

Annual Report

2019-2020



Loving God. Loving Others.



"How has Calvary Bible Church persevered for 130 years? Surely it is the grace of God and the faithfulness of Christ to build His church."

Tom Shirk

ANNUAL REPORT 2019–2020

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SENIOR PASTOR REPORT

ANNUAL REPORT 2019-2020



*"Therefore, my beloved, be steadfast, immovable, always
abounding in the work of the Lord, knowing that in
the Lord your labor is not in vain."*

1 Corinthians 15:58

Each year our annual report celebrates the work of God at Calvary and His many obvious answers to prayer. 2019 began with 130 days of prayer that culminated in a celebration of His grace at Macky Auditorium. We committed ourselves to move wherever He leads—and God answers prayer! To be sure, not always in the way we ask, but He is always working. His answers affirm His faithfulness to continue the work that began back in 1889; a work that remains vibrant in Boulder and Erie.

In overwhelmingly clear ways, God moved us forward this year to architect the launch of a third campus; He directed us toward Thornton, then gave us a building there. Today a core-team of 50 leaders and volunteers is preparing to launch Calvary Bible in Thornton later in 2020.

Advancing the church toward new ministry opportunities requires a foundation that is deeply rooted in Christ and His word. The depth and maturity of the members of Calvary who are willing to move with God is one of the highlights of serving at Calvary. I thank God for your prayers, faith, generosity, and service for the mission of taking the gospel to the world. Our best days are ahead!

Yet today, we face a new challenge of remaining strong in faith and community while we are experiencing a global pandemic, COVID-19, and the accompanying isolation. It has tested us. Forced us to reorganize. Challenged us to “do church” differently. But the church is not what we do, it is who we are. We are His possession, called by His name, guarded by His grace for a salvation ready to be revealed in the last times (1 Peter 1:5). Therefore, we remain steadfast. May God help us grow deeper in grace and stronger in perseverance.

Thank you for your part in building this amazing, Christ-centered community of people who are fully devoted to loving God and loving others.

I love you all,

A handwritten signature in cursive script, appearing to read "Tom".

Tom Shirk
Senior Pastor

30 BAPTISMS
THIS YEAR



CALVARY STORIES

"In the summer after my freshman year of high school, He broke into my life and showed me the love that He has for me. He brought me from hating Him and loving darkness to coming to know who He is and loving His character."

Tracey Sneed

Calvary Connections

We help people engage in worship, develop relationships in groups, meet new friends, and create warm group environments throughout the week. Our teams spread a culture of connection on Sundays, where families enjoy coffee and donuts, greeters visit with everyone who comes through the doors, and guests are welcomed and encouraged to link up with the Calvary family and flourish here. Dozens of people took the first steps to join us at Calvary and grew through Starting Point, Basecamp, and membership classes throughout the year. Over 100 people serve on teams that create an environment of connection at Calvary's campuses.

CALVARY STORIES

"God gives these simple blessings [coffee and donuts], but also so much more. He loves us so much that He gave His Son, Jesus, to die on the cross to pay for all **our** sins. Jesus suffered horribly and gave His life to save us; how can we **not** serve Him by serving others? Through salvation in Christ, He has given us true hope of never-ending joy at home with Him, where I'm thinking there will be coffee and donuts ... or something even better!"

Jane Sanders



146

PEOPLE ATTENDED
STARTING POINT

Starting Point on both campuses continues to be a great first connection for those who are interested in knowing more about Calvary. This past year 146 people attended Starting Point.

The team at Calvary continues to emphasize welcoming, inviting, and genuinely connecting with each person who walks through the doors of the church. We have 186 incredible individuals on both campuses who work together to create this warm and inviting atmosphere. Our cafe teams have 52 people serving, and 111 serve on our connection teams.

During COVID-19, we made weekly phone calls to attendees to ensure their well-being.

Worship Services

This year in our worship services we studied the Gospel of Matthew, the book of Exodus, and the book of Acts.

The Erie campus added a third service in August and welcomed David Frush and his family as Pastor of Worship Arts—Erie Campus. In Boulder, we continued to offer three services each Sunday. Our Classic Calvary service continues to provide worship through piano- and organ-led hymns.



