesday Night Live offerings. In the winter/spring of 2011 this group studied and discussed spiritual warfare as we read The Invisible War (along with the Bible) and The Screwtape Letters. In the fall of 2011 we participated in a DVD series by Priscilla Shirer called "Discerning the Voice of God." Along with the study guide and interesting discussions we learned more about God's Holy Spirit and how we can more clearly hear His voice and follow His will for our lives. This winter/spring the women's group will join Lisa Batzle's group in the study of "The Orgins of the Bible." We invite all women to join us in caring, praying and studying at any time in any season. If you would be interested in co-facilitating this group or have any questions about the group please contact Julie Sheridan at 303-279-5376 or mail@sheridanlaw.com.

Education – Children & Youth

Christian Education – Sarah Ferdig

Calvary's Children and Youth Ministry aims to help every child develop a lifelong, personal relationship with Jesus; worshiping, learning and serving together in a Christian community. We carry this out by providing a safe and inviting environment for all children to come and experience the Bible through play, worship and fellowship with one another. Our philosophy is that children learn by doing, so quite often the children will be working on elaborate projects that coincide with the story they are learning about. Once children enter into the youth program, they begin to dig deeper into the Bible and begin to ask thought provoking questions on how to apply their faith in their everyday lives.

Currently, we have close to 120 children and youth enrolled in the Christian Education program. Three years ago, Calvary incorporated its own curriculum, written by a group of individuals with extensive knowledge in Christian Education, aimed for children preschool through sixth grade. The curriculum provides a foundation for the teachers to enhance the children's knowledge of our faith and heritage, giving children a solid biblical background. Many of the teachers use the curriculum as a foundation to come up with their own unique ideas for their particular class.

In the fall of 2011, our Middle school class started a year-long course which prepares them for Confirmation/Profession of Faith, if they so choose. It is an excellent course for all students whether or not they decide to be Confirmed or make a public Profession of Faith in the spring. Our high school class focuses on current events and relates those to the Bible – what does the Bible say about certain issues facing our world? Lively discussions ensue, which challenge the students to think about the implication on their own lives. If you ever have any questions as to what your child's classroom is working on, you may ask any of their teachers or Sarah Ferdig, Children's Director.

We continue to be blessed to have such dedicated individuals who volunteer their time to teach the children and youth. All our teachers have an average of five - eight years teaching Sunday school, so the children are in very capable hands! Every year, new teachers attend an all-day training seminar and three times a year, all teachers are asked to attend teacher's meetings. The meetings are a way for the teacher's to gather together, develop community and receive information, which is helpful for them to carry over into the classroom. Thank you to all who have dedicated their time to this ministry! You are an invaluable gift to Calvary!

Children's Liturgy – Sarah Ferdig

Our objective for Children's Liturgy is to provide age-appropriate material during the sermon time at the 9:00 am services. Ideally, the material will focus on one of the scriptural readings for the day; however, there occasionally may be other materials that the teacher will bring in to share. The idea is to provide a place for the children to gather and hear themes of the readings in a way they can understand. The teachers are provided with curriculum material from Living the Good News to help them get started with ideas. The curriculum follows the Episcopal Church year.

This ministry is very valuable to all the children who join us. The importance of it really speaks for itself when running feet are heard tearing downstairs at the start of Children's Liturgy. We are very blessed to have so many adults volunteer to help teach the children. Thank you to all of you! Thank you also to all the parents who have been parent helpers for Children's Liturgy. With so many children in each group, the extra set of hands is a blessing and it helps keep our children safe by following our guidelines.

We are always in need of more teachers for this ministry. If you have a calling for this ministry, please contact Sarah Ferdig (303-279-2188) for details.

Nursery – Sarah Ferdig

The nursery ministry at Calvary is dedicated to supporting worship by providing a safe place for children age's birth to four years during Sunday worship. This ministry's main work is done on Sunday mornings by staffing the nursery with two adults during worship times. We are blessed to have both Kathleen and Holly in the nursery each Sunday from 8:45 until the end of the 11:05 service, providing consistency for the children. In addition to the regular Sunday services, the nursery ministry also organizes childcare for nursery age children during other times such as Holy Week, Christmas Eve, the Marriage Course, WNL, and ALPHA.

Vacation Bible School – Sarah Ferdig

Vacation Bible School is offered one week during summer for children ages 4 years to sixth grade. This past summer we had close to 120 children attend; 45 of whom were not from regular Calvary families.

The theme of the week, Nazareth, was all about learning what it was like to grow up, like Jesus, in Nazareth. The Great Hall was transformed into a Nazareth Marketplace and the kids enjoyed daily skits and a visit from a lamb puppet. In addition to the skits and the puppet, children worshipped together in song and prayer, shared a snack with one another, listened to stories from Mary about what it was like to be Jesus' mom, visited the Marketplace and participated in games that children would have played in Jesus' day. Volunteers played the part of shopkeepers back in Jesus day and even asked kids who Jesus was. It was fun to watch the children talk to them in confidence and share what they know about Jesus. Every year, children are asked to participate in an outreach project. This year, they supported the Golden Backpack Project, which is a collaborative effort of the Together Church of Golden and Golden Rotary Club to provide food for hungry school-age children on the weekends during the school year. By the end of the week, two huge boxes were filled to the rim with food for the Backpack Program!

The week was thoroughly enjoyed by all who attended (even the volunteers!). Our vision for VBS is to spread the love of God to children in our community who may be un-churched and to help the children who are churched develop an even closer relationship with Him. Thank you to all who gave so much time to this ministry. We could not do it without you! **Mark your calendars now for VBS 2012, Babylon: Daniel's courage in Captivity, which will be held June 18-22!** We're looking forward to it!



Incorporation

The Marriage Course – Tim Phenna

A new opportunity for couples to invest in their relationship came to Calvary in 2011 – The Marriage Course. The 7-week marriage enrichment course was offered twice, during the summer and again in the fall, with a total of 28 couples benefiting from spending time together and talking through topics ranging from Communication to Resolving Conflict, from the Power of Forgiveness to Good Sex. The Marriage Course is for any couple, whether members of Calvary or non-churchgoers, whether your marriage is strong or struggling. A new 7-week course starts in February of 2012. Tim Phenna, 303-279-2188, tim.phenna@calvarygolden.net

Newcomer Lunch – Tim Phenna

Newcomer Lunches were held on two Sundays during 2011; March 6 & October 9. Both were well attended by those who had recently joined the Calvary community, with a significant contingency of Mines students at the October lunch. The Hospitality Team (led by Hap & Judy Maguire) do a wonderful job creating a welcoming environment and providing a great meal. A children's program is always available, while the adults have a chance to meet Staff members, hear about Calvary's vision, mission and programs, and ask questions. The next Newcomer Lunch is scheduled for Sunday, April 15 – contact the church office for more details.

Newcomer Bread Delivery – Julie Sheridan

When visitors come to Calvary Church and fill out a Welcome Card, a bread maker gets to deliver bread to their house and welcome the visitors to church. This ministry is such a blessing to the bread makers/deliverers! It is a great opportunity to meet and welcome new people to the church and possibly answer any questions that they might have about Calvary. A special thank you to **Melinda Middleton** who helped deliver bread in 2011. Several people have expressed joy in receiving the bread and have felt welcomed into our church family. Julie and Melinda could really use some help with this ministry. We often have several visitors a month that fill out a card. This is a lot of bread to bake and deliver for two people. If you feel called to make and/or deliver bread to newcomers or have any questions about the ministry please contact Julie Sheridan at 303-279-5376 or mail@sheridanlaw.com.

