

**Leadership Team, Mount Comfort Church, Inc.  
January 14, 2025**

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

**Present, Leadership Team Members:** Annie Dawson, Becky Holm. Sandi Hudson, Gina Jones, Megan Jones, Bruce Kendall, Kathy Lee, Reverend Ethan Maple, Marcia Piercy, Deric Roberts, Roger Skinner, Kristy Willhelm, Jim Winter. **Also Present:** Shawn Matney. **Absent:** Mary Ann Crisman, Mark Gooch.

**LOVE & LEARN** –Pastor Ethan opened the meeting with prayer at 7:00 p.m. at the Mt. Comfort Campus (MtC) of Mt. Comfort Church, Inc. (MCC). He led a discussion on an article previously shared with team members: “5 Disruptive Church Trends That Will Rule 2025” by Carey Nieuwhof.

**LEAD**

**Approval of November Minutes** – Becky Holm moved, and Annie Dawson seconded approval of the minutes of the November 19, 2024, meeting. The motion carried.

**Credit Card Increases** –None.

**Affirm Email Approvals** – None.

**By the Numbers:**

December Income/Expense | \$75,631.82– \$37,681.48 = \$37,950.34

Joyful Days December Income/Expense | \$37,054.70– \$32,754.70 = \$4,745.00

General Fund Balance = \$88,869.93 Joyful Days Balance = \$19,003.68

Restricted Accts = Discipleship = \$22,144.25 | Missions = \$35,386.19 |

Facility = \$77,835.09 | Rainy Day = \$39,887.93 | Joyful Days = \$36,868.22

**Attendance -- Philly/MtC** = December 1 – 50/98 | December 8 – 57/98 | December 15– 48/92 |

December 22 – 48/100 | Longest Night - 74 | Christmas Eve – 150

Philly Campus Worship Average: 50.75 | Mt. Comfort Campus Worship Average: 97 | Combined Worship Average: 147.75

**Discussion Items**

**Christmas Review** – Pastor Ethan led a discussion about the MCC Christmas season. The consensus was that overall, it was good. Attendance for the Longest Night service was higher than in previous years.

**No In-Person Worship on 12/29/2024** – Pastor Ethan led a discussion regarding the decision to have no in-person worship at Mt. Comfort Church the last Sunday in December for the purpose of giving church staff a break. He noted that historically, the Sunday after Christmas has the lowest attendance of the month, and staff members were appreciative of the break after putting in extra hours for Christmas events and services . Only one person expressed a negative opinion about this on social media, and no one expressed negative opinions directly to staff or Leadership Team members.

**Election of Officers for 2025, Board of Directors** – Pastor Ethan called for nominations for 2025 officers for the Mt. Comfort Church, Inc., Board of Directors (Leadership Team). The election should have been held in July 2024, after the newly elected Board members took office. President – Roger Skinner moved, and Annie Dawson seconded the nomination of Deric Roberts for president, and the motion carried. Vice President – Kristy Willhelm moved, and Roger Skinner seconded the nomination of Kathy Lee for vice president, and the motion carried. Secretary – Becky Holm moved, and Annie Dawson seconded the nomination of Sandi Hudson for secretary, and the motion carried. Treasurer – Kristy Willhelm moved, and Becky Holm seconded the nomination of Roger Skinner for treasurer, and the motion carried. Pastor Ethan noted that the following Board members’ terms will expire in 2025, and they are eligible to be nominated for another term: Sandi Hudson, Megan Jones, Kristy Willhelm, and Jim Winter.

**End-of-Year Numbers/Budgeting Precision/Net Income**—Pastor Ethan noted that Mt. Comfort Church, Inc. ended 2024 with a net income over \$83,000, and was thankful for the generous giving of the MCC members.

**Temporary Restricted Accounts Clean-Up** –Pastor Ethan recommended that temporary restricted accounts that are no longer active be cleaned up. The Christmas Bazaar generated \$7,500 in revenue that needs to be distributed. This will be done after all outstanding bills are paid.

Missions – Pastor Ethan reported that a designated donation of \$15,000 was ear marked for Missions, and this needs Leadership Team approval. Deric Roberts moved, and Roger Skinner seconded that the \$15,000 donation be deposited in the restricted Missions account. The motion carried.

Joyful Days– Gina Jones emailed a written report to Leadership Team members prior to the meeting. Updates included the announcement of the resignation of Ashley Litton as co-director of Joyful Days in December. The Joyful Days Co-Director position has been posted, and applications are being accepted. Interviews will be scheduled. Gina Jones, Co-Director, has been assisted by Lexi Fizer in the interim. Two snow days were held last week, and this is not addressed in the Joyful Days handbook. Parents paid for the full week. Staff were not paid for the days off. After discussion, the consensus was to use a case-by-case basis for making any adjustments to parent payments or wages when Joyful Days closes for weather. Deric Roberts moved, and Marica Piercy seconded that for the two snow days, January 6 and 7, 2025, Joyful Days will issue to parents a \$25/day credit for the days closed due to weather, and for scheduled staff, \$50/day salary for the days closed due to weather. The motion carried.

The Comfort House – Pastor Ethan provided an update on The Comfort House (TCH). One family will transition out January 31, and a unit will become available for a new guest family. One change to procedures is rather than evicting a family at once for a rules' violation, the family will be on one month of probationary status for guest residents who do not follow TCH rules, policies, and procedures. After a third month on probation, the family will be asked to leave.

Kids and Youth Ministries Updates – Pastor Ethan reported that the Kids' Ministry is doing well. For the Lighthouse Student Ministry, a job opening for the MCC youth ministry leader has been posted.

Facility Updates – Pastor Ethan reported that the Philly flooding in December from burst water pipes resulted in expenditures for repairs totaling \$7,356. Jim Winter asked about the extent of the repair and whether any proactive measures were taken. A grant opportunity with the Community Foundation of Hancock County is a possibility for funding for a Philly Floor replacement for Fellowship Hall. A Letter of Interest, due January 31, 2025, must be submitted as the first step in a request for grant funding. The consensus was to submit the Letter of Interest.

For the Good of the Church – Chili Supper and Dessert Auction – Sunday evening, February 16, 5-7 p.m., Mt. Comfort Campus. All-Church Meeting – Sunday evening, February 23, 6:30 p.m., Philly Campus.

Gina Jones, Joyful Days Co-Director, left the meeting at 8:37 p.m. so that the Leadership Team could address a personnel matter. As she is taking on all of the responsibilities of the two Co-Directors during the job vacancy, it was recommended that Ms. Jones should receive an additional one-time compensation. Also, Lexi Fizer has taken on more responsibilities in the interim, and it was recommended that she should receive some additional one-time compensation. Roger Skinner moved, and Deric Roberts seconded that additional one-time compensation for added Joyful Days responsibilities in late December 2024 and in January 2025 be paid in the second paycheck in January as follows: Gina Jones - \$1,000 and Lexi Fizer - \$250. The motion carried.

The meeting was adjourned by Pastor Ethan with prayer at 8:46 p.m. The next meeting of the Leadership Team is set for February 11, 2025.

Respectfully submitted,

Sandra Hudson  
Recorder