



EBENEZER
BIBLE FELLOWSHIP CHURCH

Board of Elders Meeting January 14, 2019

Roll Call

- The following elders were **present**: Tim Gibson, Dick Bickings, Dennis Flanagan, Tom Galloway, Bob Gill, Swannie Griffin, Kevin Hardy, Jeremy Harkins, Scott Holwick, Chris Jones, Phil Norris, Mike Notary, Byron Roth
- The following elders were **absent**: None

Opening the Meeting

- Pastor Tim opened in prayer
- Elders viewed the 3 week absentee list
- Prayer Time: Elders spent time in prayer for their Shepherd's Lists.

Approval of Minutes

A motion was made to approve the minutes from the Elders Meeting held December 10, 2018; it was seconded and passed unanimously.

Financial Report - December 2018 (Attachment 1) -

The motion was made to approve this financial report as written, it was seconded and passed unanimously. Byron Roth presented the following other items:

- Lynfield committee to create a subcommittee to develop and monitor an annual budget for the Lynfield ministry with the use of the Heyer Trust's annual allotment.
- We discussed the need to update our policies and potentially our By-Laws regarding treatment and management of designated funds in the event that there are financial issues in the future. A policy will be drafted for the Board to review with final approval to be obtained during a congregational meeting.

Discussion Items:

- 1) Care List & 3 Week Absentee List - The elders reviewed both of these attendance reports
- 2) Church Discipline Update (Tim)
 - Tim texted individual, received a message saying, "thank you for letting me know."
 - Tom Galloway gave an update from a conversation he had with the father; some positive.
 - If no repentance is realized, we will take the final step at next public meeting (semi-annual)
- 3) Lynfield Ministry Update (Dick)
 - Lynfield Worship 1/13/19 was a success, praise the Lord, with 35 in attendance.
 - Lynfield bible studies are small but promising with regard to discipleship.
- 4) Family Together Ministry Philosophy (Dick)
 - "Families Together" to be utilized as our new ministry philosophy in all discipleship programs (*Attachment 2*).
 - Affirmed unanimously by the elder board.
- 5) Architect/Building Committee Update (Mike)
 - Horst Construction, design/build company
 - Quotes for Master Plan: \$11,200 (Mann-Hughes) vs. \$4,900 (Horst)
 - Recommended the Property Committee use Horst Construction. Motion, second,

approved unanimously.

- 6) Flooring in the Foyer (Mike)
 - Install vinyl flooring in foyer for \$1,800 (install cost), \$11,000 flooring and install (all in). **Motion** to present to property committee to move forward with the flooring proposal. **Seconded & approved unanimously.**

- 7) Vote on New Board Officers (motion made, seconded, and approved unanimously)
 - President: Byron Roth
 - Vice-President: Chris Jones
 - Secretary: Dick Bickings
 - Treasurer: Joe Meier

- 8) Goals for 2019: Elders & Church-Wide
 - Church-Wide
 - Families Together Ministry Philosophy
 - Move 50 Regular Attenders to Active Members who are actively serving
 - Establish a permanent presence in Lynfield
 - 100% of active members actively and faithfully giving
 - 100% of active members try to make one new disciple this year
 - 100% of regular attendees and active members attend a kinship group
 - Have four corporate prayer times on all our fifth Sundays.
 - Elders
 - Make 5 Shepherd List contacts per week
 - Read through the Bible in a year with our families.
 - One-on-one discipleship with another man

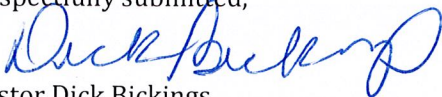
- 9) Missions (Swannie Griffin)
 - Swannie asked on behalf of the Missions Committee if it was appropriate to spend their budgeted increase on under-supported missionaries, since the missionary for whom the increase had been requested has since received 100% of their support. (If that missionary should again become under-supported, we could use Faith Promise monies to help them this year, and then put them back into the regular budget in 2020.)
 - The elder board stated that the Missions Committee has the authority to spend their designated budget as they see fit.

- 10) Annual Meeting Agenda
 - Delegates for Annual Conference (4/30-5/1)
 - Phil Norris
 - Bob Gill
 - Scott Holwick (alternate)
 - Reports for 2019
 - Goals for 2019
 - Theme: Faithfulness (6 pillars)
 - Prayer Time
 - Worship

Byron Roth adjourned the meeting with prayer.

Pastoral Reports – Please see the reports that each pastor submitted for the Annual Report to the congregation.

