

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

LOVE & LEARN The meeting of the Mt. Comfort Church, Inc. (MCC) Leadership Team was called to order at 7:10 p.m. at the church's Mt. Comfort Campus. Rev. Ethan Maple opened the meeting with the question, What's your favorite part of the Christmas story? He then opened the meeting with prayer.

LEAD

Affirm email Approvals –Deric Roberts moved, and John Bundy seconded that the email approval vote be affirmed for the minutes of the November 8, 2022, Leadership Team meeting. The motion carried unanimously.

By the Numbers

Financials – Church Income/Expenses for November:

November Income/Expense | \$33,891.74 - \$34,659.20 = (\$767.46)

Joyful Days November Income/Expense | \$34,048.90 - \$32,822.23 = \$1,226.67

General Fund Balance = \$35,767.26 | Joyful Days Balance = \$23,237.73

Restricted Accounts: Discipleship = \$9,022.58 | Missions = \$4,869.57 | Facility = \$35,900.09 | Rainy Day = \$73,772.25 | Joyful Days = \$251,453.70 |

Legacy Gift Balance = \$18,599.18 | Batts Trust = \$218,286.72

Attendance November 2022:

Philly/MtC – November 6 – 54/87 | November 13 - 44/101 | November 20 - 44/106 | November 27- 58/93

Sunday Worship Average: Philly Campus: 50 | Mt. Comfort Campus: 96.75 | Combined Average: 146.75

Discussion Items

Finance/Restricted Accounts—

Ron Arthur moved, and John Bundy seconded that the current temporary account funds of Batts Trust, Legacy Gifts, Bazaar, and Chick-fil-A fund raiser to be transferred to Mt. Comfort Church (MCC) Restricted Accounts as follows:

Batts Trust –Transfer these monies to the following Restricted accounts as follows: \$20,000 to Facility, \$20,000 to Rainy Day, \$10,000 to Discipleship, \$10,000 to Missions. Allocate \$100,000 for MCC Capital Improvement projects (Facility: Capital Improvement). Set aside \$25,000 for Mt. Comfort Campus (MtC) to create an entryway from the Family Life Center to the front lawn (Facility: FLC Lawn Entrance). Allocate \$10,000 for Philly and MtC minor updates (Facility: Campus Updates). The remainder should be transferred to a new temporary restricted fund: Sanctuary End Updates, from which the balance of the Sanctuary End Updates will be taken.

Legacy Gifts –Transfer these funds into the Rainy Day fund, and disperse the legal fees for disaffiliation and 501(c)(3) costs from Rainy Day fund.

Bazaar – Transfer funds from the 2022 Church Bazaar to the General Fund checking account.

Chick-Fil-A – Transfer the borrowed \$500 seed money back into the Rainy Day fund and maintain a baseline of at least \$500 in the temporary account. Starting in 2023, each quarter MCC will split the proceeds (above the \$500 baseline) 50/50 with the Catholic Family Center. MCC's portion will be transferred to the General Fund checking account as "other income" and a check will be issued to the Catholic Family Center.

The motion carried unanimously.

Mary Ann Crisman moved, and John Bundy seconded that \$503.03 in expenses for the Ladies' Tea be paid from the Discipleship fund. The motion carried.

Facility

Sanctuary-End Updates, Mt. Comfort Campus – Next steps for Mt. Comfort Campus include painting Fellowship Hall, the work room, the offices, and update the restrooms. The plan is to add a welcome table for the lobby area. Priority one is to clean out the Trustees' Office and convert it to a small group room.

Door Locks and Tumbler Key – Some locks need to be adjusted, and some things need to be locked to be in compliance with State regulations for Joyful Days Preschool/Childcare. The keys will be kept in a secure location in the church office and will be accessible to designated personnel.

HVAC repairs –One unit at MtC needs work.

Joyful Days Washer & Dryer – The purchase of a washer and dryer needs to be completed asap.

Broken Communion Rail – A repair is needed on a MtC communion rail.

Policies/Procedures – Pastor Ethan reported that policy work will begin in January. A priority will be an adopted policy for nomination and election of Board Members, which will occur at the end of June 2023. He asked Team members to let him know any specific policies they believe are needed.

The annual Non-Profit report for Indiana now is to be filed every three years instead of annually.

Joyful Days 2023 Budget – Pastor Ethan presented the 2023 Joyful Days Budget proposal, which Ashley Litton emailed to team members December 8 for their review, along with her monthly report.

Joyful Days currently is licensed for 45 children. This number will be updated by the State of Indiana, based on the increased space. The budget proposes the following: a 25-cent hourly rate increase in 2023. Weekly fee structure is unchanged for now and will be reviewed prior to the start of next school year. An annual supply fee and a summer supply fee will be added. The amount for Facility Support to MCC will be \$1,500/month, an increase of \$300/month.

A goal is to increase enrollment and revert to the previous model of offering age-based pre-school morning or afternoon classes in addition to full-time childcare.

Marcia Piercy moved, and Chris Sexton seconded approval of the 2023 Joyful Days Budget as presented. The motion carried.

Mt. Comfort Church, Inc. 2023 Church Budget and Christmas Blessings (Bonuses)

Deric Roberts presented the Mt. Comfort Church, Inc., 2023 Budget proposal, which he had emailed to team members December 1 for their review. In discussion it was recommended to allocate funds to Discipleship for a combined line item, Women’s & Men’s Ministries. It was suggested that we might want to look at an alternative to Givelify, as it has a 4.5% fee. It was noted that the Joyful Days numbers will be added to the budget now that its budget has been approved, and the increase in Facility Support will add an additional \$3,600 to the church income. After discussion, the following adjustments were made to the draft budget proposal: add \$1,000 total for Discipleship, Women’s & Men’s ministries; allocate an additional \$2,000 for lawn care and snow removal. Continuing Education and Christmas blessings will be annual expenses paid from the Rainy Day fund as approved by the Leadership Team.

For the discussion concerning staff salaries and Christmas blessings, Pastor Ethan dismissed the staff for the remainder of the meeting.

Christmas Blessings (Bonuses)

[REDACTED]

[REDACTED]

Salaries, SPRC/Personnel

[REDACTED]

For the discussion concerning compensation and Christmas blessing for the Lead Pastor, Rev. Ethan Maple excused himself for the remainder of the meeting and Deric Roberts led.

[REDACTED]

[REDACTED]

After discussion of the draft budget adjustments and determination of 2023 salary increases, John Bundy moved, and Chris Sexton seconded approval of the 2023 Mt. Comfort Church, Inc., budget proposal as amended. The motion carried unanimously.

For the Good of the Church With no further business to conduct, the meeting was adjourned with prayer at 9:05 p.m. The next meeting is set for January 10, 2023, at 7:00 p.m. at the Mount Comfort Campus.

Respectfully submitted,

Sandra Hudson, Secretary

Please Note: In order to respect and protect our staff we had redacted the specific amounts related to Christmas Blessings and their 2023 salaries. The public 2023 budget will have a lump figure associated with our Personnel compensation. Requests for the specific figures related to staff/employees' Christmas blessings and salaries can be sent to office@mtcomfortchurch.com and will be addressed by the Leadership Team.