

**Leadership Team, Mount Comfort Church**  
**August 3, 2021**

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

**Present, Leadership Team Members:** Sandy Abel, Ron Arthur, Mary Ann Crisman, Megan Jones, Kathy Lee, Reverend Ethan Maple, Jack McKinney, Rose McKinney, Chris Sexton, Christine Sturgis, Tim Waymire, Kristy Willhelm

**Also Present:** Shawn Matney

**Absent:** John Bundy, Sandi Hudson

The meeting of the Mt. Comfort Church (MCC) Leadership Team was called to order at 7:03 p.m. in Fellowship Hall. Pastor Ethan opened the meeting with prayer.

**LOVE & LEARN** – Megan Jones presented Principle 6, “War” and Kathy Lee presented Principle 7, “Servants” from the team’s study of *LEAD*.

**Updates**

**Financials** – Financial reports were provided for the month of July. Income for July was 28,073.81. Expenses were \$36,495.19, for a net loss of \$8,421.38. As of July 31, 2021, the General Fund Balance totals \$30,267. Pastor Ethan noted that the church brought in \$10,000 less in July than in June, and we spent about \$1,000 less. He noted July is historically a low month for churches. He suggested waiting until August or September’s end-of-month totals to make any large budget adjustments. Joyful Days’ income for July was \$32,292.67, expenses were \$34,350.23 for a net loss of \$2,057.56. Joyful Days Balance totals \$27,436.

**Attendance** – Due to the facility needs at the Philly campus, both services were held at the Mt. Comfort Campus. Attendance in July are as follows 7.4 106 | 7.11 108 | 7.18 138 | 7.25 128.

**Trusts Transfers** – Pastor Ethan suggested leaving the funds in their temporary accounts as we continue to assess our financial situation over the next few months. The team agreed.

**Facility Projects Update** – Everyone worked hard to make many updates to the Philly Campus before services reopened on August 1. The cry room is complete. The bats have been removed and all areas sealed. There is a one-year guarantee on workmanship for the bat removal project. The lighting and cameras are installed. Many servants came together to paint, purge & clean on multiple workdays.

Pastor Ethan asked the team to discuss their suggestions for updating the parlor space at the Mt. Comfort Campus to allow for a hospitality relaunch on the first Sunday in September. He envisions it being an extension of the narthex with snacks and refreshments. The team agreed with the need for this space. They also emphasized the need for a space with comfortable seating for more intimate gatherings. It is important to everyone that the history of the space is acknowledged, if not in the current way, another way. The suggested changes are merely cosmetic... flooring, lighting, updating furniture, maybe paint. Pastor Ethan asked for some trust to implement his vision for that space and that nothing would be discarded without final approval from the team. Everyone agreed to move forward.

Tim advised the team that there are four HVAC units that are currently out. A new A-frame and air conditioning units would be required. The quote for the units and A-frame is \$22,000. Tim suggested that since we are not currently using the units, and the spaces are not unbearably hot, that the team wait on this expenditure. The team agreed.

Philly Parsonage – No Update

## **Mt Comfort Campus Relocation Conversation –**

The Mt. Comfort Corridor is growing into an industrial area more each day. Pastor Ethan asked the team to consider when we may approach a “point of diminishing return.” When would the church no longer be able to overcome the external circumstances brought on by our changing surroundings? Will new families be comfortable with the traffic, road closures or new industry? If the decision were to relocate in the future, Pastor Ethan presented three considerations for the long-term vision of the Mt. Comfort Campus.

1. Buy land and build.
2. Buy and renovate an existing building.
3. Expand and build at the Philly Campus.

He invited the team to begin thinking, praying, and discerning where they feel God leading our next steps.

## **Town Hall Meeting –**

An all-church town hall meeting will be held at the Mt. Comfort Campus on Sunday, August 8 @ 7 p.m. There have been many changes in the merging of our three congregations. This will be an opportunity to listen, learn, discern, and pray together.

## **Hospitality Restart –**

Mary Ann Crisman will be leading the charge to restart Sunday morning hospitality on September 5.

## **Student Ministry –**

The youth mission trip to North Carolina was a wonderful time for everyone. The youth shared their experiences with the congregation on July 18. As the youth group continues to grow, there is a need for balance in the leadership of the group. Cassie Wilhelm stepped away in March. Justin Croft has stepped up, with help from Mary Ann and volunteers. Valerie Turner-Do has showed an interest in serving in the vacant role. Mary Ann suggested a pay increase for Justin Croft to bring him up to \$500 per month, and Valerie Turner-Do receiving \$250 per month beginning the first pay period in August. Deric Roberts expressed concern in a 25% budget increase to this line item. Pastor Ethan and Mary Ann discussed the need for a male and female leader in these positions. They would prefer to lower another budget item and invest in this area. The team agreed to the adjustments.

## **Boy Scout Charter –**

Pastor Ethan advised the team Boy Scouts of America is currently undergoing bankruptcy and significant lawsuits. The INUMC Conference has suggested that churches move to a general facility use agreement rather than a chartered agreement to prevent liability until there is more clarity in the situation. The team decided to keep the charter until December 31 and then reevaluate. Pastor Ethan will draft a letter to the Boy Scouts advising them of the decision.

## **Joyful Days Tuition/ Compensation Adjustments -**

Christine has completed a study on local employee wages and tuition to stay competitive in the Joyful Days Ministry. It has becoming increasingly difficult to entice and maintain employees with the current pay scale. Christine suggested the following increases effective immediately. Lead Teachers \$11.50 per hour | Assistant Teachers \$10.50 per hour | Pay differential closers \$11 per hour. To help offset this cost, the team also approved increases to our tuition (infants - \$225/wk, toddlers - \$215/wk, twos - \$200/wk, threes & PreK - \$180/wk) to begin in October 2021. This change could create a net loss for the next two months. The team agreed.

With no further business to conduct, the meeting was adjourned at 9:30 p.m. Pastor Ethan closed in prayer. The next meeting is set for September 7 at 7:00 p.m. at our Philly Campus.

Respectfully submitted,

Shawn Matney  
Office Manager