

**Leadership Team, Mount Comfort Church, Inc.
December 12, 2023**

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

Present, Leadership Team Members: Mary Ann Crisman, Annie Dawson, Becky Holm, Sandi Hudson, Kathy Lee, Ashley Litton, Reverend Ethan Maple, Deric Roberts, Chris Sexton, Roger Skinner, Tim Waymire, Kristy Willhelm, Jim Winter. **Also Present:** Shawn Matney, Keith Barnett, Tony Kebbler. **Absent:** Megan Jones, Marcia Piercy.

LOVE & LEARN –Pastor Ethan opened the meeting at 7:00 p.m. at the Mt. Comfort Campus (MtC) with a discussion of church 2023 Highlights and 2024 Goals. Highlights mentioned included The Comfort House; events – Fish Fry, Christmas Concert; Women’s Retreat; facility updates; community outreach and awareness about our church. 2024 Goals included: growth, mission support, involve more people, community outreach, facility improvement. Pastor Ethan then opened the business meeting with prayer.

LEAD

Approval of November Minutes – -Deric Roberts moved, and Annie Dawson seconded approval of the minutes of the November 14,2023, meeting. The motion carried.

Affirm Email Approvals – None.

Credit Card Increases – No increases were needed for November.

By the Numbers:

November Income/Expense | \$40,630.47 - \$37,327.71 = \$10,873.28

JD November Income/Expense | \$31,173.00 - \$41,495.61 = (\$10,322.61)

General Fund Balance = \$55,543.26| Joyful Days Balance = \$21,204.94

Restricted Accts = Discipleship = \$21,285.51| Missions = \$21,868.59|

Facility = \$72,895.51| Rainy Day = \$67,159.95| Joyful Days = \$111,919.72

Attendance -- Philly/MtC = November 5 – 50/117 | November 12– 50/94 | November 19 – 48/98 |

November 26 – 50/90.

November Worship Average: Philly = 49.5, MtC = 99.75 Combined Average:149.25

Discussion Items

HVAC Presentation (Right-A-Way) – Keith Barnett and Tony Kebbler entered the meeting, and Mr. Barnett presented information regarding upcoming changes in the refrigerant used in HVAC systems, as this will affect the units in operation at the Mt. Comfort Church (MCC) campuses. Mr. Barnett is advising his customers “to get ahead of this.” The MCC systems use the refrigerant R-410A, and equipment that uses it is being phased out, and by the second quarter of 2024 will no longer be manufactured. The new refrigerant is 454b, and it cannot be used in the equipment compatible with the current refrigerant. The current refrigerant will not be phased out, but when equipment needs replaced, the new equipment will be designed exclusively for 454b. A concern for the Mt. Comfort Campus is that the configuration of some of the A/C units will not work when they are replaced with the new 454b units, because the new refrigerant will not pump as far as the lines in the current set-up and configuration. After Q/A, Pastor Ethan requested that Mr. Barnett develop a multi-phase HVAC transition plan for MCC so that we can plan and budget for the needed changes to the systems.

Possible Membership Directory – Roger Skinner reported that people have asked him why MCC does not have a membership directory. Mary Ann Crisman has been researching companies that publish church directories, noting that Life Touch no longer produces them. She will gather more information and report in January.

The Comfort House Updates – Pastor Ethan reported we have one vacant unit at The Comfort House, as the guest has transitioned to an apartment. The other unit is occupied by a family. It has been encouraging at the weekly check-ins to hear from the guest families, who express appreciation for the blessing of The Comfort House.

Maintenance/Facility Update – Pastor Ethan reported that work is progressing on the to-do list. Jim Winter reported on the Lift – it will need to be replaced, and he is researching the possibility of a trade-in; a scissors lift, which sells used for around \$8,000, would be ideal.

Ministry Area Updates – The Christmas Concert has received positive feedback and was very well attended, with a full house and intergenerational participation. MCC would like to provide a lunch for the Joyful Days staff. The

Missions Committee would like to increase giving to the missions we support, and Pastor Ethan suggested we do this in the form of a Christmas Blessing. Kathy Lee moved, and Deric Roberts seconded that \$500 each will be given to the missions of Love INC, to Dawn Sethman, and to David Schneck. The motion carried.

Personnel Items – Pastor Ethan reported that the Lighthouse Student Ministry leaders are resigning their positions, effective at the end of the year. Mary Ann asked to be in prayer for how the youth will respond to this news, and to be in prayer for finding new leaders, and to be in prayer for her during this transition.

Staff members left the meeting so that the team could discuss personnel.

Pastor Ethan said that the Worship Leader is looking for another position and expects to find a new role in 2024. We might want to consider combining the position of Worship Leader and Youth Leader.

The recommendations for Christmas Bonuses from Megan Jones, Ashely Litton, and Pastor Ethan are as follows: Joyful Days employees - \$150 each and Director - \$250, paid from Joyful Days restricted account. Payable from MCC Rainy Day account: Worship Leader Intern - \$50; Philly custodian, youth leaders, and Children's Ministry leader -- \$150 each; Worship Leader, Discipleship Director, Office Manager, Facilities Manager -- \$250 each. Roger Skinner moved, and Annie Dawson seconded, and the motion carried.

Pastor Ethan left the meeting. After discussion of the amount for the 2023 Lead Pastor Christmas Blessing, Jim Winter moved, and Roger Skinner seconded that a Christmas Blessing of \$1,500 be paid to Rev. Ethan Maple from the Rainy Day Fund. The motion carried.

Deric Roberts made a statement that he would like to have meetings where everyone is comfortable sharing and commenting, and that we do so in the spirit of love and civility.

Calendar

December Schedule: The remaining events for December are as follows. All events scheduled for the Mt. Comfort Church Campus.

Dec. 17 – PJ Party

Dec. 24 - Christmas Eve Service

Dec. 21 – Longest Night Service

Dec. 31 – No In-Person Worship

For the Good of the Church

With no further business to conduct, the meeting was adjourned with prayer at 8:30 p.m. The next meeting is set for January 9, 2024. February and March meetings will be on the first Tuesday, February 6 and March 5, 2024.

Respectfully submitted,

Sandra Hudson
Recorder