Children's Ministries

We value teaching the Bible creatively, being God-focused, engaging in worship and celebration, growing relationships, and having fun while staying safe. Each Sunday, Kids Quest ministers to 450 children in Boulder and Erie through the work of 100 weekly volunteers who serve throughout the week and on Sunday mornings. We shared the love of Jesus with 550 kids with the help of 250 volunteers at Kids Week. This year our leaders have risen to the added challenge of engaging with our families virtually, while encouraging families to stay strong and trust in God during the COVID-19 Pandemic. The team does this by connecting with families through phone calls, *zoom* meetings, and letters. Our highly anticipated Easter Egg Hunt went virtual this year.

Student Ministry

This year was marked by disciples being made within the student ministry—lives were changed and the gospel was shared as a result of the many relationships, trips, and events the student ministries took part in. We are thankful for the close to 100 volunteers who give their time and energy to making disciples of our students at Calvary!

Middle School Ministry

The middle school ministries at both campuses have seen continued spiritual growth over this past year! We saw 132 students attend summer camp at Maranatha and 115 students attend Middle School Winter Retreat across both campuses. Middle School students meet weekly on Sunday nights for teaching, worship, and small group discussions at Chaos and Mayhem—and meet online during the COVID-19 pandemic.

"We feel so fortunate to have found Calvary Bible Church when we moved here from Arizona. The congregants are so friendly and welcoming to us, the staff is amazing! My tween had the opportunity to join the Middle School group at Winter Retreat, she came home telling me stories of the friends she made; the excellent facility and food, the message and worship time! She shared the happiness her team felt when winning the 6th grade trophy for the themed event. Overall, 10 out of 10. Thank you to Ryan and Calvary for making this opportunity possible for our family."

Jessica Waldroup

CALVARY STORIES



High School Ministry

We are grateful for the ways God has worked over the last year in student ministry to grow and mature students in Christ. We saw spiritual growth and new students getting connected into the ministry on our Houseboats trip, IBA backpacking trips, Fall Retreat, and at WNT (Wednesday Night Thing). Our Ironman Spring Break Trips were canceled due to COVID-19, but we were able to encourage students to try an at-home edition of Ironman and have been working with students and families to stay connected with God and one another in this new season of life. We are grateful for all the parents and volunteers who are committed to helping students grow in their faith!

Basecamp

Basecamp has been underway for seven seasons now, and we continue to see new LifeGroups form after going through the Basecamp experience. We have had three launches and were most excited about Thornton's new five-group launch this May. In total, we have had over 160 people involved in 17 groups.

LifeGroups

We've had 812 participants involved in LifeGroups across both campuses. These groups help us in our mission to build a Christ-centered community of people fully devoted to loving God and loving others.

Young Adults

The young adult groups at Calvary range from college-age to young families. This past year groups met for prayer, study, and fellowship. Along with meeting regularly throughout the week, young adults are involved in serving at the church. From leading groups and serving with KidsQuest to cutting donuts, the young adults bring vibrancy and life to Calvary.

Adult Classes

Both campuses offer adult classes encompassing a variety of topics. Boulder focuses on topic-specific classes that meet throughout the year. Erie has offered several weekend classes and marriage retreats and has developed a teaching team that travels to specific LifeGroups.



1,635
GATHERED TO
WORSHIP EACH
SUNDAY



Men's Ministry

We praise God for the opportunity men had to connect and grow at Calvary through the Men's Advance weekend, where 150 guys were led by Pastors Tom and Thomas and journeyed through the book of James. We've also launched dad and child backpacking trips, new Men's LifeGroups, and CLC (Christian Leadership Concepts) groups. Men of Action took steps to relaunch and meet new needs in our church family, and we are excited to see how Jesus will continue to connect men to Calvary's mission.

Women's Ministry

From mid-week Bible studies to building relationships in mentoring, MOPS & MOMSnext, to celebrating Christ's birth at the annual Christmas brunch and being refreshed at the local retreat this year, the women of Calvary have been encouraged to be in God's word, pray for one another, and love others as He first loved us.