Service Hosts – Tom Niver

“Host” is defined as a person who receives guests. On behalf of the entire parish, the Calvary Hosts have the pleasure to receive, welcome and assist all who arrive at Calvary. During 2011 we welcomed, shook the hands of and gave bulletins to thousands of parishioners, visitors and friends. Our mission is to be welcoming to all who come and to help maintain the focus of worship.

Hosting is an exciting, joyful and energetic Ministry. If you enjoy helping others and would like to increase your friendships within the Calvary Family, contact any Host or call Tom Niver at 303 279-1500.

The Hosts appreciate the cooperation and support of our Calvary Family. We look forward to seeing you next Saturday and Sunday.

Group Ministries / Fellowship

In Team – Tim Phenna

The IN Team, a sub-group of the Vestry plus others, seeks to support, cultivate and highlight, ministries and opportunities that create “connectedness” to one another. A growing, large Church community, such as Calvary, needs to be intentional about making sure everyone feels plugged in; to ensure that steps are in place for visitors and enquirers to become as fully part of the Calvary community as they would wish to be.

The IN Team consists currently of; Tim Phenna (chair), Hap & Judy Maguire, Mick McManus, Beth Lee, Chris Reid, John Gibbs & Susan Wachter. Please contact Tim Phenna if you have questions, ideas, or would like to serve on the IN Team.

Calvary History Group – Pat Killian

We didn't have any activity this year but we plan to in 2012. Please contact Pat Killian at patik@mac.com or 303-526-4888 if you would like to help with this group.

Family Fellowship – Sarah Ferdig

Family Fellowship is a wonderful opportunity for families from Calvary to gather together for fellowship and get to know one another. Our goal is to provide at least 3-4 activities a year for families to participate in. Some of our more traditional events have included an Easter Egg breakfast and hunt, pumpkin picking at the farm, Family Advent Day & Candlelight Walk, camping and hiking, Parent's Night Out, just to name a few. We encourage families to participate in this wonderful ministry! Many lasting connections have been formed through this ministry with the adults as well as the children who have grown up together participating in these activities. If you have an idea and would like to host a family event, please contact Sarah Ferdig.

Father-Kid Camping – Mike Powers

On the afternoon and evening of Friday, August 5, 2011, nine Calvary Dads with their twenty-two kids trickled in to the Jefferson Creek campground in northern Park County. This popular summer location is just over Kenosha Pass about five miles northwest of the small town of Jefferson. The big draw is Jefferson Lake, located about a mile past the campground up the valley. On Saturday morning, we shared the lake with lots of other folks looking for a day of great scenery and cool mountain air and water. Dads and kids boated, fished, swam, and hiked. With a canoe, two teenage fishing helpers, and three fishing poles, I couldn't catch a fish. Fish have always laughed at me. Two Dads who know how to fish stood on the shore and caught their limit of fine trout. Fortunately, they were generous back in camp that evening, and we all shared fresh grilled trout for an appetizer. Later that evening we enjoyed our firelight activities to the point of being scolded by the campground host for flames too high. The fire and our spirits lowered eventually, and we enjoyed an incredible telescopic view of the moon before retiring for the night. We awoke to a beautiful Sunday morning, and took a break from packing for a 10 AM Morning Prayer service in the sunshine. By noon, our too-short camp fun was over and we were all back on the road. Please watch for the event this summer and plan to join us.

Calvary Women's Literary Society – Cathy Hitch

Calvary's Women's Literary Society had a great year of reading and conversation in 2011. From the obscure Italian novel *Bread and Wine* to the funny if sometimes irreverent spiritual journal called *Traveling Mercies*, we enjoyed great books and a monthly gathering of good food and fellowship. We meet the last Friday night of every month, from 6:00-8:30, and have anywhere from 7 to 15 women come. Anyone is welcome to join us! Watch the Weekly Connection for more information or contact Cathy Hitch at cathy.hitch@calvarygolden.net or 303-279-2188.

Greek Group – Lisa Batzle

Greek Reading Group members have made excellent progress this last year, and are well on their way to being able to read the New Testament on their own. Grammar study in 2011 included a review of the Greek noun system and an intensive investigation of the indicative verb forms. Our reading embraced: 1) from the Septuagint, Psalm 51 and a few verses of the prophet Micah; 2) from the New Testament, portions of the Gospels of Luke and John, as well as the first chapter of II Corinthians; and 3) a chapter from Josephus' *Antiquities of the Jews*.

Hebrew Reading Group – Cathy Hitch

The Hebrew Reading Group plugged along this year, though we didn't get very far since we took six months off in the middle of the year for Cathy's maternity leave. As we start 2012, we have decided to start afresh with chapter 1 of our textbook. Please contact Cathy Hitch at cathy.hitch@calvarygolden.net or 303-279-2188 for more information.

HOPE – Lori Guziak

Helping Other Parents (through) Encouragement group met January – April, 2011. Although we no longer have scheduled meetings, we did share many strategies with other parents of teens in a supportive surrounding. Lively discussions ranged from communicating with your teen, money strategies, how to prepare for college, teenage job opportunities and many more. A reference list of books & authors was compiled. We miss the group information exchange and socialization opportunities, but understand that we all live busy lives & meeting as an encouragement group conflicted with other activities. Perhaps there will be a group that comes together at a later date.

Needlepoint Group – Jean Jones & Pat Killian

Nine of the 36 pew kneelers in the Historic Church have been completed and installed, two have been stitched and are awaiting kneeler restoration, five are being stitched. Jean has completed transferring all the art work to the canvas! The next meeting will be on January 26 in the Ministry Center. Please call Pat Killian at 303-526-4888 if you are interested in joining or sponsoring a kneeler.

OPUS: 50+ Group – Myrlynne Sjogren

OPUS (Older/Outstanding People Up to Something), that Calvary nifty fifty+ group, had another year of fellowship, good food, interesting outings and growth. The planning was coordinated by Carolyn and Skip Abey, Pat and Rod Killian, Myrlynne and Axel Sjogren and Robert and Jean Whyte. In 2011 some of our activities included: the Twelfth Night gift exchange, a St. Patrick's Day corned-beef lunch, a summer hike up Eldorado Canyon, a wonderful backyard bar-be-que at the Whyte's, a behind-the-scene tour of DIA, overnight at the Beckwith's lodge in Frasier, a tour of the Colorado School of Mines Geology Museum and the Christmas potluck dinner. Scattered in between those activities were breakfast, lunch and dinner outings to various new (to some of us) restaurants which were planned by other OPUS members. We were busy last year and look forward to 2012 for more activities and getting to know and share time with even more wonderful Calvary folks. If anyone has ideas for other gatherings, please let us know.

Parents Morning Out – Heidi Reid

Parents Morning Out is a program the Women's Leadership Team started in fall of 2010. We saw the need & desire for a program to reach moms & dads with young children who don't work outside of the home and could use a little time off every now and then. We hoped this program would bring these parents together & they'd be a blessing to one another. We also knew the children would love having a big playdate together every couple of weeks, becoming buddies with each other. So, we prayed about how we would make this happen and God directed us to Angela McLean. Angela is a Calvary member and stay-at-home mom (former preschool teacher) who was looking to make a little extra money so offered to be the primary caregiver for our program. Alongside her each time we meet is a parent of one of the children. These two adults play with the children, feed them a snack, and do a craft, songs, or game during the three hours that they are there. Since each parent volunteers one time alongside Angela, the price we pay for the program is very reasonable at \$6 per session, per child. We hold these 'Mornings Out' every other Friday morning here in our nursery. We currently have nine children in the program so have room for a few more children if there is interest shown. In the future, we'd like to expand and divide the children up into two rooms, by age groups, and hire another caregiver. If you'd like to know more about the program, have questions or comments, or would like to enroll your child, please contact Heidi Reid at 720-587-5700 or hmt17@hotmail.com

Scrapbooking – Diana Packard

The scrapbooking group began as a Life Group approximately 2 years ago. We are a group of Christian women who meet to record family and personal memories in beautifully embellished photo albums. We enjoy sharing new scrapbooking ideas and techniques, discussing current events, and sharing how the Lord works in each of our lives. We also enjoy introducing other women to the beautiful art of scrapbooking. Anyone interested in learning what scrapbooking is all about or just interested in seeing what we are creating is welcome to stop by! Our schedule is published in the Connections and in Bulletin. We typically meet on the third Friday of the month in the Ministry Center at 6:30 p.m. Regular croppers are reminded of the upcoming events and schedule changes via email.

