

**Leadership Team, Mount Comfort Church, Inc.
September 10, 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, Mark Gooch, Becky Holm, Sandi Hudson, Gina Jones, Kathy Lee, Reverend Ethan Maple, Marcia Piercy, Deric Roberts, Roger Skinner, Jim Winter. **Also Present:** Shawn Matney. **Absent:** Megan Jones, Bruce Kendall, Kristy Willhelm.

LOVE & LEARN –Pastor Ethan opened the meeting at 7:00 p.m. at the Mt. Comfort Campus (MtC) of Mt. Comfort Church, Inc. (MCC). He then shared a devotional, “My Life’s Prayer” based on Philippians 3:10-11, and then he opened the meeting with prayer.

LEAD

Approval of August Minutes – Deric Roberts moved, and Becky Holm seconded approval of the minutes of the August 13, 2024, meeting. The motion carried.

Credit Card Increases – None.

Affirm Email Approvals – The Philadelphia Campus purchase agreement for real estate adjacent to the church property was approved by email vote, and the Leadership Team affirmed the following action: Submit a purchase agreement for the land parcels adjacent to the Philly Campus with a purchase price of \$65,000 -- \$55,000 in cash, \$10,000 in donation, contingent on the environmental study, title work, and historical designation coming back clean.

By the Numbers:

August Income/Expense | \$38,310.16 – \$44,508.86 = (\$6,198.70)
Joyful Days August Income/Expense | \$32,422.01 – \$43,305.18 = (\$10,883.17)
General Fund Balance = \$25,405.54 | Joyful Days Balance = \$11,757.49
Restricted Accts = Discipleship = \$15,992.29 | Missions = \$18,901.29 |
Facility = \$65,468.95 | Rainy Day = \$29,086.64 | Joyful Days = \$67,293.84

In an adjustment to the church accounts, Roger Skinner moved, and Mark Gooch seconded changing the name of the Restricted line item from “Sanctuary-End Updates” to “Facilities Updates.”

Attendance -- Philly/MtC = August 4 – 53/127 | August 11 – 56/123 | August 18 – 48/98 | August 25 – 46/85 |
Philly Campus Average: 50.75 | Mt. Comfort Campus Average: 108.25 | Combined Average: 159

Discussion Items

General Follow-Up

Upcoming Events/Calendar– Upcoming church events include the following: , Saturday, September 14 – Car Show and Fish Fry. September 12 and 16 -- Immersion Groups begin their third session. Those who have been in all Immersion groups have read the entire New Testament and the first five books of the Old Testament. Saturday, October 26 -- Trunk and Treat. Monday, October 7 – Youth Dine-To-Donate fundraiser at Smokin’ Barrel BBQ (New Pal). Friday, November 15 – Turkey Noodle Dinner. December 7 -- Christmas Bazaar (The Silent Auction needs an organizer to solicit donations and manage that event).

Membership Renewal – Pastor Ethan outlined the church membership renewal season: Renew in September and October. Membership Class: September 29. Baptism: October 6.

2024 Budget Deficit– Currently, the church budget has a year-to-date deficit of \$20,000. Deric Roberts provided budget analysis. Typically, November and December giving will erase the deficit.

2025 Budget Planning/Process – Pastor Ethan reported that planning for the MCC 2025 budget will begin this month with a goal of having an approved 2025 budget by November 2024.

Ice Machine – The ice machine at the Mt. Comfort Campus needs repaired, estimated at \$1,500. A new unit will cost around \$3,000. Another option would be to get rid of the ice machine and purchase a small chest freezer and purchase bagged ice. The consensus was not to repair the ice machine at this time. Jim Winter moved, and Mark Gooch seconded that the church purchase a small chest freezer, which will allow for the storage of purchased bags of ice for church events. The motion carried.

Expand Philly Campaign– Pastor Ethan provided an update on the property purchase to expand the Philly Campus. If the environmental study, title work, and historical designation come back clean, the sale can close in October. To date, pledges total \$42,500. A church member has offered to match September pledges up to \$9,000. This matched giving opportunity will be shared with the congregation.

Medical Leave Compensation– An amendment to the Personnel Handbook, Mt. Comfort Church Inc., was considered with the addition of the following language to Section IV, Paid Leave.

*IV. H. **Medical Leave Compensation** - MCC may provide compensation during a church staff member's medical leave by virtue of Leadership Team approval. While separate provisions, in order to be considered for Medical Leave compensation, church staff members must meet the criteria and be approved for a Medical Leave of Absence. Medical Leave compensation must be requested by the staff member in writing to the Lead Pastor or an appointed Leadership Team member. Medical Leave compensation is offered in relation to length of employment: one (1) week of Medical Leave compensation per year of employment, not to exceed four (4) weeks annually. Medical Leave compensation will not exceed 50% of the staff member's current salary during approved Medical Leave compensation week(s).*

After discussion, Deric Roberts moved, and Roger Skinner seconded the addition of the Medical Leave Compensation language as presented to Section IV, Paid Leave, in the Personnel Handbook, Mt. Comfort Church, Inc. The motion carried.

Joyful Days – Gina Jones provided a written report to the team prior to the meeting and shared some good news. Today, Joyful Days Preschool and Childcare had a State inspection, and for the first time, the program had a perfect score.

Ministry Area Updates

Comfort House – A new guest family will be moving into Unit B soon. The family that previously occupied Unit B has leased a house and now have the resources to live independently.

Youth – Mary Ann Crisman reported. Youth were giving the opportunity to serve in Lighthouse Student Ministry leadership roles, and all of the youth have signed up for something.

Children's Ministry – More volunteers are needed.

Church Directory – The photo sessions for the MCC church directory took place September 5 & 6, and MCC met the count of 75 households minimum, so the church will not be assessed any cost for the publication. A deadline of September 20 was set for people who did not sit for a photo session to pay \$20 and submit their own photo for publication in the new church directory.

Christmas 2024 Schedule – December 1 – Ladies' Christmas Tea; December 7 – Holiday Bazaar; December 15 – Joyful Days Christmas Program/PJ Party; December 22 – Longest Night Service; December 24 – Christmas Eve Service (MtC); December 29 – No in-person worship.

Notary – Kathy Lee now is certified to serve as a Notary Public and will be available to provide notary services to MCC and to the congregation.

For the Good of the Church

Pastor Ethan and his wife Crystal will be hosting a Leadership Team/Staff cookout and pitch-in at their home September 21 at 5:00 p.m. Please RSVP. A Worship Team cookout and pitch-in is set for September 28 at their home as well.

Personnel Items – Staff and guests were excused from the meeting at 8:00 p.m. so that the Leadership Team could discuss personnel matters. Clarification was needed on the Lead Pastor's compensation, due to an oversight in the 2024 budget preparation, which omitted the approved 3% increase to the Senior Pastor's housing stipend. Roger Skinner moved, and March Gooch seconded to increase the Senior Pastor's housing stipend by 3%, applied retroactively in the 2024 Budget line item, SPRC/Personnel. The motion carried.

The meeting was adjourned with prayer at 8:10 p.m. The next meeting of the Leadership Team is set for October 8.

Respectfully submitted,

Sandra Hudson
Recorder