

**Leadership Team, Mount Comfort Church  
June 7, 2022**

**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, Sandi Hudson, Megan Jones, Kathy Lee, Reverend Ethan Maple, Deric Roberts, Chris Sexton, Christine Sturgis, Kristy Wilhelm, **Also Present:** Crystal Maple, Shawn Matney, Marcia Piercy. **Absent:** John Bundy, Tim Waymire, Jim Winter.

The meeting of the Mount Comfort Church (MCC) Leadership Team was called to order at 7:03 p.m. at the church's Mount Comfort Campus and opened with prayer.

**LOVE**

Pastor Ethan shared three scriptures: Acts 20:28, Ephesians 2; 20-22, and Hebrews 10:23-25. He then opened the meeting with prayer.

**LEARN**

Pastor Ethan discussed with the Leadership Team the article by Carey Nieuwhof, "A Five Step Guide on How to Create an Amazing Church Culture."

**LEAD**

**Affirm email Approvals**

The Leadership Team affirmed the email approval given for the following item. Deric Roberts moved, and Ron Arthur seconded an increase in salary for Julian Marshall, custodian, of an additional \$200/month in June and July 2022, due to the YMCA presence in the church building for its summer program, Monday – Friday, 6 a.m. – 6 p.m. The motion carried unanimously.

**By the Numbers**

Financials – Church Income/Expenses for May: \$47,656.69 - \$37,264.94 = \$10,391.75

Joyful Days Preschool and Childcare Income/Expenses for May: \$24,739.45 - \$26,100.36 = (\$1,360.91)

General Fund Balance = \$41,949.13 | Joyful Days Balance = \$23,956.78

Restricted Accounts = Discipleship \$9,877.60 | Missions \$11,684.48 | Facility \$49,175.22 | Rainy Day \$74,895.11 | Joyful Days = \$286,119.87 | Legacy Gift Balance = \$171,560.61.

**Attendance, May 2022**

Philly/MtC – May 1 – 51, 89 | May 8 – 39,95 | May 15 – 44, 98 | May 22 – 48, 132 | May 29 – 40, 87.

Sunday Average: Philly Campus = 44.4 | Mount Comfort Campus = 100.2 | Combined Average = 144.6

Pastor Ethan shared that family associated with our church is in dire need. Kathy Lee moved, and Chris Sexton seconded that Mt. Comfort Church donate \$2,500 from the Missions Restricted fund for a church family in need. The motion carried unanimously.

**Discussion Items**

**Disaffiliation**

Disaffiliation Agreement Execution – Pastor Ethan reported that the Disaffiliation Agreement was signed by all church parties on June 6, 2022, and sent to the Indiana Conference of the UMC.

Mortgage Transfer – Due to our disaffiliation, MCUMC's mortgage must be transferred to MCC Inc. Ron Arthur moved, and Sandy Abel seconded that the church mortgage with Northwest (Loan # 5415000644) be transferred/modified (principal balance of \$149,881.31 and an interest rate of 4.75% as of 5-30-2-22) from Mt. Comfort United Methodist Church to Mt. Comfort Church Inc (EIN # 88-2361825) effective July 1, 2022. The official signatories for Mt. Comfort Church Inc to include the following: Deric Roberts (President), Kathy Lee (Vice President), Beth Arthur (Treasurer), and Sandra Hudson (Secretary). The motion carried unanimously.

Pastor Ethan's UMC Status – Pastor Ethan reported that his status with the United Methodist Church will be retired, he has submitted his retirement papers to the Conference. His retirement status should be approved/affirmed this week at Annual Conference with his new UMC status beginning July 1, 2022.

Wespath Agreement/Adoption – Pastor Ethan explained the Wespath Adoption Agreement and recommended that it be adopted by Mt. Comfort Church, Inc. so that his pension will continue to be administered by Wespath, a faith-based pension fund, and would be available for future pastors and any staff we would wish to include.

Sandy Abel moved, and Megan Jones, seconded that Mt. Comfort Church Inc adopt Wespath as the entity for the Lead Pastor's pension fund, restricting this benefit to clergy at this time. The motion carried unanimously.

Theological Foundation, "A Wesleyan Witness" – Pastor Ethan asked team members to review this document and to consider its adoption as the theological foundation for Mt. Comfort Church Inc. This document would answer the questions, what do we believe? The Wesleyan theology provides a clear explanation of scripture. Deric Roberts moved, and Chris Sexton seconded that Mt. Comfort Church Inc adopt "A Wesleyan Witness" as a theological work for our church foundation that will help us better understand Biblical truth in order to better communicate our church's theological beliefs. The motion carried unanimously.

Key Person & Long-Term Disability Insurance – Chris Sexton reported on the costs of acquiring these additional insurance policies for Mt. Comfort Church Inc. Ron Arthur moved, and Megan Jones seconded to add the following insurance policies for Mt. Comfort Church Inc: Budgeted under Personnel, lead pastor, add Long-Term Disability Insurance at a cost of \$2,500/year. Should our lead pastor become disabled this policy provides 65% of compensation, after a 60-day waiting period during which pastor's salary would be covered by the church, and for up to 5 years; and budgeted under Property/Insurance: add Key Person insurance with a \$1 million benefit (split 75/25 between church/clergy family) at a premium of \$1,100/year. The motion carried unanimously.

Membership Policy – Pastor Ethan stated that Mt. Comfort Church, Inc must adopt a Membership Policy. He is working on a plan for charter membership in Mt. Comfort Church Inc. and will have available for discussion prior to July's Leadership Team meeting.

Employment Rules/Laws – Our legal counsel has recommended that we adopt employment policies. We will terminate the current staff and rehire them post-disaffiliation as employees of Mt. Comfort Church Inc. Per employment law, we must give the terminated MCUMC salaried employees their unused vacation pay. Megan Jones recommended that we establish job descriptions. The consensus was that in the third quarter of 2022, we will write job descriptions and adopt an employee handbook.

#### **Other Items**

Credit Card Limit Increase – Mary Ann Crisman and Justin Croft will need an increase in the limits on their church credit cards for the upcoming Youth Mission Trip. Kristy Willhelm moved, and Ron Arthur seconded that the credit card limits for Mary Ann Crisman and Justin Croft be increased to \$5,000 per month for each individual, effective immediately. The motion carried unanimously.

July – December Church Calendar – tabled

Missions Team Update – tabled.

Prayer Team – tabled

Joyful Days Pre-School and Childcare Director Position –Christine Sturgis has resigned as Director and thanked the team and the church for the prayers and support for the Joyful Days program. Pastor Ethan commended Ms. Sturgis for her leadership during challenging times and then led prayer for her.

Pastor Ethan reported on the interview and hiring process for the job opening for Director, Joyful Days, due to the resignation of Christine Sturgis. Interviews were conducted last week. The consensus was for the interview team to offer the position to its top candidate, with a starting date of July 1, 2022.

The matter of the church parsonage needs to be resolved, as it has been part of the Director's compensation. The consensus was to continue the current agreement through August while we research the liabilities associated with rental options and determine a future plan at the July meeting.

#### **For the Good of the Church –**

The Family Life Center window replacement will take place next week.

Pastor Ethan will be on vacation June 13-17 and June 25-July 3; Starla Gooch will preach on 6/26 and Carl Fannin on 7/3).

With no further business to conduct, the meeting was adjourned with prayer at 9:53 p.m. The next meeting is set for July 12, 2022, at 7:00 p.m. at the Mount Comfort Campus.

Respectfully submitted,

Sandra Hudson, Recorder