Testosterone – Tim Phenna

I guess there's no doubt who the "Testosterone" group is for! Throughout the year, typically on the last Monday evening of each month, the men of Calvary have gathered for food, fellowship, prayer, and encouragement. During the summer months it was wonderful to spend the evenings out on Calvary's balcony, eating grilled steak, sharing a beer or two, and (for some) puffing on fine cigars. In late spring, the men spent a Saturday morning at the Golden Community Garden, getting the Together Church plot ready for the growing season. A small leadership group has formed and, with inspiration from an "Iron Sharpens Iron" training day, great plans are underway to expand and further develop Men's Ministry at Calvary in the coming year. A Men's Retreat is booked for the weekend of April 20-22 near Woodland Park – watch for more details. Mick McManus, 303-808-4757, micknd@me.com



Women's Ministry Leadership Team – Cathy Hitch

The Women's Ministry Leadership Team maintained its current group: Suzanne Brenimer, Lynda Staab, Michelle Barnes, Mary Taylor, Julie Sheridan, Susan Rice, Lori Guziak, Heidi Reid and Cathy Hitch. We continue to meet every other month to pray, plan such events as the Women's Retreat and the Women's luncheon as well as discuss various other ministries that address the needs of women at Calvary.

The 2011 Women's Luncheon was held in January, a much better time than mid-December! Patricia Pratt and Susie Willis organized a very fun hat fashion show, featuring many of our "local" models. Over 100 women attended, and we are grateful to Lynda Staab, Beth Cooper and all who helped to organize this new tradition at Calvary.

The 2011 Women's Retreat in October took a different tack this year in that we asked various women in the congregation to share about a time in their life when God did an amazing work. The testimonies were touching and funny and relevant. Our thanks to the many women who shared! The retreat was again held at Snow Mountain Ranch in Granby, in one of their family reunion cabins. We had about 35 women attend, with one baby – little Rebecca Hitch. The dates for next year's retreat are Oct 12-14 and our speaker will be our own Jan Proett, so put it on your calendar!

Our Parents' Morning Out program continued to care for our toddlers every other Friday. The Women's Leadership Team saw the demise of the HOPE group, which was trying to reach out to parents of teenagers. It turns out that it is just a busy time of life and this group didn't really take off. Meanwhile, we are very aware that we have both young women and elderly women at Calvary and are working to reach out to both of those groups.

Yarn Spinners – Judy Maguire

Yarn Spinners began as a summer fun opportunity five years ago and has become a favorite monthly gathering for women who love all kinds of fiber arts: spinning, weaving, rug hooking, quilting, cross stitching, knitting, needlepoint, etc. It's always fun to see what everyone is working on – and to hear what the Lord has been doing in our lives since we last met. This year, in addition to our regular meetings, we also went on field trips to fiber-oriented shows and shops just for fun. All who love fiber arts are welcome. The meeting dates and locations are posted on the web calendar and in Sunday bulletins.

Special Events - Antique Fair and Sale – Beth Lee

The weekend of August 12th, the Great Hall and Ministry Center were transformed for the Calvary Antique Fair. The event was months in the planning and was successful thanks to the hard work of numerous Calvary volunteers. More than 20 antique dealers from around Colorado and Nebraska set up their booths and sold their wares. Merchandise included restored oak furniture, depression glass, western collectibles and art, vintage jewelry and 1950's chrome kitchen sets. The event was well attended by Calvary parishioners and the general public. It was so successful, that every participating dealer has asked to be included in the event again!

Special Events – Fine Rummage Sale – Carolyn Abey and Linda Baldwin, Co-chairs

The 2011 FINE RUMMAGE Sale was a truly fine event! As a result of generous donations from our church families, as well as members of the greater Golden community, Calvary Church was able to realize a profit of \$10,000.00. This event was a great example of teamwork in action. More than 60 Calvary members provided many hours of service, thus ensuring a very professional outreach. In addition, Goodwill Industries provided Calvary with a huge truck trailer to use in our clean-up effort. We were blessed to have so many enthusiastic volunteers with smiling faces! Thanks for your support!

PS --- We still have a CURIO Cabinet for sale. Call the office to arrange a showing! A great price for a new location!

Youth Ministry

The Ascent – Tim Phenna

2011 was a year of transition for Youth Ministry. Gilby (Tim Gilbert), who had served as Youth Director at Calvary for seven years, resigned in September. To have that kind of consistency in church youth ministry is unheard of - the average tenure for a youth director is 18 months! But it's not just the length of time Gilby spent with us that we are thankful for; the quality of his ministry and the blessing that he was to countless young people continue to bear fruit. He has laid the foundations for youth to be truly contributing members of the body of Christ; we have many young people who are confident in their faith and ready to serve – thanks to Gilby for his part in that work. Our blessings to Gilby, his wife Jocelyn and their children Myles and Sydney, as they move on from Calvary.

A wonderful team ensured that youth work continued through the fall – thanks to Hilary Currie, Suzanne Brenimer, Todd & Rachel Vanderwall and Bob Mallow.

As we came to the very end of 2011 we were excited to offer the new position of Director of Student Ministries to Daniel Coffey, and even more excited that he accepted! Daniel is completing a Master of Divinity degree at Denver Seminary, and will oversee ministry amongst 7th graders and up.

Outreach / Mission

The Calvary **Outreach Team** met regularly this past year to provide leadership in this area of our church family life. Growth and involvement in outreach ministry increased once again as we served in the name of Christ, exploring the different ways we are called to live our lives as members of the Body of Christ, seeking as God's people, to do God's work. Members of the team this past year were: Craig Moseley, Susan Rice, Gavin and Vanessa Hayes, Travis and Elaine Hale, Betty Ill, Mike Herrick, Lance Antieau, Kate Felix, Eileen Regan, Jeanine Spellman and Bethany Thomas.

In 2011, we supported the following outreach ministries:

Calvary Food Shelf – Carolyn and Skip Abey

This was a very, very busy year for Calvary's Food Shelf. The continued economic downturn challenges many Golden residents to provide nutritional meals for their respective families. Therefore, many Golden residents depend on the Calvary Food Shelf to help them meet their basic food needs.

Calvary continues to purchase goods from the Food Bank of The Rockies when shelf supplies run low. In addition, we use a King Soopers' re-loadable gift card to supplement immediate needs. A special "Thanks" is offered to Calvary members and Golden friends who continue to generously support this important outreach. As a result of both cash and food donations the Calvary Food Shelf was able to maintain a steady supply of food to meet the needs of our community. Over 1600 individuals received food in 2011.

Please note that our supplies of food often run low during the summer and early fall. At this time children are out of school and are unable to participate in school nutritional programs. Special cash donations can assist Calvary in maintaining a constant supply of distributed items when demand is high and donations are limited.

