

Leadership Team, Mount Comfort Church, Inc.
April 9, 2024

Champions of Who We Were | Representatives of Who We Are | Leaders of Who We Are Becoming

Present, Leadership Team Members: Mary Ann Crisman, Annie Dawson, Becky Holm, Sandi Hudson, Megan Jones, Kathy Lee, Reverend Ethan Maple, Marcia Piercy, Deric Roberts, Chris Sexton, Roger Skinner, Tim Waymire, Kristy Willhelm. **Also Present:** Shawn Matney, Crystal Maple, Gina Jones. **Absent:** Ashley Litton, Jim Winter.

LOVE & LEARN –Pastor Ethan opened the meeting at 7:00 p.m. at the Mt. Comfort Campus of Mt. Comfort Church, Inc. (MCC) by sharing a music video, “Honestly, We Just Need Jesus.” He then opened with prayer and provided the following scripture for reflection: “Anyone who refuses to live by these rules is not disobeying human teaching but is rejecting God, who gives his Holy Spirit to you.” 1 Thessalonians 4:8.

LEAD

Approval of March Minutes –Roger Skinner moved, and Deric Roberts seconded approval of the minutes of the March 5, 2024, meeting. The motion carried.

Credit Card Increases – No increases were needed for March.

Affirm Email Approvals – None.

By the Numbers:

March Income/Expense |\$38,323.74 – \$39,166.31= (\$842.57)

Joyful Days March Income/Expense | \$36,840.50 - \$36,519.97 = \$320.53

General Fund Balance = \$49,787.58 | Joyful Days Balance = \$12,240.37

Restricted Accts = Discipleship = \$26,019.95| Missions = \$23,566.12 |

Facility = \$82,289.56 | Rainy Day = \$71,946.42 | Joyful Days = \$98,388.34

Attendance -- Philly/MtC = March 3 –42/90 | March 10– 36/115 | March 17 – 41/95 | March 24, Palm Sunday– 41/ 95 | March 29 | Good Friday – 117 | March 31, Easter – 79/177

Discussion Items

Easter Review – Pastor Ethan asked team members to share their thoughts about services and programming during the Easter season. Attendance was up over last year. The MCC Easter Egg Hunt had 75 children participating. Team members gave positive comments about the worship services.

Follow-Ups –Mary Ann Crisman reported that the AEDs have been ordered for both campuses.

Church Directory – Currently about 55 families have signed up, and we need at least 75 to meet the goal.

Scissor Lift – The portable scissor lift has been delivered. We need to order vests and safety harnesses.

Schwab Account – The designated account controllers for MCC need to register with Schwab.

HVAC – The HVAC units for MCC have been delivered to the vendor. The installation should be completed in May.

OpenPath – The app has changed, due to an update. Leadership Team members need to check to make sure their app still works.

501(c)(3) Status – The IRS has approved the MCC application. As for the Indiana State Sales Tax Exemption, a new process is in place, and a separate certificate needs to be issued for each vendor. Leaders who make purchases will need to work with Shawn Matney in order to have the correct documentation for tax-free purchases.

Philly Pews and Chairs -- Pastor Ethan previously sent email photos of the damaged church pews at the Philly Campus to the L Team members. The three quotes for reupholstery work gave an estimate of approximately \$20,000. If we choose to remove the pews and replace them with 125 chairs (25 of these with arms), the estimate is \$8,500. After considerable discussion Megan Jones moved, and Annie Dawson seconded to replace the pews at the Philly Campus with 125 chairs as presented, with the cost split between the General Maintenance fund and the Rainy Day fund. The motion carried.

Philly Playground – The playground equipment at the Philly Campus has deteriorated and could be a liability. Hoosier Restoration can be hired to remove the equipment and do the follow-up ground work repair. It was also

noted to touch base with the family that donated the equipment. Annie Dawson moved, and Megan Jones seconded the hiring of Hoosier Restoration, should the family not want it, to remove the Philly Campus playground equipment and to do the needed ground work to fill in holes. The motion carried.

MCC Staff/Employee Handbook – Pastor Ethan emailed a draft of the Employee Handbook to the Leadership Team, and this will be an action item next month.

Personnel/Programming Discussion – Joyful Days -- Pastor Ethan reported that Joyful Days has been going through some difficult times the past few months. Gina Jones has been hired to be Co-Director. In the past few months we have lost five staff members, three staff children, and eight paying children. We currently have 12 staff members and 41 children. Without full staffing, the director has had to go to classrooms to sub, resulting in some administrative tasks not being completed. Gina Jones, staff member, shared the struggles the program has had with staffing, but noted that some changes have been made and things are going in a positive direction. Pastor Ethan has given the program until the end of June to work out its challenges.

Note: The following persons left the meeting, so that the Leadership Team could discuss confidential personnel matters: Gina Jones, Crystal Maple, and Shawn Matney

Pastor Ethan reported problems with the Joyful Days program. Parents and staff members have reached out to him with their concerns. Bringing Mrs. Jones on board as Co-Director solves the challenge of one Director covering 60 hours of childcare programming per week. Crystal Maple, Marcia Piercy, and Pastor Ethan will be providing support for Joyful Days staff by helping to improve communication, leadership, and staff management. Goals include getting Joyful Days fully staffed and developing the culture, systems, and expectations to support staff. After discussion, Marcia Piercy moved, and Roger Skinner seconded hiring Gina Jones as Co-Director of the Joyful Days program at an annual salary of \$32,500 with reimbursement of educational expenses for the Child Development Associate (CDA) credential. The motion carried.

Worship Leader – Jeff Janiszewski is continuing to look at other options and expects to resign this year. Pastor Ethan suggested we begin advertising this spring for a worship leader. Ideally, we could have a two – four week overlap to onboard a new hire. We could also combine the Worship Leader role with Youth Pastor to give us more flexibility in advertising and recruiting. Mary Ann Crisman discussed the current Lighthouse Student Ministry leaders and their roles and responsibilities, and how that might work with a dedicated position of Youth Pastor, noting that she would only be in favor of combining the positions if a candidate proved to be very strong in both areas. The job posting would be for a salary of \$25,000 - \$40,000 depending on responsibilities. After discussion Deric Roberts moved, and Roger Skinner seconded moving forward with advertising for a new worship leader, due to the expected resignation of Jeff Janiszewski this year. The motion carried.

For the Good of the Church

Leadership Team Nominations/Elections

Term Ending July 2024: Kathy Lee, Marcia Piercy, Chris Sexton, Tim Waymire.

Term Ending July 2025: Sandi Hudson, Megan Jones, Kristy Willhelm, Jim Winter.

Term Ending July 2026: Annie Dawson, Becky Holm, Deric Roberts, Roger Skinner.

A nominations team will be established to interview the candidates for the 2024 elections. An All-Church membership meeting to vote on the candidates will be May 19, the Sunday before Memorial Day.

The meeting was adjourned with prayer at 8:45 p.m. The next meeting is set for May 14.

Respectfully submitted,

Sandra Hudson
Recorder