We continue to invite women and their friends to several large group events each year such as reEngage and Bible Study.

It's been a year of growth for Calvary's women in the number of women attending events and groups and, more importantly, in spiritual growth. As women share the stories of how Jesus has met them where they were and changed them, it encourages us all to continue to learn, share, and redeem the disruption of 'safer at home' orders. Bible studies, Lunch Bunch/Tea Time, and MOPS/MOMSnext continued their groups online.

EXTERNALLY FOCUSED MINISTRIES

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The 6:8 Project

"He has told you, O man, what is good; and what does the Lord require of you but to do justice, and to love mercy, and to walk humbly with your God?" Micah 6:8

Calvary believes in doing good deeds which create goodwill, and ultimately produces opportunities to share the good news. Each year we put Micah 6:8 into action with mercy and justice projects to impact our local communities and the world.

Look what you helped accomplish:

- 252,000 meals packed to help feed the hungry around the world
- 1,187 volunteers packed meals
- 109 runners/walkers completed the 6K for Water to bring clean water to families
- Over \$5,000 raised for clean water
- 1,300 people toured the Compassion exhibit
- 63 children sponsored around the world
- 168 Tiger Packs providing nutritious meals for local students

Local

Our Community Outreach teams have continued to work closely with outreach partners in Boulder and Erie: EFAA, Habitat for Humanity, Kids Hope USA, Erie Uplink, Lambs Lunch, Erie Middle School, Marisol Health, Shield 616, Boulder Safehouse, Operation Christmas Child, University Hill, and Mother House.



252,000 MEALS
PACKED

130 YEARS CELEBRATION

ANNUAL REPORT 2019-2020

Both campuses gathered on June 30 at Macky Auditorium to celebrate God's faithfulness over our church for 130 years. It was a historic celebration remembering the past, and a monumental step forward charting the vision for our future. We celebrated with worship, including a vocal quartet, a message from Pastor Tom, a look back at Calvary's history, and lunch on the quad. Many volunteers made the whole event exceptional.



3 SERVICES
CAMPUSES
PHASES

Go3

Go3 was Calvary's response to the church-wide 130 Days of Prayer initiative that we undertook in 2019 to ascertain God's will for our next season. As part of this, teams were formed to look at potential projects on both the Boulder and Erie campuses, options for launching a third campus, and the big-picture financial aspects.

The Boulder and Erie teams looked at multiple options for both campuses while considering current demographics and potential changes in the coming years. The Boulder campus underwent a much-needed bathroom remodel as part of this. Additionally, the Erie campus successfully launched three service times to create more room for people in the community who want to call Calvary home. The teams will continue to look at the work that needs to be done, examining the best strategies and considering the timing and sequence of projects moving forward, but ultimately want to focus resources on the higher priority of launching a third campus.

The vision of launching a third campus was to go to a place that is underserved with the gospel and be a local church that impacts its surrounding community. As part of the research into this, we identified that roughly 400 people are attending Calvary who live to the south and east of the Erie campus. In February, God abundantly blessed us by allowing the opportunity to take over an existing church building in Thornton.

Communication

A main focus this year was our online content and strategy. We launched a new, redesigned website in September that features easy ways to connect to next steps, resources for parents, a new version of the mobile bulletin, an expanded archive of searchable messages by topic, a stories page for testimonials, and campus pages for guests to plan a visit. We continued to advertise key events such as Easter weekend, The 6:8 Project, Kids Week, and Christmas through direct mail and digital platforms. We launched a YouTube channel and prioritized posting consistent, engaging content on our social media platforms to show our communities what Calvary looks and feels like. We added volunteer leads to our media teams and have seen more people serving using their skills with photo and video. In March, we began communicating and posting on-demand services to our website each Sunday.

Facilities

Our campuses remain busy in line with our vision to bless Boulder and Erie and our surrounding communities. Go3 saw God's hand working in the acquisition of our third campus in Thornton. On February 23 The Gathering voted to turn over their building and assets to Calvary. Our campuses continue to be used by non-profit organizations in our communities.