Please keep the following guidelines in mind when purchasing food:

- Canned goods that can be consumed without further preparation:
(green beans, corn, fruits, applesauce, ravioli, baked beans, potatoes etc.)
- High protein items provide excellent nutritional value:
(tuna, beef stew, chili, chicken, spam, chunky soups, peanut butter)
- Dry milk is expensive but very useful in providing an ingredient for hot/cold cereals
and pancake or dry bread mixes.
- Also dry goods are always needed: cookies, spaghetti, pancake mix, rice, etc.

The Calvary Connection provides a list of items that are needed each week. Keep in mind what you like to eat when purchasing items. Your generosity makes this ministry possible. Thanks again for your support.

Christian Action Guild and Jeffco Action Center – Bethany Thomas

Calvary continues its support of both these organizations with monthly financial contributions and donations of food, clothing, school supplies, toiletry items and toys. Members of the community who are in need due to unemployment, disability or other situations, are able to obtain food, clothing and other types of emergency assistance through these ministries.

Golden Backpack Program

Approximately 600 school-age children attending Golden schools receive food the end of each week during the school year to help meet their nutritional needs. These are children who participate in the free/reduced lunch program M-F, but do not have sufficient food on the weekends. Calvary provides quarterly monetary donations to support this much needed program in our community.

Together Church of Golden Gardeners – Vanessa Hayes

2011 was the best year yet for the Together Church of Golden's community garden. The season started off with a 3-part children education program as Calvary focused on helping family, friends and "neighbors" from all over. The curriculum incorporated a plant sponsoring program that raised \$300 for small and large plants to put in the community plot. Each sponsor plant cost \$2, which made the program accessible to all families, and the donations allowed us to put in larger, more established tomato plants that yielded very well and early in the season. On April 9th, the Calvary men's group, Testosterone, blessed the garden by building 5 new raised beds, creating 2 stone-surrounded pepper planting rows, replacing the Together Church sign and helping to create a stone border around the garden perimeter. Testosterone also salvaged old fence panels from a local fencing company, cut them in half and created incredibly effective wind blocks for the west side of 5 of the raised beds. These wind breaks help to improve productivity immensely.

As far as yield goes, it was the year of the pepper and tomato. Over all we harvested over 400 bell peppers and more than 100 bags of both cherry and large tomatoes. Besides that, we donated to Christian Action Guild alone 23 bags of lettuce, 20 zucchini, 41 yellow squash, 5 bags of snow peas, 13 bags of collard greens, 65 cucumbers, and several bags of fresh herbs. A slightly smaller, but similar amount was donated to His Provision, based out of Christ the Answer Church. This yield is high when you consider that we were hit very hard by the squash bug in July.

All of our success is of course due to our dedicated volunteers. This year we had over 20 people help at the garden preparation and building day with Testosterone and our planting day brought out 3 new families as well as 5 other very helpful women. As is always the case, participation dwindled towards the end of the season, but Bethany Thomas and Buck McPherson never wavered and helped all the way up to closing day in October. Carolyn Abey was also the garden harvest champion! She collected all donations for the Christian Action Guild. Over the course of the early and late season, we were blessed with 10 maintenance volunteers to watch over and care for the garden on a daily basis.

Golden Family of Churches Health Ministries – Bethany Thomas

Representatives of nine Golden churches worked hard this year to address the health-related needs of local residents. This included a local "Healthy Fair" in October, the sponsoring of seminars, classes and support groups, and helping individuals and families access other medical services as needed. Calvary supports this ministry with regular financial donations.

Golden Police Chaplaincy – Bethany Thomas

Two of Calvary’s pastors (John and Bethany), along with two other Golden pastors (Kevin Shive & Dan Thoemke from Hillside Church), continued to serve as chaplains to the Golden Police Department this past year. The chaplains provide prayer and support for the members of the police department and their families, in addition to attending department events and providing food for special events and holidays. One out of every four weeks, each pastor is on call for any emergencies or needs that may arise. It is a great privilege to serve those who serve our community so faithfully day and night.

Golden Rescue Fund – Kris Nelson

The Golden Rescue Fund continues its mission of providing assistance for travelers or community members finding themselves in a position of having short-term, emergency needs. The Fund is an ecumenical effort overseen by Calvary and the Golden Police Department. In addition to services received through the Golden PD, 60-90 households came to Calvary each month for assistance. Funds received this past year were used to buy non-perishable food for “travel” bags and the Calvary Food Shelf, Safeway Gift Cards, Bus Tickets, 7-Eleven Gas Cards, Emergency Prescriptions and/or Lodging. Due to higher demand and commitment by participating members, expenses and income increased by 22% and 54% respectively.

YEAR-END FINANCIAL REPORT:

Beginning balance (12/31/2010)	\$ 1,715.42
Deposits	\$ 21,959.47
Debits	\$ 18,520.22
Ending balance (12/31/2011)	\$ 5,154.67

CONTRIBUTIONS MADE BY:

Calvary Episcopal Church	Fundraisers –
Golden Seventh Day	Golden Chamber of Commerce,
Adventist Church	Foothills Running and Cycling Club,
Faith Lutheran Church	Helping Hands Hustle,
St. Joseph Catholic Church	Uli Creative
First Baptist Church	
First Presbyterian Church	
Golden Rotary Club	
Various Individuals	

Golden Salvation Army Extension Unit – Craig Moseley

The Salvation Army in Golden provides assistance to residents who need help with rent, utilities, prescriptions and medical needs. Representatives from 7 Golden churches and Golden Kiwanis oversee the efforts of this local resource. In 2011, 154 households received help. The annual budget is based on money given during the annual Bell Ringing Campaign held at King Soopers and Safeway, as well as contributions provided throughout the year. Calvary houses The Salvation Army, makes a regular quarterly pledge, and this year provided 105 bell ringers during December to help raise almost \$27,400 for the coming year.

Mission with Malawi –Mike Griffis

This past year, our involvement with the Diocese of Southern Malawi, Africa, consisted of financial support for the Chiweni School feeding program, where several hundred primary school-age children are given a bowl of nourishing porridge at the beginning of each day.

Operation Christmas Child – Lynda Staab

We took on a different format in 2011. Parents and children met in the Ministry Center between services one Sunday morning and we wrapped and stuffed 182 boxes, which was a record for Calvary. This has been a wonderful ministry to be a part of.

Filters for Families, Pine Ridge Indian Reservation Water Project – Linda Smith

The social problems associated with Pine Ridge Indian Reservation in South Dakota are compounded by highly toxic groundwater (Arsenic, Lead, and Uranium) used for drinking water. In this rural setting about a third of the population use individual wells without access to the municipal water supply. Calvary is supporting the installation of three test filters in 3 different locations across the reservation. The filter water is tested at George Mason University where the “in line” SONO filters were developed. The first test samples were taken in October, the results are excellent, the second and third tests will be conducted by the end of January and end of March, respectively. Upon the completion of testing, Filters for Families and Calvary will install about 50-60 filters this summer. This is very exciting as it’s taken about three years to get permission and funding to install the filters. Members from Calvary who assisted on the trip in October are Rev. Bethany Thomas, Betty Ill, Buck McPherson, and Linda Smith. The team also insulated an outside water pump and installed window panes for a family’s trailer home in Wounded Knee.



Pictures: Buck installed plexi glass in window pane, a blue water filter installation in a bathroom when the kitchen faucet didn’t have the right hook up, a white filter installation with a new faucet, and insulation for a water pump.

