

**Leadership Team, Mount Comfort Church, Inc.**  
**November 8, 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, Kathy Lee, Ashley Litton, Reverend Ethan Maple, Marcia Piercy, Deric Roberts, Chris Sexton, Tim Waymire, Kristy Willhelm. **Also Present:** Shawn Matney. **Absent:** Ron Arthur, John Bundy, Megan Jones, Jim Winter.

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.

**LOVE-** Rev. Ethan Maple opened the meeting at 7:00 p.m. with I Kings 19: 11-13, reminding us that God can be in the whisper. He then opened the meeting with prayer.

**LEARN & LEAD –**

**Affirm email Approvals** –The consensus was that the following email approval votes be affirmed. 1. The minutes of the October 11, 2022, Leadership Team meeting were accepted and approved. 2. Financial expenditure of up to \$4,000 for the youth room expansion was approved. 3. A temporary increase on the church credit card limit for Justin Croft to a \$2,500/month maximum for the purpose of expenditures for the youth room expansion project was approved.

**By the Numbers**

**Financials** – Church Income/Expenses for October:

October Income/Expense | \$37,364.29 - \$35,373.41 = \$1,990.88

Joyful Days October Income/Expense | \$28,362.00 - \$29,936.30 = (\$1,574.30)

General Fund Balance = \$37,195.99 | Joyful Days Balance = \$22,011.06

Restricted Accts = Discipleship = \$10,151.83 | Missions = \$5,823.59 |

Facility = \$39,845.99 | Rainy Day = \$73,861.31 | Joyful Days = \$253,339.61

Legacy Gift Balance = \$20,530.22 | Batts Trust = \$221,928.87

Question – Why do financial reports indicate tithes by church campus? The consensus was that this was not really an accurate report of who is at what campus since some people give by mail or Givelify, and these avenues of giving do not designate a specific campus. The consensus was, starting in January 2023, the tithe report will not designate a specific campus.

**Attendance, October 2022**

Philly/MtC – October 2 – 50/111 | October 9 – 49/92 | October 16 – 39/98 | October 23 – 38/118 |

October 30 (Combined Worship at MtCC) – 170.

Sunday Separate Campus Average (4 services): Philly Campus = 44 | Mount Comfort Campus = 104.75 |

Sunday Combined Campus Average (5 services) = 153.

**Discussion Items**

**Finance/Accounting** – Deric Roberts reported and discussed the need for a consistent accounting process for counting, recording, and depositing church money. Currently, the church does not have a written accounting policy. Pastor Ethan suggested purchasing a Chromebook for use by those designated to count and record church offerings and to design a template in a shared Google Sheet for reporting the donations. Concerns included confidentiality of those who count and record donations, how many people should be entrusted with his responsibility, and the best time for the counting team to do its work. Deric Roberts moved, and Jim Winter seconded that the church purchase a Chromebook for use by the finance team; the motion carried.

**2023 Church Budget**

**Church Finances 2022** – Deric Roberts reported that Mt. Comfort Church is projected to finish the year on-budget. Tithes/Offerings are projected to be favorable to budget by \$6,800. Budget Misses: The following budget line items came in over-budget: Electronic giving fees, payroll taxes, software services, utilities (natural gas), worship aids. Another miss was estimated net income, which was budgeted for a loss.

**Budget Considerations for 2023** – No Conference district tithes (allowed us to meet 2022 budget). No mortgage, \$10,800 savings versus 2022. Increased Tithes/Offerings would generate income: 1% - \$3,700, 2% - \$7,400,

3% - \$11,000. Plan for strategic increases (investments): Staff, Events, Discipleship (Kids' Ministry Faith Explorers), Lighthouse Youth Ministry, Facility/Maintenance/Upkeep, Save for Capital Improvement projects (roof, parking lot, HVAC, etc.).

It was recommended that monthly commitments be given a budget line item, such as missionary support. Next steps – The consensus was to give Pastor Ethan and Deric Roberts permission to craft a draft of a recommended budget for 2023 and to present it at the next Leadership Team meeting. Staff salaries will be considered separately. Ashley Litton is working on the Joyful Days 2023 budget, which will merge with the church budget.

**Sanctuary End Updates** – Mary Ann Crisman reported that the classrooms and hallways are painted, on the sanctuary end (Building 1), and she noted that Mark Piercy's help with painting the trim has been invaluable. Next will be painting Fellowship Hall and the church offices.

### **Ministry Area Reports**

**Joyful Days** – Ashely Litton provided a written report and a staff attendance policy proposal via email prior to the meeting. She will provide the team with pricing for proposed purchases, which will be paid with grant funds. She presented a proposed staff Joyful Days Attendance Policy. It establishes Paid-Time-Off (PTO) procedures, consequences for unexcused absences with a three-strike rule, time-off guidelines and would take effect in January. Ashley Litton moved, and Deric Roberts seconded approval of the Joyful Days Attendance Policy, which would take effect January 1, 2023.

**Missions** – Mission displays in the lobbies of both church campuses are forthcoming. Christmas outreach will take place in December, with the adoption of twenty-five children and their families for Christmas gifts.

**Discipleship** – Mary Ann Crisman reported. For the classroom upgrades for the Children's Ministry at Mt. Comfort Campus, she is working with Megan Roberts and has been getting quotes for needed purchases. The classrooms will have vinyl on walls and a theme in each room. December 4 is the target date for the launch. Check-in point for children on Sundays will be at the entry of the north hall by the Comfort Cupboard. Mary Ann Crisman moved, and Jim Winter seconded that the church credit card limit for Megan Roberts be increased from \$250 to \$750, effective immediately. The motion carried. The Lighthouse Student Ministry's new space is about 90% finished, and the youth were in the new room for the first time on Sunday. It was wonderful to have two spaces to accommodate the middle school and the high school small groups. Advent studies will begin after Thanksgiving with Monday nights led by Mary Ann at Mt. Comfort Campus and Wednesday nights led by Pastor Ethan nights at the Philly Campus.

**Worship** – Pastor Ethan Maple asked for perspectives and observations. It was suggested we do a combined service at Philly, but it was noted that the Philly sanctuary could not accommodate the size of a combined congregation. Positive feedback included recent services: baptism, mortgage burning, combined worship.

### **Advent Schedule**

November 27 – Ladies' Christmas Tea  
December 3 – Holiday Bazaar  
December 11 – Kids' Christmas PJ Party  
December 18 – MCC Christmas Concert

December 21– Longest Night Service  
December 24 –Christmas Eve Service  
December 25 – Christmas Worship @ Philly  
January 1– No In-Person Worship

**For the Good of the Church** – Pastor Ethan asked the Leadership Team to email him with areas that need to have written and adopted policies that will help us lead and organize well and protect the church from liability. For the Mt. Comfort Campus, he plans to obtain quotes for a simple awning over the entry ways for Joyful Days and Lighthouse Student Ministry; plans also include the addition of a readily visible graphic for each numbered door entry point. It was suggested we add some lighting to enhance the frontage of the Mt. Comfort Campus. Chick-fil-A carry-out meals start tomorrow, with 75 meals available for carryout, 11 a.m. – 1:00 p.m., \$8.00 each.

With no further business to conduct, the meeting was adjourned with prayer at 8:42 p.m. The next meeting is set for December 13, 2022, at 7:00 p.m. at the Mount Comfort Campus.

Respectfully submitted,

Sandra Hudson, Recorder