

**Leadership Team, Mount Comfort Church, Inc.
November 19, 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, Megan Jones, Kathy Lee, Reverend Ethan Maple, Marcia Piercy, Deric Roberts, Roger Skinner. **Also Present:** Shawn Matney. **Absent:** Bruce Kendall, Kristy Willhelm, Jim Winter.

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 shared Colossians 3:17 and asked Leadership Team members to share something about Mt. Comfort Church for which they are thankful. Pastor Ethan then offered a prayer.

LEAD

Approval of October Minutes – Mark Gooch moved, and Annie Dawson seconded approval of the minutes of the October 8, 2024, meeting. The motion carried.

Credit Card Increases – The Leadership Team affirmed a \$2,000 credit card increase for Shawn Matney for the following expenses: *OpenPath* - \$798, *Renewed Vision* - \$378, *Best Way Dumpsters* - \$600.

Affirm Email Approvals – None

By the Numbers:

October Income/Expense | \$66,213.77 – \$36,096.79 = \$30,116.98
Joyful Days October Income/Expense | \$36,049 – \$37,911.23 = (\$1,862.23)
General Fund Balance = \$50,175.88 Joyful Days Balance = \$12,622.14
Restricted Accts = Discipleship = \$16,603.80 | Missions = \$15,114.64 |
Facility = \$66,182.84 | Rainy Day = \$30,219.83 | Joyful Days = \$55,494.09

Attendance -- Philly/MtC = October 6 – 50/105 | October 13 – 49/111 | October 20– 55/95 | October 27– 37/103
Philly Campus Average: 47.75 | Mt. Comfort Campus Average:103.5 | Combined Average: 151.25

Discussion Items

Christmas 2024 Schedule/Program Review – November 25 – Advent Study Starts; December 1 – Christmas Sermon Series: The Greatest Gift; December 1 – Ladies' Christmas Tea (MtC); December 7 – Holiday Bazaar (MtC); December 8 – for King + Country, *A Drummer Boy Christmas* movie (VIP Legacy 9 Theater, 6:30 p.m.); December 15 – Joyful Days Christmas Program/PJ Party (MtC); December 15 – Lighthouse Student Ministry Party/Gift Exchange; December 22 – Longest Night Service (MtC); December 24 – Christmas Eve Service (MtC); December 29 – No in-person worship.

Ministry & Facility Updates – New lighting has been installed in the exterior church entry ways at the Mt. Comfort Campus. Philly projects are nearing completion. The ARPA Grant (for The Comfort House project) will be closed out this year. The Boys and Girls Clubs of Hancock County is considering the Mt. Comfort Campus for expanded programming in summer and after school.

End-of-Year Missions Giving – Pastor Ethan reported that a church member is interested in giving money to support missions, and a possibility is a church mission trip. Roger Skinner moved, and Mark Gooch seconded that an extra month of giving be shared with the Mt. Comfort Church mission partners in December, payable from the Mission restricted fund. The motion carried.

Joyful Day Budget/Church 2025 Budget – The Joyful Days 2025 Budget was presented, and Gina Jones gave projected enrollment figures. The budget includes a 25 cents/hour raise to the hourly employees. Deric Roberts moved, and Becky Holm seconded approval of the Joyful Days 2025 budget as presented, and the motion carried.

Deric Roberts reviewed the Mt. Comfort Church 2025 budget proposal, which shows an unfunded amount of 0.86%. Pastor Ethan noted that God continues to provide and bless Mt. Comfort Church, and the 2024 budget will end the year with 0% unfunded. Roger Skinner moved, and Megan Jones seconded approval of the 2025 church budget as presented. The motion carried.

Personnel Items (Staff and Guests Excused) – At 7:51 p.m., staff members and guests left the meeting so that the Leadership Team could discuss personnel and salary matters. The Joyful Days budget has been approved

with a 25-cents/hour raise for hourly employees. Joyful Days Directors' salaries will be funded through the Joyful Days budget. A 3% increase for Directors, plus the hourly rate increase will add \$2,100 to the budget. A 3% increase to the Mt. Comfort Church for staff salaries (excluding Lead Pastor) will add \$3,500 to the budget, which will result in 1.23% unfunded. Kathy Lee moved, and Becky Holm seconded to amend the 2025 church budget to include a 3% salary increase. The motion carried.

Pastor Ethan Maple left the meeting at 8:10 p.m. so that the Leadership Team could discuss Christmas Blessings to be paid to staff.

After considerable discussion, Kathy Lee moved, and Roger Skinner seconded Christmas Blessings for Mt. Comfort Church staff, totaling \$4,300, to be paid from the Rainy Day restricted account, and \$2,000 in Joyful Days staff Christmas Blessing to be paid from the Joyful Days restricted account. The motion carried.

The meeting was adjourned by Deric Roberts with prayer at 8:35 p.m. The next meeting of the Leadership Team is set for January 14, 2025.

Respectfully submitted,

Sandra Hudson
Recorder