Saint Francis Center – Eileen Regan

St. Francis Center, located at 2323 Curtis, is a day shelter and residence for the homeless, providing services in a safe, respectful environment to about 750 guests daily, as well as transitional housing at Cornerstone Residences for 50 individuals. It is open seven days a week, and some of the services provided include showers, a clothing room, personal belonging storage, a mailing address, access to telephones and receipt of phone calls and messages, social services, medical care, and employment information. The Center also provides information on overnight shelters, other day shelters, food banks and organizations that provide free meals. Calvary supports St. Francis Center through volunteers, clothing drives and monetary donations. Should anyone be interested in volunteering at the Center, please call Eileen Regan at 303-906-6222. Calvary commits to providing volunteers the 4th Sunday of the month.

Pastoral Care

Casserole Patrol – Judy Maguire

The Casserole Patrol arranges to deliver casseroles for parishioners when they are in need of extra help such as after the birth of a child, surgery/illness, a death in the family, etc. The ministry is a huge blessing both for those preparing and delivering the casseroles and for those receiving them! We have a wonderful group of terrific cooks and I thank all of you for your faithful participation in this ministry of hospitality. If you are interested in being a part of the Casserole Patrol or if you have a need for casseroles, please call the office and let us know.

Eucharistic Ministers – Bethany Thomas

Several members of our congregation, who have been trained as Eucharistic Ministers, continue to take Holy Communion to the sick and shut-ins following our Sunday services each week. If a parishioner is not able to attend church, a visit is arranged in order to maintain connection with the congregation and extend the Sacrament to them. In 2011, the Eucharistic Ministers were Gordon and Laura Pierce, Craig and Joy Moseley, Mick McManus, Stacy Coryell and Guen Sublette.

Ministry for Seniors – Lynda Staab

This is a promising ministry for our parish. There are a team of approximately seven women and two men who have volunteered to visit the seniors who are lonely and in need of help with appointments to the doctor, going out to lunch, staying in touch or doing whatever is needed to make life easier for them. All of the volunteers enjoy ministering to others and we have helped brighten the lives of our seniors.

Parish Nursing – Bethany Thomas

The second Sunday of each month, one of our members, Kate Felix, PhD, RN, used her nursing skills to take blood pressures for those wanting to track this aspect of their health. She also provided resource information and answers to health-related questions, when appropriate. Though Kate is not an official Parish Nurse, she has been a great resource for our church!

Worship

Up Team – John Wengrovius

The UP Team is tasked with addressing the UP goals and objectives in Calvary’s Strategic Plan:
From Calvary’s Strategic Plan:

UP

1. To have joyful, Spirit-led worship services that engage both contemporary and traditional styles.

- 1.1 Have services that celebrate Jesus’ presence.
- 1.2 Have Spirit-led services.
- 1.3 Have services that connect with our lives.
- 1.4 Have services that intentionally send us into the world.
- 1.5 Have each weekend service function as a congregation within the larger Calvary church community.
- 1.6 Have occasions when the extended church family joins in worship.

2. To grow spiritually, both individually and corporately.

- 2.1 Develop a life of prayer.
- 2.2 Develop a love for and knowledge of Holy Scripture
- 2.3 Develop an attitude and practice of generosity.
- 2.4 Develop occasions for holy rest and renewal.

The Team met twice in 2011: March 6 and November 13. At the meetings, the Team reviews the worship and activity since the previous meeting and looks ahead to the coming seasons of the Church Year. Serving on the Team this year were Gary and Joanne Ashley, Becky Buckley, Linda Meserve, Kevin Wachter, Beth Treat, Laura Pierce, Jamie Sheridan, Cathy Hitch, and John Wengrovius.

Acolytes – Ruth Wengrovius

Acolytes who assisted with worship during 2011 include: Ian Cheatum, Erika Colman, Laura Macdonald , Shea McManus, Kyle McNabb, Danny Prior, Catherine Sheridan, James Sheridan, and Peter Szilagyi. Thanks to each of them for their commitment to this ministry!

Those interested in becoming an acolyte in the Historic Church or the 9:00 am Great Hall service can contact Ruth Wengrovius at 303-279-6426 or wengrovius@msn.com



Altar Guild – Dixie Termin (Historic Church and overall coordinator) & Lois Brooks (Great Hall)

Calvary's Altar Guild (and associated Linen Ministry) is a very dedicated group that serves both the Historic Church and the Great Hall. Altar Guild members are responsible for setting the Lord's Table for each service and for clean-up afterwards, and the Linen Ministry members care for the altar linens used in each church.

In addition to coverage of the five regular Sunday services, Altar Guild members also provide coverage for special services such as baptisms, funerals, and weddings as required. Twice each year, the Guild cleans all brass and silver items. With assistance from other members of the church, the Altar Guild members are also responsible for decorating the churches for Advent, Christmas and Easter.

In addition to their normal Altar Guild / Linen Ministries duties,

- Dixie Termin and Lois Brooks recruit and train new members and provide backup when there are scheduling conflicts.
- Karen Brouwer serves as the Linen Ministry coordinator. She publishes the linen care schedule and checks weekly to make sure all the linens are in order. She also does periodic touchups as needed, and is available to fill in as necessary.
- Nancy Walker is responsible for accepting flower delivery from The Growing Company each Saturday that flowers have been ordered, and then arranging the flowers in each church. She is also responsible for purchasing wine, candles, wafers, etc., for both churches.

The Altar Guild / Linen Ministries members for 2011 were Carolyn Abey, Linda Baldwin, Mary Barker, Lois Brooks, Karen Brouwer, Linda Driggers, Stephanie Hobbs, Dina Isern, Pat Killian, Sandy May, Joyce McNabb, Kathy Montgomery, Joy Moseley, Kris Nelson, Patricia Pratt, Barb Schneider, Myrlynn Sjogren, Jan Spaulding, Nancy Walker, and Ruth Wengrovius. Thanks to each and every one of you for your dedicated service in 2011!

Children's Sacred Dance – Stephanie Hobbs

Most children love to move and this ministry is designed to give children and young adults the opportunity to do just that as part of their worship. We meet on most Thursdays from 4:45-5:45. Children from kindergarten age and up are welcome to participate. If you are interested in being part of this group, please call Stephanie Hobbs. Praise His name with timbrel and dance. Ps 150:4

Eucharistic Bread – Joy Moseley

The Eucharist bread making team supplied bread for the historic church and the Great Hall for the year 2011. They baked over 1,064 loaves of bread for the six services we hold each week, Christmas and Easter. I would like to commend the bread team of Karen Brouwer, Deborah DeZarn, Wendy Gillen, Judy Maguire, Joy Moseley, Kris Nelson, and Judy Trost for the dedicated and accomplished work they have done. We have two new members of the team, Kristi O'Neal and Melinda Middleton, and Judy Trost retired in December. If anyone would like to join this ministry, please contact me at 303.279.3170.

Vergers: Coordinating Worship, Lectors, and Chalice Ministers – Fritz Bart

Vergers at Calvary coordinate the many elements of public worship, from scheduling lesson readers and chalice ministers to seeing that worshipers have what they need to take part in the service. We are very grateful to those in our congregation who have responded to God's call to serve as acolytes at the altar, to read God's Word in worship, and to offer the sacramental wine at the Holy Eucharist.

As worship attendance has grown steadily in 2011, Calvary's verger team—Fritz Bart, Ruth Wengrovius, and Derek Brislane (*emeritus*)—has stayed busy, supporting the acolytes, lectors, and chalice ministers and helping our community to worship “decently and in order.”