Respectfully submitted,



Pastor Dick Bickings
Secretary to the Board of Elders

Ebenezer Bible Fellowship Church

BUDGET VS. ACTUALS: FY 2018 BUDGET - FINAL - FY18 P&L

January - December 2018

		TOTAL		
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
Revenue				
1100 Offerings / Gifts	1,037,899.40	1,024,192.00	13,707.40	101.34 %
1400 Interest	323.83	450.00	-126.17	71.96 %
1700 Memorials	840.00	700.00	140.00	120.00 %
1900 Bethlehem Christian School	7,324.74	14,649.48	-7,324.74	50.00 %
1901 Other Building Use	200.00	300.00	-100.00	66.67 %
Total Revenue	\$1,046,587.97	\$1,040,291.48	\$6,296.49	100.61 %
GROSS PROFIT	\$1,046,587.97	\$1,040,291.48	\$6,296.49	100.61 %
Expenditures				
10000 Congregational Care Ministries	2,735.87	2,780.00	-44.13	98.41 %
11000 Compensation	620,336.43	612,362.77	7,973.66	101.30 %
2000 General Church Finance	63,329.14	53,757.14	9,572.00	117.81 %
3000 Discipleship Ministries	29,469.32	31,976.50	-2,507.18	92.16 %
5000 Evangelism Ministries	6,031.71	8,295.00	-2,263.29	72.72 %
6000 Missions	174,368.58	176,066.00	-1,697.42	99.04 %
7000 Deacon Ministries	145,937.62	125,304.07	20,633.55	116.47 %
8000 Worship	14,065.24	9,750.00	4,315.24	144.26 %
9000 Office Expenses	18,139.87	20,000.00	-1,860.13	90.70 %
Total Expenditures	\$1,074,413.78	\$1,040,291.48	\$34,122.30	103.28 %
NET OPERATING REVENUE	\$ -27,825.81	\$0.00	\$ -27,825.81	0.00%
Other Expenditures				
Reconciliation Discrepancies-1	0.00		0.00	
Total Other Expenditures	\$0.00	\$0.00	\$0.00	0.00%
NET OTHER REVENUE	\$0.00	\$0.00	\$0.00	0.00%
NET REVENUE	\$ -27,825.81	\$0.00	\$ -27,825.81	0.00%

EBENEZER BIBLE FELLOWSHIP CHURCH

BUDGET VS. ACTUALS: FY 2018 FINAL BUDGET - FY18 P&L

December 2018

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
Revenue				
1100 Offerings / Gifts	117,123.27	98,480.00	18,643.27	118.93 %
1400 Interest	11.88	30.00	-18.12	39.60 %
1700 Memorials	200.00	59.00	141.00	338.98 %
1900 Bethlehem Christian School		1,220.79	-1,220.79	
1901 Other Building Use	200.00	25.00	175.00	800.00 %
Total Revenue	\$117,535.15	\$99,814.79	\$17,720.36	117.75 %
GROSS PROFIT	\$117,535.15	\$99,814.79	\$17,720.36	117.75 %
Expenditures				
10000 Congregational Care Ministries	368.66	222.00	146.66	166.06 %
11000 Compensation	51,506.47	50,570.04	936.43	101.85 %
2000 General Church Finance	4,212.90	503.00	3,709.90	837.55 %
3000 Discipleship Ministries	3,619.53	3,085.00	534.53	117.33 %
5000 Evangelism Ministries	340.00	410.00	-70.00	82.93 %
6000 Missions	23,376.98	23,025.50	351.48	101.53 %
7000 Deacon Ministries	28,260.25	7,129.00	21,131.25	396.41 %
8000 Worship	441.64	850.00	-408.36	51.96 %
9000 Office Expenses	4,790.93	2,382.00	2,408.93	201.13 %
Total Expenditures	\$116,917.36	\$88,176.54	\$28,740.82	132.59 %
NET OPERATING REVENUE	\$617.79	\$11,638.25	\$ -11,020.46	5.31 %
NET REVENUE	\$617.79	\$11,638.25	\$ -11,020.46	5.31 %