Staffing

Calvary staff values include authenticity, accountability, empowerment, development, and camaraderie. During the past year, we have had few staff changes. We did realize the need for production and video editing skills, as well as childcare coordination, and filled those part-time roles. We will be concentrating this year on hiring a Director of Children's ministry for Boulder and staffing the Thornton campus.

Attendance

We're grateful that we have seen a growing increase in the number of people attending Calvary. This past year, we ministered to more than 3,000 people on Easter Sunday, and welcomed close to 3,500 to our Christmas Eve Services! We moved to online services in March with an average of 746 views per week. God continues to bless our church at all campuses with more people fully devoted to loving God and loving others.

Finances

Total Gifts to Calvary for the fiscal year ending March 31, 2020:

General Fund	\$4,048,111
Our Next Step	305,255
Heart of Advent - Go3	229,761
Benevolence/Love Gift/Misc	164,221
Missions/The 6:8 Project	82,318
Total Fiscal Year Giving	\$4,829,665

CONSOLIDATED STATEMENT OF FINANCIAL POSITION

Assets		
Current Assets		
General Fund Cash		1,537,779
Our Next Step Cash		446,879
Capital Reserve Cash		202,988
Other Cash		2,446
Other Current Assets:		
Prepaid Expenses/AR		86,342
Total Current Assets		\$2,276,433
Fixed Assets		
Furniture/Fixtures /Equipment	594,709	
Kalmia House	162,574	
Vans	72,359	
Construction in Progress	222,597	
Boulder Building	7,918,061	
Erie Building	6,260,988	
Erie Land	685,000	
Total Fixed Assets		\$15,916,288
Accumulated Depreciation		(8,735,762)
Net Fixed Assets		7,180,526
Other Assets		17,425
Total Assets		\$9,474,384
Liabilities and Equity		
Current Liabilities		
Payroll Liabilities		4,195
Deferred Revenue		\$6,465
Accrued Wages and Vacation		28,880
Accounts Payable		63,798
Total Current Liabilities		\$103,339
Long Term Liabilities		
Loan from Christian Investors		1,468,113
Total Long Term Liabilities		\$ 1,468,113
Designated Funds		
Designated Funds		1,534,269
Total Designated Funds		\$ 1,534,269
Equity		
Retained Earnings		6,082,990
Current Year Gain/(Loss)		285,673
Total Equity		\$6,368,663
Total Liabilities and Equity		\$9,474,384

2020-2021 PROPOSED GENERAL FUND

BUDGET SUMMARY	FY 2019-2020 PRELIM TOTALS	FY 2019-2020 BUDGET	FY 2020-2021 PROPOSED BUDGET
REVENUE			
General Fund Receipts	\$4,048,111	\$ 3,885,447	\$ 4,194,080
Adult Ministries	64,766	81,700	95,175
Family Ministries	137,374	175,550	177,565
Operations	35,820	52,400	36,800
Outreach	655	1,000	-
Ministry Opportunities	0	750	-
Total Revenue	\$4,286,726	\$4,196,847	\$ 4,503,620
EXPENDITURES			
ADULT MINISTRIES			
Community Life	68,171	70,700	72,450
Classic Adult Ministry	2,621	7,000	4,000
Men's Ministries	28,596	34,950	7,300
Seniors	8,078	7,500	7,000
Women's Ministries	43,874	66,750	101,020
Young Adults & College	3,095	9,050	7,700
Total Adult Ministries	\$ 154,435	\$ 195,950	\$ 199,470
FAMILY MINISTRIES			
Kids Quest	52,176	63,650	59,840
Middle School	98,460	89,950	88,950
High School	61,356	123,400	119,400
Calvary Wilderness	11,874	21,300	15,100
Total Family Ministries	\$ 223,866	\$ 298,300	\$ 283,290
OPERATIONS			
Administration	183,662	179,250	162,800
Facilities	331,672	348,600	363,850
Human Resources	109,043	73,150	89,200
Office	53,910	61,712	58,412
Benefits	343,140	355,547	366,000
Communications	63,033	53,900	61,900
Information Technology	44,005	47,400	45,900
Total Operations	\$ 1,128,465	\$ 1,119,559	\$ 1,148,062
OUTREACH			
Community/Local	22,209	43,025	40,000
Global	131,695	155,000	163,000
U.S. Outreach	135,470	133,580	133,580
Total Outreach	\$ 289,374	\$ 331,605	\$ 336,580
WORSHIP			
Elder Board	32,463	13,500	17,000
Senior Pastor	8,198	11,850	9,350
Boulder Exec. Pastor	6,459	5,000	2,000
Erie Pastor	5,096	7,700	5,700
Erie Executive Pastor	6,483	7,500	7,500
Music Arts	47,420	48,750	35,350
Total Worship	\$ 106,119	\$ 94,300	\$ 76,900
PAYROLL	\$ 2,098,800	\$ 2,157,133	\$ 2,272,596
Shared Expenses-Thornton			75,000
TOTAL EXPENSES	\$ 4,001,059	\$ 4,196,847	\$ 4,391,898
NET INCOME	\$ 285,667		\$ 111,722