Our routine of weekly worship is well established, with Sunday mornings being especially busy. Ruth in the great hall and I in the historic church do our best to be a background presence, ready to support our very professional altar guild and to step in if necessary during services to keep the liturgy on course.

We always need to identify and train parishioners who feel called to share their public reading skills and chalice and acolyte skills to be liturgical servers on the weekend worship schedule. We hope to recruit and train lectors, chalice ministers, and acolytes to fill some gaps in the monthly server schedule. The liturgical and acoustic demands of worship are very different in the historic church and the great hall, so our discussions of public reading, voice projection, and working with amplification are especially helpful. We are grateful to all who have committed their time and talent to this essential ministry for our worshiping community.

Many of our historic church lectors also serve as ministers of the chalice, and those called to this ministry in the historic church and great hall complete our teams of worship servers. We appreciate their faithful service, and we are always grateful to God when someone recognizes a call to serve liturgically.

Music Facilitator – Gwen Blumenschein

The church said farewell to former Music Director, Christine Eitemiller in May of 2011. The church is grateful for her service to the music program at Calvary.

On September 15, 2011 Gwen Blumenschein was hired with the title of Music Facilitator. Duties include being available to play the organ for services in the Historic Church and, on occasion, facilitate the music for the Great Hall 9:00 AM services. In addition, the Music Facilitator was hired in hopes of expanding the music program of Calvary Church and to oversee the entire music program.

This report covers the music program that began in September, 2011.

A Music Fair was held one weekend in September after the Great Hall Sunday services and a subsequent weekend in the Historic Church Parish Hall. At the Music Fair all of the Calvary handbells were displayed along with representative Orff and rhythm instruments. Stands were set up with pictures of people engaged in making music. Clip boards with sign-up sheets were available for people to express their interest in vocal choirs, instrumental offerings, handbells, and music for children.

The results of the Music Fairs was as follows:

CALVARY YOUNG CHILDREN'S VOICES -- A music program for children in Kindergarten, 1st and 2nd grade was established. This group rehearses regularly on Thursday afternoons from 4:00 -4:45 PM in the landing above the Historic Church. The environment is friendly to young children, including a gathering rug and pillows to sit on. Many wonderful instruments are available. A goal for this group is to present a music opportunity that encourages the development of musical literacy through learning about rhythm, note values, proper vocal production for young singers, and an introduction to reading music from a music staff. Calvary Young Singers are scheduled to sing for worship services on a regular basis in both venues (Great Hall and Historic Church). The special music offerings they share during worship will be chosen to reflect the lectionary (Bible readings) for the day and the season of the church year. Discussions appropriate to those topics are included within the rehearsal time as is a craft time in which the children will have artistic opportunities to enhance their musical instruction.

CALVARY RINGERS –A bell choir has been established with a beginning core group of eight ringers. Calvary owns a full four octave set of bells with additional bells that may eventually expand to five octaves. Because this group was established toward the end of the calendar year 2011, it was decided to postpone rehearsals until January of 2012. CALVARY RINGERS are scheduled to ring regularly in both venues (Great Hall and Historic Church). Calvary Ringers rehearse on Wednesday evenings at 5:00 PM in the ministry center, room 224.

CALVARY SINGERS – A group of eighteen singers began meeting in November in preparation for singing for the Advent Lessons and Carols service on Sunday, December 18 at 5:00 PM. CALVARY SINGERS rehearse on Thursday evenings at 7:00 PM in the ministry center, room 224. Providing there is enough interest, this group will be scheduled to sing for worship in both venues (Great Hall and Historic Church).

INSTRUMENTALISTS – a few of the instrumentalists who expressed interest in participating in music events at Calvary were featured in services since September. Carole Smith played violin in the Historic Church in October.

See “Advent Lessons and Carols” below.

MariAnne Lounsbury continued to be the organist for the Historic Church and blessed both venues (Great Hall and Historic Church) in the fall of 2011 with the playing of her harp.

NEW ORGAN –A Johannes (brand) Ecclesia D-47 (model) state-of-the-art digital organ was purchased and installed in the Historic Church. The instrument is a resource for the ENTIRE church, but, of necessity, is housed in the Historic Church.

This addition has provided a better instrument to support congregational singing and was the impetus for creating our new concert series.

CONCERT SERIES –has begun at Calvary. The first offerings were:

Spooks and Saints Dinner and Concert -- Sunday, October 30, 2011 featured soprano, Tresa Waggoner and organist, Gwen Blumenschein. The concert was a great success with an overflow crowd of 160 people in the Historic Church.

ORGAN DEDICATION CONCERT –Sunday, November 20, 2011 featured Frank Perko, organist. The concert was based primarily on hymn tunes and the congregation was treated to some creative introductions and interludes.

ADVENT LESSONS AND CAROLS –Sunday, December 18, 2011 featured the Calvary Singers; Susan Gibbs, recorder; Lisa Batzle and Kevin Wachter, handbells; Miriam Dickinson, viola; Trent Farchone, cello and Gwen Blumenschein, director of the Calvary Singers and organist. Lay readers were Lisa Batzle and Fritz Bart. John Wengrovius was the officiant.



9:00am Great Hall Contemporary Singers & Band – Alli Coffey

The singing group of about 5-8 members has remained loyal throughout many years and the changing of leadership. Transitioning from the summer into fall, the choir gathered for a weekly rehearsal on Thursday evenings in addition to a practice before the Sunday service. The singers are accompanied by a band of several instrumentalists on piano, guitar, bass, and viola. Each instrumentalist also provides amplified vocal melody/harmony support. Alli Coffey (hired in June) leads the 9am musicians on vocals and piano. This group seeks to creatively blend traditional musical styles and hymns with contemporary praise music. It is an ever-growing process that aims to emphasize the depth and meaning of the words that are expressed in the community worship on Sunday mornings.

11:05am Great Hall Praise Band – Alli Coffey

Prior to the summer, the praise band was led by Tim Phenna on guitar. Tim passed the baton of leadership to Alli Coffey in June. He continues to play with the band when he preaches in the Great Hall or when a substitute leader is needed. The band consists of piano, vocals, guitar, bass, drums, flute, and viola. A few of the members rotate irregularly depending on their availability. The band rehearses on Thursday evenings at 7:30pm. The praise band has been growing in size and opportunity over the past few months. The option of establishing 2 or 3 regularly alternating bands opens up the possibilities for exploring new music, growing together as cohesive groups, and building strong, faith-filled music leaders.

Prayer

Thursday Morning Men's Prayer Group and Shrove Tuesday Pancake Supper – Vern Arnold

The men's prayer group continues to meet every Thursday morning from 6:30 am to 7:30 am for prayer and fellowship. On Shrove Tuesday, we sponsored the pancake supper on a donation basis. Come once or often, the lights are on and coffee made. We meet in the Parish Hall.

Prayer Team – Joanne Ashley & Kevin Wachter

Calvary Prayer Ministry offers prayer for any needs after the 9:00 am Sunday services in the "Prayer Sanctuary" located by the fireplace near the church office. We also pray individually for requests during the week.

Our team has grown to fourteen prayer ministers who rotate and serve one Sunday a month. The Sunday prayer ministers are Jeanne Arnold, Buck McPherson, John and Susan Gibbs, Heidi Rickels, Heidi Reid, Gary Ashley, Joyce Holdread, Linda and Walt Knudsen. Hap and Judy Maguire are available to substitute and Kevin Wachter and Joanne Ashley coordinate, schedule and plan the trainings.

We were officially commissioned as Prayer Ministers at our respective services on Sunday, October 23. Three prayer team training sessions were held for the team to continue a consistent and effective prayer culture at Calvary. John Wengrovius taught one session on anointing as part of the prayer ministry that we can offer. Every month we have had at least one reported answer to prayer. The Lord is working in the lives of those who come to Him.