EBENEZER BIBLE FELLOWSHIP CHURCH

BALANCE SHEET VS. PRIOR YEAR

As of December 31, 2018

	TOTAL			
	AS OF DEC 31, 2018	AS OF DEC 31, 2017 (PY)	CHANGE	% CHANGE
ASSETS				
Current Assets				
Bank Accounts				
18000 Branch Banking & Trust	546,394.74	548,724.07	-2,329.33	-0.42 %
18002 BB&T Certificates of Deposit	67,855.85	67,799.37	56.48	0.08 %
19000 M&T Bank Savings	93,138.63	93,045.54	93.09	0.10 %
19001 M&T Bank Checking	5,375.67	5,375.67	0.00	0.00 %
Total Bank Accounts	\$712,764.89	\$714,944.65	\$ -2,179.76	-0.30 %
Total Current Assets	\$712,764.89	\$714,944.65	\$ -2,179.76	-0.30 %
TOTAL ASSETS	\$712,764.89	\$714,944.65	\$ -2,179.76	-0.30 %
LIABILITIES AND EQUITY				
Liabilities				
Current Liabilities				
Other Current Liabilities				
100 Payroll Liabilities	-21,120.54	-85.34	-21,035.20	-24,648.70 %
2111 Direct Deposit Liabilities	123.02	123.02	0.00	0.00 %
901 Building Fund	68,549.64	70,352.70	-1,803.06	-2.56 %
902 Capital Improvement Fund	0.00	0.00	0.00	
903 Transportation Fund	488.00	268.00	220.00	82.09 %
904 Scholarships	3,184.44	3,039.44	145.00	4.77 %
905 Faith Promise	35,879.73	17,010.82	18,868.91	110.92 %
907 Benevolence Fund	17,380.75	13,340.15	4,040.60	30.29 %
908 Music Fund	279.45	374.20	-94.75	-25.32 %
909 Heyer Trust Fund	44,078.32	19,054.57	25,023.75	131.33 %
911 Year End Accruals	8,480.16	8,480.16	0.00	0.00 %
912 Run for the Children	1,462.12	2,310.86	-848.74	-36.73 %
914 Health Care Accounts	1,659.53	550.00	1,109.53	201.73 %
915 Youth Summer Missions	0.00	-20.01	20.01	100.00 %
Direct Deposit Payable	0.00	0.00	0.00	
Total Other Current Liabilities	\$160,444.62	\$134,798.57	\$25,646.05	19.03 %
Total Current Liabilities	\$160,444.62	\$134,798.57	\$25,646.05	19.03 %
Total Liabilities	\$160,444.62	\$134,798.57	\$25,646.05	19.03 %
Equity				
1000 Opening Bal Equity	-407,878.80	-407,878.80	0.00	0.00 %
900 Retained Earnings	988,024.88	941,468.45	46,556.43	4.95 %
Net Revenue	-27,825.81	46,556.43	-74,382.24	-159.77 %
Total Equity	\$552,320.27	\$580,146.08	\$ -27,825.81	-4.80 %
TOTAL LIABILITIES AND EQUITY	\$712,764.89	\$714,944.65	\$ -2,179.76	-0.30 %

EBENEZER BIBLE FELLOWSHIP CHURCH

BALANCE SHEET CURRENT VS. PRIOR MONTH

As of December 31, 2018

	TOTAL			
	AS OF DEC 31, 2018	AS OF NOV 30, 2018 (PP)	CHANGE	% CHANGE
ASSETS				
Current Assets				
Bank Accounts				
18000 Branch Banking & Trust	546,394.74	489,388.13	57,006.61	11.65 %
18002 BB&T Certificates of Deposit	67,855.85	67,855.85	0.00	0.00 %
19000 M&T Bank Savings	93,138.63	93,130.72	7.91	0.01 %
19001 M&T Bank Checking	5,375.67	5,375.67	0.00	0.00 %
Total Bank Accounts	\$712,764.89	\$655,750.37	\$57,014.52	8.69 %
Total Current Assets	\$712,764.89	\$655,750.37	\$57,014.52	8.69 %
TOTAL ASSETS	\$712,764.89	\$655,750.37	\$57,014.52	8.69 %
LIABILITIES AND EQUITY				
Liabilities				
Current Liabilities				
Other Current Liabilities				
100 Payroll Liabilities	-21,120.54	-19,456.47	-1,664.07	-8.55 %
2111 Direct Deposit Liabilities	123.02	123.02	0.00	0.00 %
901 Building Fund	68,549.64	76,692.70	-8,143.06	-10.62 %
902 Capital Improvement Fund	0.00	-16,389.00	16,389.00	100.00 %
903 Transportation Fund	488.00	488.00	0.00	0.00 %
904 Scholarships	3,184.44	4,514.44	-1,330.00	-29.46 %
905 Faith Promise	35,879.73	18,792.61	17,087.12	90.92 %
907 Benevolence Fund	17,380.75	16,528.62	852.13	5.16 %
908 Music Fund	279.45	380.10	-100.65	-26.48 %
909 Heyer Trust Fund	44,078.32	6,131.94	37,946.38	618.83 %
911 Year End Accruals	8,480.16	8,480.16	0.00	0.00 %
912 Run for the Children	1,462.12	1,462.12	0.00	0.00 %
914 Health Care Accounts	1,659.53	2,400.08	-740.55	-30.86 %
915 Youth Summer Missions	0.00	3,899.57	-3,899.57	-100.00 %
Direct Deposit Payable	0.00	0.00	0.00	
Total Other Current Liabilities	\$160,444.62	\$104,047.89	\$56,396.73	54.20 %
Total Current Liabilities	\$160,444.62	\$104,047.89	\$56,396.73	54.20 %
Total Liabilities	\$160,444.62	\$104,047.89	\$56,396.73	54.20 %
Equity				
1000 Opening Bal Equity	-407,878.80	-407,878.80	0.00	0.00 %
900 Retained Earnings	988,024.88	988,024.88	0.00	0.00 %
Net Revenue	-27,825.81	-28,443.60	617.79	2.17 %
Total Equity	\$552,320.27	\$551,702.48	\$617.79	0.11 %
TOTAL LIABILITIES AND EQUITY	\$712,764.89	\$655,750.37	\$57,014.52	8.69 %