"Calvary Bible Church is more than a church. It's a community. A home. A welcome place for everyone. It's warm, inviting, and truth speaking."

Becky Kinney

CALVARY STORIES

"Be still, and know that I am God. I will be exalted among the nations, I will be exalted in the earth!" The LORD of hosts is with us; the God of Jacob is our fortress."

Psalm 46:10-11



ELDER BOARD REPORT

ANNUAL REPORT 2019-2020

The Calvary Elder Board exists to provide leadership to our staff and ministries, to provide oversight and vision for the mission of the church, to pray fervently for our staff and those who attend Calvary, to ensure that the church remains biblically true and focused, and to minister to those in our congregation with spiritual and physical needs. The Elder Board meets twice monthly: a shepherding meeting in which we focus on spiritual leadership, prayer, and encouragement, and a business meeting designed to attend to the practical running of the church. We strive to provide overarching, big-picture leadership, and allow the everyday details of ministry to be administrated by the leadership and staff.

This has been an exciting and unprecedented year at Calvary! We started the year last April with our Annual Meeting finding us in the midst of 130 days of prayer. The congregation voted on and approved updated bylaws, which allow us more flexibility as we move forward with a multi-campus model. The 6:8 Project involved multiple outreaches to community partners, and we packaged 250,000 meals for those in hunger worldwide. We celebrated 130 years of ministry as a church meeting together at Mackey Auditorium on June 30, and launched an initiative entitled Go3. Tom Shirk embarked on a much-deserved three-month sabbatical in July, and Calvary had the privilege of hearing from a team of our pastors to begin a robust series through the book of Exodus. While we missed Tom during his sabbatical, the Board was pleased to see the leadership structure of Calvary handle his absence, with strong teaching, ministries moving forward and Go3 being implemented. We witnessed God's faithfulness to us as a church when, after months of prayer, Go3 committee meetings, research, and more prayer, a site in Thornton became available to us in a miraculous way. Then COVID-19 seemed to change everything! Calvary's ongoing ministry has been challenged by the restrictions placed on us by the virus, and yet we see God's continuing care for us as a congregation through excellent online services, and creative ways staff and attenders continue to meet together virtually, with the goal of continuing to be "a Christ-centered community of people fully devoted to loving God and loving others."

The Elder Board continues to be humbled at the ways God has blessed our church, and we are likewise humbled to be called to help lead, serve alongside, and pray for our congregation.