We always welcome new Prayer Team members.

The one who calls you is faithful and He will do it. 1Thessalonians 5:24

Stewardship

Calvary Scholarship Fund – Mike Keckler

At the start of the Scholarship Fund's 2012 year, (September), there was \$1578.92 in the operating fund and \$3208.81 in the Endowment tied to the Scholarship Fund.

The fund gave out two scholarships of \$876.96; one to Laura Powers, one to Kehinde Adeyemo.

The fund is dedicated to help the youth of the parish and those who have been sponsored by the parish members with their post High School education endeavors. April is the time to start putting applications for a scholarship.

Grants – John Wengrovius

In December, Calvary received once again a grant from the Prior Family Foundation in the amount of \$9,000.

This is the thirteenth year Calvary has received a grant from the Prior Family Foundation. The use of the grant is still under consideration. We extend our deep gratitude to our benefactors.

Since 1995, Calvary has received \$2,696,022 in grants from twelve different foundations.

Stewardship Team – John Wengrovius

There were 164 formal commitments to give to Calvary's General Fund in 2011. Although this was an increase over the previous year, it still represents less than half of the households who call Calvary their church home. We are very grateful for those who have taken that important spiritual step, and challenge those who have not to do so.

The Randall Legacy Society – John Wengrovius

The Randall Society, named after Calvary's founder, Bp. Randall, was established by the Vestry to recognize those who have provided for Calvary's future through a planned gift, a gift of real estate, or by remembering Calvary in their wills. Known members of the Society are: Charlotte Shaffer, Vera Hurst, Jon and Judy Sanko, Mike and SueAnn Keckler, Beyer Patton, Doyle and Jewell Roberts, Craig and Joy Moseley, John and Ruth Wengrovius, John and Pam Gendreau, Julie and Tom Beckwith, Rod and Pat Killian, Kris Nelson, Dick and Erma Peterson, and Hap and Judy Maguire. If you have included Calvary in your will or through a planned gift, please let John Wengrovius know so that your name can be added to the above list. Also, if you wish to help provide for our Parish's financial future through a planned gift, a gift of real estate, or by remembering Calvary in your will, please contact John Wengrovius.



Vestry

Vestry Members in 2011

Ron Miller	Rector's Warden	Tom Rice	Through the end of: 2011
Susan Wachter	People's Warden	Jamie Sheridan	2011
Fritz Bart	Clerk	Jerry Sherk/ Chris Reid	2011
Mike Powers	Treasurer	Becky Buckley	2012
Nancy Walker	Asst. Treasurer	Beth Lee	2012
Doyle Roberts	Asst. Treasurer	Kate Felix	2013
		John Gibbs	2013
		Jeanine Spellman	2013

Rector's Warden – Ron Miller

This has been my third and final year serving you and the Calvary congregation as your Rector's Warden. It's been an honor for me to serve in this capacity as I work with our Rector John Wengrovius, the other Calvary clergy and staff, and the many, many volunteers with which we are blessed. As I gain more experience in the workings of Calvary, I'm always amazed at the dedication of our church family to serving the Lord and achieving His goals for us.

I want to particularly thank David Christenson who had taken over the financial and accounting duties in the Calvary office – his dedication to making sure your contributions to Calvary are used efficiently and effectively is a blessing to all of us. As part of our financial responsibilities, we have put in place a new counting team to ensure that all contributions are accurately accounted for. I want to thank the counters for their dedication to this critical ministry: Rich Treat, Tom Rice, Steve Gregonis, Mike Griffis, Steve Jensen, Eric Elrod, Linda Baldwin, Val Andren, and Graden Kirksey.

Finally, I want to thank the Vestry members who have served this year with true faithfulness. This group is dedicated to the wellbeing of the Calvary family and of using the resources we are blessed with to further the Calvary vision and mission. When you see a vestry member, please thank them for their service.

People's Warden – Susan Wachter

Having served the past two years as the People's Warden it is an enlightening and rewarding experience—not to mention a real privilege. Being a member of the Executive Team and being involved with the Vestry and the In Team has given me the opportunity to experience and be part of the process necessary to run a church, which for me is very similar to running a home: budgets, repairs, maintenance, etc., but on a much grander scale. We have an amazing and dedicated team here.

For any members not sure what exactly the People's Warden's role is, I'll tell you. I'm your liaison. If you have any questions, comments or suggestions please share with me. Or if you have any information you'd like the Senior Pastor/Rector, clergy or Vestry to know about—and you're not entirely comfortable with approaching them or feel you'd be bothering them--talk to me. I'll do it for you and follow up with you.

I'm honored to serve and look forward to serving another year for you.

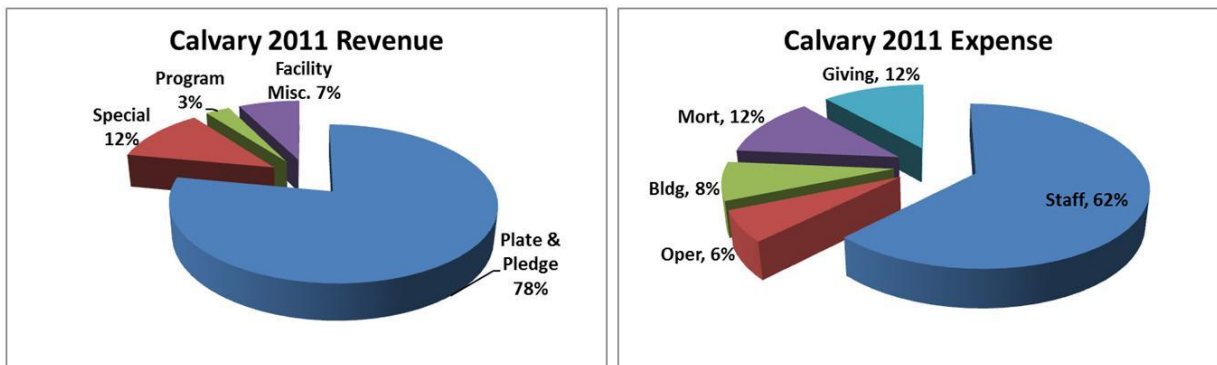
Executive Team Report – Ron Miller

The Executive Team completed our eighth year of work in 2011. The Team meets twice a month, serving as an analysis and advisory group and also as an accountability group to ensure that we continue to discern and carry out Calvary's God-given mission. It is made up of the Clergy, the Rector's and People's Wardens, the Financial Manager, and the Office Manager, who serves as clerk. I would like to take this opportunity to thank each team member for his or her dedicated service over the past year.

Treasurer – Mike Powers

The 2011 Calvary operating expense budget was established at the end of 2010 at \$949,757, a 5.5% increase over 2010. Operating expenses are usually kept very close to the budget, and for 2011 our actual operating expenses were \$949,868. Our operating revenue for 2011 totaled to \$933,080, resulting in a one year deficit of \$16,788. We started 2011 with an operating fund deficit of \$25,394, leaving us with a total operating fund deficit at the start of 2012 of \$42,188. Vestry has initiated a campaign to remove this deficit to reduce the likelihood of cash flow problems through 2012.

The pie charts below show the breakdown for sources of revenue and categories of expense for 2011. The importance of strong, regular giving through plate and pledge contributions is obvious from the revenue chart. However, the 3% of Program income includes the rummage sale, antique fair, and grocery card revenue, and is significant. Our total deficit this year was less than 2% of revenue, so adding new streams of revenue at this level is a big help. We continue to believe that Calvary should commit at least 10% of annual operating expenses directly to worthy outside entities, as shown by the Giving category. The expense chart shows that substantial cuts in the operating budget if required are only possible through staff cuts.