Families Together

Attachment #2

What is it?

Families Together is not an additional church program, but a ministry philosophy derived from scripture through which we can filter all our adult and children's ministries. Since our purpose is to equip the saints to do the work of the ministry, we are to help families see what they are to be through the corrective lens of scripture.

Purpose

To foster family relationships emphasizing the God ordained necessity of the individual family unit as the core of the Local Church. This family unit is defined biblically as follows:

- The Man as husband and father, leads, protects, and provides for his family in all things both physically and spiritually, loving his wife as Christ loves the church, under Jesus Christ as his head. (Deut 6: 4-9; Eph 5:25-32; 1 Cor 11:3; Col 3:19, 21; 1 Tim 5:8; 1 Pet 3:7)
- The Woman as wife and mother, keeps the home, is a help-meet to her husband, submitting to his leadership, loves, nurtures and cares for their children, and thereby exposing the beauty of God ordained motherhood, all under her husband as her head. (Eph 5:22-24; 1 Cor 11:3; Col 3:18; Titus 2:4-5)
- The Children who in obeying their father and mother, recognizing them as their physical and spiritual providers, and understanding that obedience to God is in line with obedience to their father and mother, are being prepared to become an active godly member of their own families someday. (Deut 6: 2, 4-9; Eph 6:1-4; Col 3:20)

How Do We Accomplish Our Purpose?

- By choosing teaching material and authors that are solidly, biblically based, promoting community and interdependence rather than independence.
- By choosing events that are planned around helping men, women, and children understand their biblical roles, with the take away being achievable goals set to help each accomplish these roles.
- By providing mature mentors to help men, women and children see and then emulate this biblical model as long as their mentor follows Christ.
- By providing biblical counseling for families at no cost to help each in the time of crisis or just a mature believer to help give direction and prayer.
- By promoting marriage as God's prime example of Christ and His church and therefore something wonderful, beautiful, and to be sought after by most people.

FAQs?

- Why is there such an emphasis on marriage and the family?
Answer: The emphasis on marriage is due to its strong emphasis in scripture. Since singleness is a gift, only given to a few, the preponderance of church members should be married. (Eph 5:22-33; Heb 13:4; 1 Cor 7:6)
- How do we apply our purpose to single adults?
Answer: We will provide our single brothers or sisters with accountability partners, older men for younger men, and older women for younger women, so that they understand

Families Together

their importance in the body of Christ, and what the biblical instructions and implications are for singleness versus pursuing marriage. They should be encouraged to serve in the local church as the Spirit has gifted them. (1 Cor 7:1-8)

- How do we apply our purpose to a divorcee?

Answer: We will provide a mature believer (or couple) to come alongside the divorcee and help them with repentance if it was a result of their sin and help them know that there is forgiveness and restoration in Christ. This believer or couple will help provide the support needed, for the divorcee, to be the mother or father to their children (if any), and to help them if remarriage is biblically possible. (Matt 19:1-12; 1 Cor 7:39-40)

- How do we apply our purpose to a marriage where there is a believer with an unbelieving spouse?

Answer: We would provide a mature couple to come alongside the believing spouse and help them understand what their biblical responsibility is to their unbelieving spouse as long as he or she remains in that marriage, emphasizing the importance of the believing spouse living out the love of Christ. Also, the mentoring could help provide direction for the training up of their children in the church. (Matt 19:1-12; 1 Cor 7:10-16; 39-40)

- How do we apply our purpose to a widow or widower?

Answer: We must provide the support needed for the older widow or widower during their grieving process, making sure that their physical needs are being met, and seek to plug them into serving the local church as the Spirit has gifted them. (1 Tim 5:9-10, 16)

For the younger widow or widower, we would encourage them to remarry after a period of time for grieving has ended. Then proceed to encourage them with the man, woman, and children's roles above. (1 Tim 5:11-14)