Respectfully,

David Steitz
Elder Board Chairman

ELDER BOARD & OFFICERS (2019–2020) *as of April 2020

DAVID STEITZ
CHAIRMAN

PETER DOYLE
ELDER

BILL JANCOSKO
ELDER

MIKE TAYLOR
ELDER

GREG WARSON
VICE CHAIRMAN

CHRIS GROSS
ELDER

CLIFF SIMMS
ELDER

JOHN BOYLE
TREASURER

JONATHAN CAWLEY
ELDER

MICHAEL HEINTZMAN
ELDER

TOM SHIRK
SENIOR PASTOR

CYNDI BAIRD
SECRETARY

ERIC COPPOCK
ELDER

LEAD TEAM

**as of June 2020*



TOM SHIRK
SENIOR PASTOR



JOHN BOYLE
EXECUTIVE PASTOR



THOMAS MILBURN
ERIE CAMPUS PASTOR



GARY OSBORNE
ERIE CAMPUS EXECUTIVE PASTOR

CALVARY STAFF

**as of June 2020*



CHRIS BARNES
Director of Student Ministries—Erie



LINDSAY BILLINGTON
Director of High School Ministries—Erie



INGA CALLARD
Kids Quest Operations Coordinator—Erie



MELISSA CHRISTENSEN
Executive Assistant—Erie



RYAN CONLON
Director of Student Ministries—Boulder



ABBY EVANIUK
Middle School Ministry Intern—Erie



JAY EWING
Pastor of Community Life—Erie



HEIDI FEICHTINGER
Production Coordinator—Boulder



BEN FOULKE
Pastor of Worship Arts—Boulder



DAVID FRUSH
Pastor of Worship Arts—Erie



LISA GASKINS
Church Accountant



TIM GASKINS
Director of Communication



STEPH GERTHE
Director of Connections—Boulder



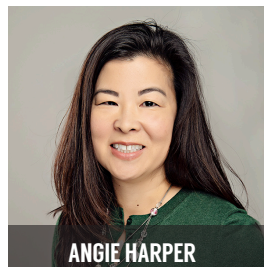
CHARLENE GREENE
Director of Business Administration



NICOLE GRIER
Executive Assistant—Boulder



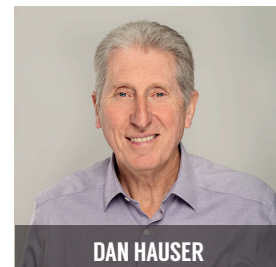
ERIN GROSS
Kids Quest Elementary Coordinator—Erie



ANGIE HARPER
Office Manager—Erie



JULIE HASS
Childcare Coordinator—Erie



DAN HAUSER
Director of Classic Calvary

CALVARY STAFF *as of June 2020



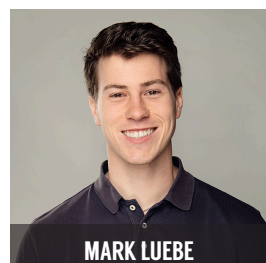
JUSTIN HUDNALL
Director of Worship Arts—Thornton



TAYLOR JOHNSON
High School Ministry Intern—Erie



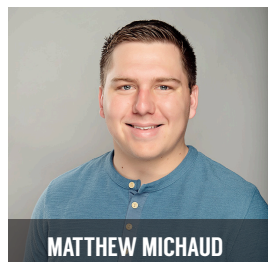
JENNIFER JONES
Director of Community Outreach—Erie



MARK LUEBE
Pastor of High School Ministry—Boulder



PERRY MARSHALL
Director of Adult Ministries—Boulder



MATTHEW MICHAUD
Community Life Coordinator—Thornton



MONICA MILLER
Office Manager—Boulder



CYNDEE NORMAN
Community Life Coordinator—Erie



JULIE PFEIFFER
Preschool Ministry Coordinator—Boulder



LONNIE QUESADA
Facilities Coordinator—Boulder



KRISTEN REINER
Community Ministry Coordinator



JAMIE RICKETTS
Administrative Specialist—Boulder



THERESA SHERARD
Director of Women's Ministries—Boulder



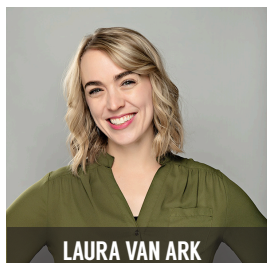
ISAAC SUTTON
IT Coordinator



JP TALLEY
Worship Arts Coordinator—Erie



KATHY TAYLOR
Director of Women's Ministries—Erie



LAURA VAN ARK
Communication Coordinator



AMBER WAGNER
Director of Children's Ministry—Erie



ANN WATSON
Kids Quest Operations Coordinator—Boulder

"I can't think of any other place
where I get to work beside, work
for, and serve with family."

Angie Harper

CALVARY STORIES



2019-2020