In the past year Calvary was able to retire the remaining mortgage debt on the parking lots, settle changing staff positions, and establish new revenue streams. Our operating expense budget for 2012 is set at \$950,922 or no significant increase from last year. Vestry believes this budget to be appropriate for our current staffing, facilities, and programs as we move to a strong future of worship, fellowship, and outreach in faith.

Human Resources Committee – Rich Treat

The Human Resources Committee is composed of the Rector, Rector's Warden, People's Warden, and Rich Treat. Its purpose is to serve as a resource to the Rector, Budget Committee and Vestry on matters related to staff compensation, benefits, and human resources organization and staffing. In 2010 we formalized the Committee's responsibilities to include personnel policies, updating the employee handbook, establishing and monitoring job descriptions and assistance in determining future staffing needs.

For fiscal year 2011, the committee obtained comprehensive up-to-date salary and benefit surveys from churches across the country. The committee also obtained a Clergy Compensation Guideline from the diocese of Colorado for fiscal year 2011. In addition we conducted informal salary surveys of Episcopal churches similar to Calvary's size in Colorado to see where Calvary is in relation to the Diocesan recommendations. We also review our salary surveys to supply needed data for lay staff compensation levels. Goals for 2012 include a new employee handbook and revising our medical and pension plans to better align with canonical guidance from the national church.

The Vestry has the final authority to accept, reject or modify the recommendations of the Human Resources Committee.

Calvary Staff

The Rev. John Wengrovius	Senior Pastor
The Rev. Tim Phenna	Pastor for Ministry Development
The Rev. Bethany Thomas	Pastor for Outreach & Care
The Rev. Cathy Hitch	Pastor for Adult Education & Women's Ministries
Gwen Blumenschein	Music Facilitator
Alli Coffey	Contemporary Music
MariAnne Lounsbury	Organist/Harpist
Sarah Ferdig	Director of Children and Family Ministries
Daniel Coffey	Director of Student Ministries
Kathleen Sally	Nursery Director
Holly Wood	Nursery Assistant
David Christenson	Financial Manager
Laura Pierce	Office Manager
Susan Gibbs	Receptionist
Ron Gee	Facilities Manager
Alisa Phenna	Cleaner

Resigned during 2011:

Christine Eitemiller	Music Director
Tim "Gilby" Gilbert	Youth Director

2011 Parish Statistics

Baptisms

1/2/2011	Nancy Jean Beug
3/6/2011	Darcy Elizabeth Callahan
3/6/2011	Kathryn Ryann Elrod
3/6/2011	Stephen John Cummings
4/10/2011	Emerson Michael Cummings
4/17/2011	Cameron Lee Grose
4/23/2011	Selena Elvira Jesernig
4/23/2011	Shayne Anne Smith
4/24/2011	Sophia Elisabeth Griffis
5/22/2011	Rebecca Elizabeth Hitch
6/12/2011	Colin Bayer Valentine
7/23/2011	Tyler Loren Adlfinger
10/23/2011	Laura Kathleen Ball
10/30/2011	Curtis Roger Chapel
11/20/2011	Olivia Anne Woodruff
12/10/2011	Owen Bayne Earl

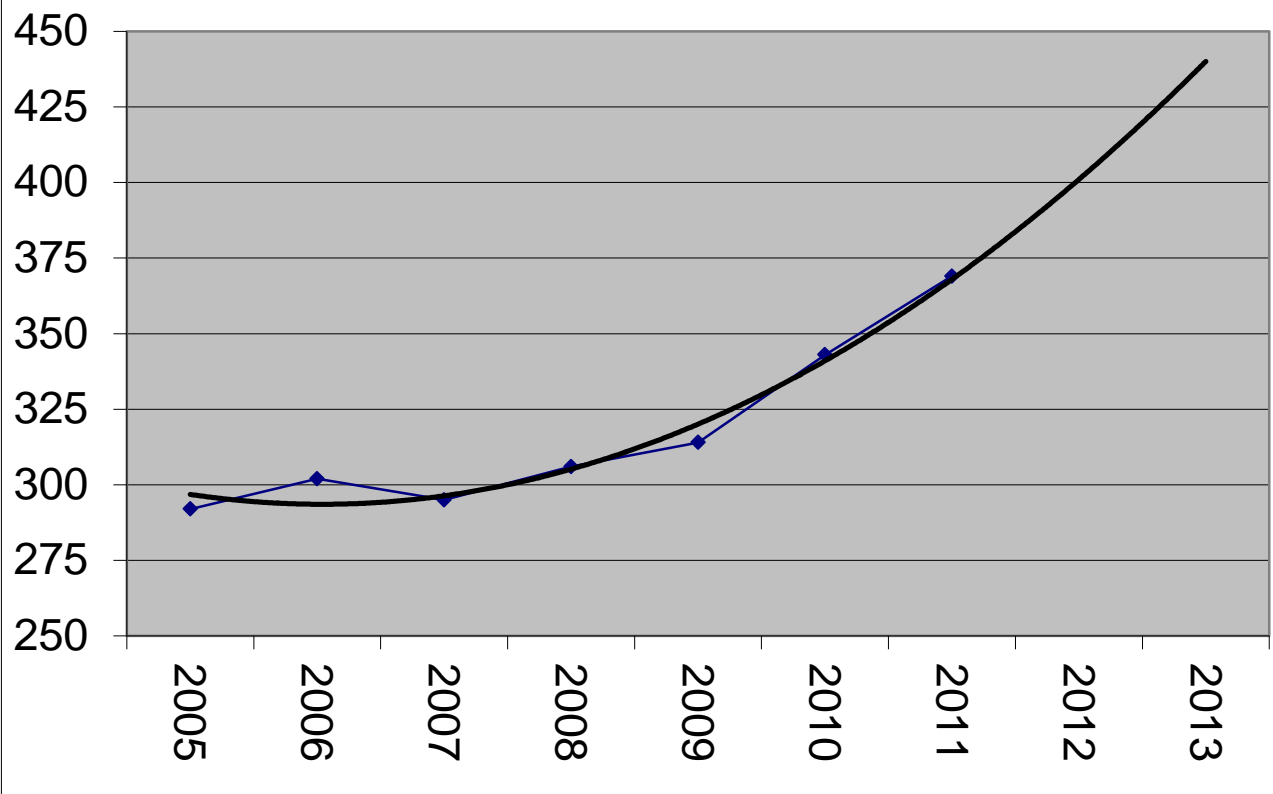
Confirmations

6/18/2011	Kenneth Charles Thomas
6/18/2011	William Thomas Zeiner

Funerals/Burials

1/23/2011	Danielle Nichol Bull
3/11/2011	William Kirk Baldwin
3/12/2011	Steven Lyn Tinkle
4/13/2011	Jimmie Dwayne Rogers
4/22/2011	Evelyn Grace Griffis
5/23/2011	Harvey Lee Schlieman
6/16/2011	Ann Marie Elliott Casey
8/26/2011	Susan M. Thomas
9/24/2011	Yvonne Annette Kopelman
9/24/2011	Loren David Vantreese
10/2/2011	Andrew Pierce
10/14/2011	Paul Ernest Hargrave
11/4/2011	Robert William Sprenger
11/19/2011	Arlyne Winifred Hockenberry Beck
11/26/2011	Mary Elizabeth Klumb

Average Weekend Worship Attendance



Calvary Church

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