

**Leadership Team, Mount Comfort Church, Inc.  
July 12, 2022**

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

**Present, Leadership Team Members:** Sandy Abel, Mary Ann Crisman, Sandi Hudson, Megan Jones, Kathy Lee, Reverend Ethan Maple, Marcia Piercy, Deric Roberts, Chris Sexton, Kristy Willhelm. **Also Present:** Jeff Janiszewski, Ashley Litton, Shawn Matney. **Absent:** Ron Arthur, John Bundy, Tim Waymire.

The meeting of the Mt. Comfort Church, Inc. (MCC) Leadership Team was called to order at 7:00 p.m. at the church's Mount Comfort Campus; team members then introduced themselves. This was the first meeting of the new entity, Mt. Comfort Church, Inc.

**LOVE & LEARN**

Romans 12:2 – “. . . learn to know God's will for you, which is good and pleasing and perfect.”  
Pastor Ethan discussed with the Leadership Team the article by Carey Nieuwhof, “The Growing Church or Megachurch in Your Community Isn't Your Enemy.” The challenge is to overcome indifference and to let people know our church can make a difference in their lives, through the power of Jesus. Pastor then led the group in prayer.

**LEAD**

**Affirm email Approvals** – N/A

**By the Numbers**

**Financials** – Church Income/Expenses for June: \$25,527.97 - \$31,194.12 = (\$5,666.15)

Joyful Days Preschool and Childcare Income/Expenses for June: \$26,721.50 - \$36,698.32 = (\$9,976.82). Due to closing out MCUMC salaries and transitioning to Mt. Comfort Church, Inc. salaries, an extra Joyful Days payroll was needed in the June expenses.

General Fund Balance = \$36,282.98 | Joyful Days Balance = \$13,979.96

Restricted Accounts = Discipleship \$9,877.60 | Missions \$8,984.48 | Facility \$49,175.22 | Rainy Day \$77,614.79 | Joyful Days = \$276,755.18 | Legacy Gift Balance = \$20,341.02

**Attendance, June 2022**

Philly/MtC – June 5 – 45/88 | June 12 – 47/85 | June 19 – 52/108 | June 26 – 38/63

Sunday Average: Philly Campus = 45.5 | Mount Comfort Campus = 86 | Combined Average = 131.5

It was noted that these numbers do not include online viewers. Deric Roberts suggested it might be useful to look at the analytics from the church's social media platforms. Kristy Willhelm suggested having people share when worship service goes live on Facebook. Jeff Janiszewski (Worship Director) will take a look at the online analytics and pull some statistics for the Leadership Team to review.

**Discussion Items**

**Disaffiliation/Fresh Start** – The church raised over \$125,000 in the campaign for the disaffiliation fee and Fresh Start. Disaffiliation is complete.

501(c)(3) Status – The tax-exempt status application for Mt. Comfort Church, Inc. will be submitted by the end of the month, and our legal counsel will take care of filing the application. Until we have been granted official status, we must pay sales tax on church and Joyful Day purchases.

**Membership Policy** – Pastor Ethan presented a draft of Mt. Comfort Church, Inc. “Membership Requirements” and “Membership Expectations.” Membership would be renewed annually during a renewal window. Pastor Ethan asked for feedback. Jeff Janiszewski suggested adding that members will commit to being present and voting at annual meetings. Other things to consider: age at which children are eligible for membership, procedure for enrolling charter members, social issues, definition of small group. Pastor Ethan asked for continued thoughts as the document will be reviewed and revised.

**HR-Shield** – Partnering with consulting firm HR-Shield will cost \$600/year and would provide support for human resources. Deric Roberts moved, and Chris Sexton seconded that Mt. Comfort Church, Inc. hire HR-Shield for human resources support at \$600 for one year, paid from disaffiliation funds. The motion carried unanimously.

**Banking Accounts** – Shawn Matney reported. All new bank accounts are established with PNC and include three Treasury Enterprise accounts: main account, savings account, Joyful Days account. Bill paying will be done with Quick Books. New credit cards will be issued and will be a commercial rewards card with a \$25,000 limit. The office manager will have the ability to adjust the credit limit on church credit cards. Viewers will be added to have

access to the online PNC accounts. The team discussed bonding and insuring the office manager. Deric Roberts will research this as well as other checks and balances. Treasurer Beth Arthur is the church designee for access to the Mt. Comfort Church safety deposit box, replacing previous designee, Gene Springer, who is deceased. The Givelify account name will change, and people must choose the new name/account as their "favorite" when they do online giving.

Updating Signage – Outdoor signage changes will take place on the church workday this month.

Long-Term Disability and Key-Person Insurance Policies – Policies are not yet in place, but will hopefully be so soon. Premiums will be taken out of the disaffiliation funds, as previously approved.

Future Affiliation – Should Mt. Comfort Church, Inc. affiliate with a denomination? This will be a future conversation, as we will first take time to get established as an independent church. We are currently a non-denominational Methodist church.

**Overall Financial Accountability** – The new PNC accounts will allow Viewer access with viewing privileges only for checks and balances, and the persons designated for this role include Beth Arthur and Deric Roberts. Pastor Ethan indicated he did not feel comfortable being associated with our bank accounts in a formal way. The team again discussed the possibility of bonding and insuring the church office manager.

**Joyful Days** – Ashely Litton, new director of Joyful Days reported. Cameras have stopped working, and the connection needs to be checked to get them running. Grant Expenditures – Mrs. Litton plans to use grant funding to make improvements to meet state requirement and to purchase curriculum. Pastor Ethan asked her to create a list of what Joyful Days has and what it needs and to work with a support team to make decisions. Director Support currently is being provided by Marcia Piercy, Crystal Maple, and Megan Jones. The vacancy of Assistant Director needs to be filled, with a focus on day-to-day operations. This job opening will be posted and advertised.

**Facilities/Maintenance** – A Church Workday is set for Saturday, July 23, 8:00 a.m. – noon at the Mt. Comfort Campus.

Parsonages – ARPA Grant update – The grant proposal to convert the Philly parsonage to the Comfort House is in discussion with the Hancock County Community Foundation. Another church in Greenfield has also requested a housing support grant and is part of the discussions; the Foundation seems hopeful the projects will be funded as part of a larger homelessness initiative.

Renting the Mt. Comfort Parsonage– Property tax liability on renting the parsonage will be approximately \$3,200 per year, and insurance would be added to that. Another option would be to have a church employee live in the parsonage as part of compensation. Jim Winter moved, and Sandy Abel seconded that Pastor Ethan will discuss with a current employee the possibility of making the parsonage part of the employee's compensation with increased hours and responsibilities. If that does not work out, then a rental agreement will be pursued with the current resident through March 2023. The motion carried.

#### **Ministry Team Updates –**

No reports

#### **For the Good of the Church –**

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

Respectfully submitted,

Sandra Hudson, Recorder