



EBENEZER
BIBLE FELLOWSHIP CHURCH

Combined Elders/Deacons Meeting February 5, 2018

Opening & Prayer

Tim Gibson, George Hardy, and Byron Roth opened the meeting in prayer.

Roll Call

The following elders/deacons were **present**:

Elders: Tim Gibson, Tom Galloway, Dick Bickings, Phil Norris, Swannie Griffin, Byron Roth, Pat Barry, Dennis Flanagan, Mike Notary, Jeremy Harkins, Kevin Hardy, Shawn Sommons

Deacons: Andy Meeks, Bob Penchick, Kevin Kritzberger, George Hardy, Mark Hardy, Blake Kuntz, Mark Florentine, Rob Christiansen, Kamba Kalubi

The following elders/deacons were **absent**:

Elders: Chris Jones, Scott Holwick

Deacons: None

Security Plan

- Andy Meeks presented a keyless entry system for securing the church facility (Attachment #1). The Elders will take it into consideration.
- Blake Kuntz explained the purpose of the security team and its function
- Blake requested the security team have the keys to access all areas in the facility.
- Blake requested an alternate room for counting on baptism Sundays.
- Blake requested we remove the offering amount from the bulletin (elders will discuss this)

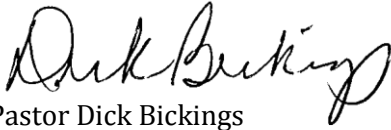
Parsonage Use Proposals

- 1) **Goal:**
 - Make presentations regarding the use of the parsonage
 - No debate tonight
 - Elders will then pray and make a decision apart from this meeting
 - Main Question: *How does this parsonage fit into the overall vision of the ministry?*
- 2) **Kevin Kritzberger Presentation** (with Doug Chen) – Presented their ideas on how to use the Parsonage for ministry (see attachment #2)
- 3) **Pat Barry** – Onsite Facility Manager: potential use the parsonage for the Facility Manager (see attachment #3)
- 4) **Elders** – Sell the parsonage so that the funds can be used to do ministry outreach in Bethlehem
- 5) **Andy Meeks** – Challenged the boards to wait on the Lord and make sure our decision is scripturally based
- 6) **Tim Gibson**
 - Whatever the Lord leads us to do, we need to be unified
 - The sovereign hand of the Lord will direct us
 - We need to humble ourselves and not let this issue to be divisive

Combined Elder/Deacons meeting: once a quarter (May 14, 2018, 7pm, next meeting)

Adjourned meeting in prayer: Phil Norris

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Dick Bickings". The signature is written in a cursive, flowing style with a large initial "D".

Pastor Dick Bickings
Secretary to the Board of Elders

Keyless ACCESS CONTROL



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Why Transition from a Key to Keyless System?

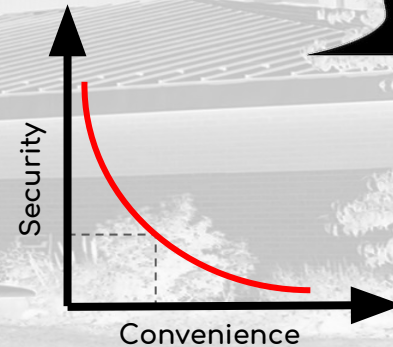
Physical Security

...access logs

...auditing

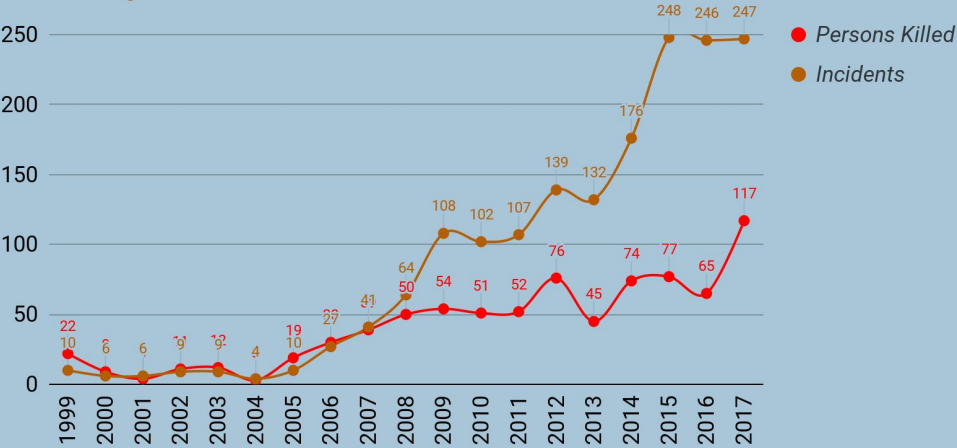
...etc.,

Enhanced Personnel
Security

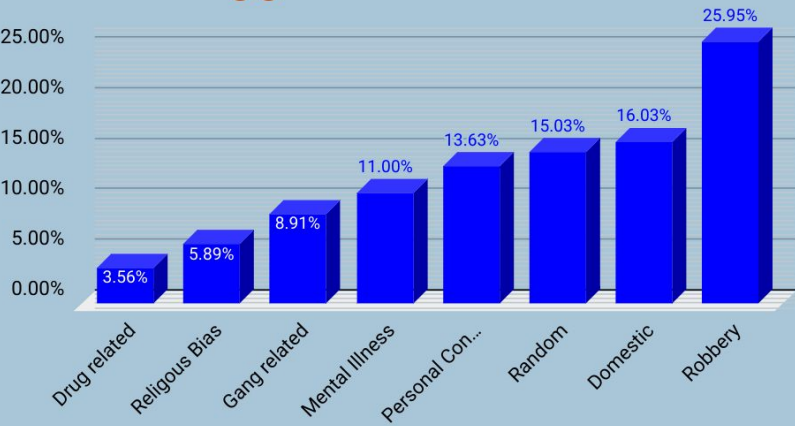


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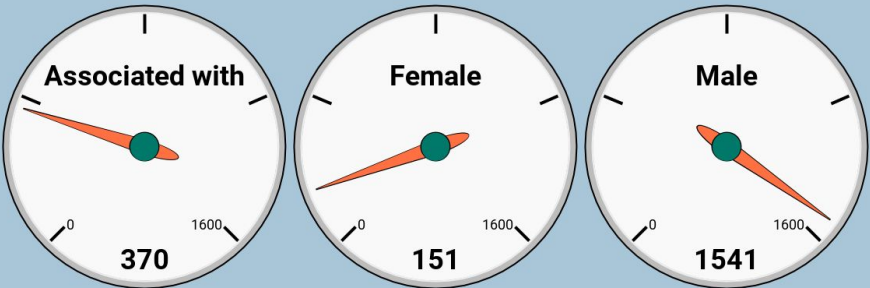
Deadly Force Incidents



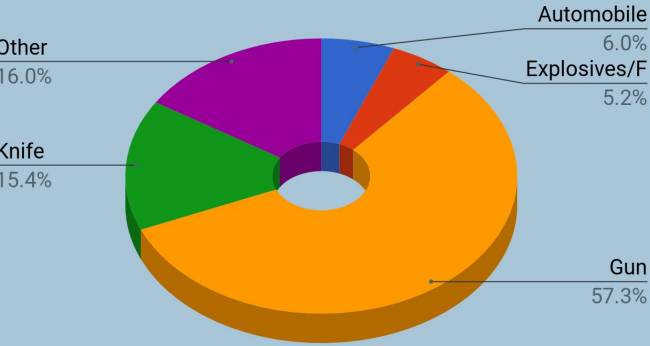
Known Triggers



Aggressors



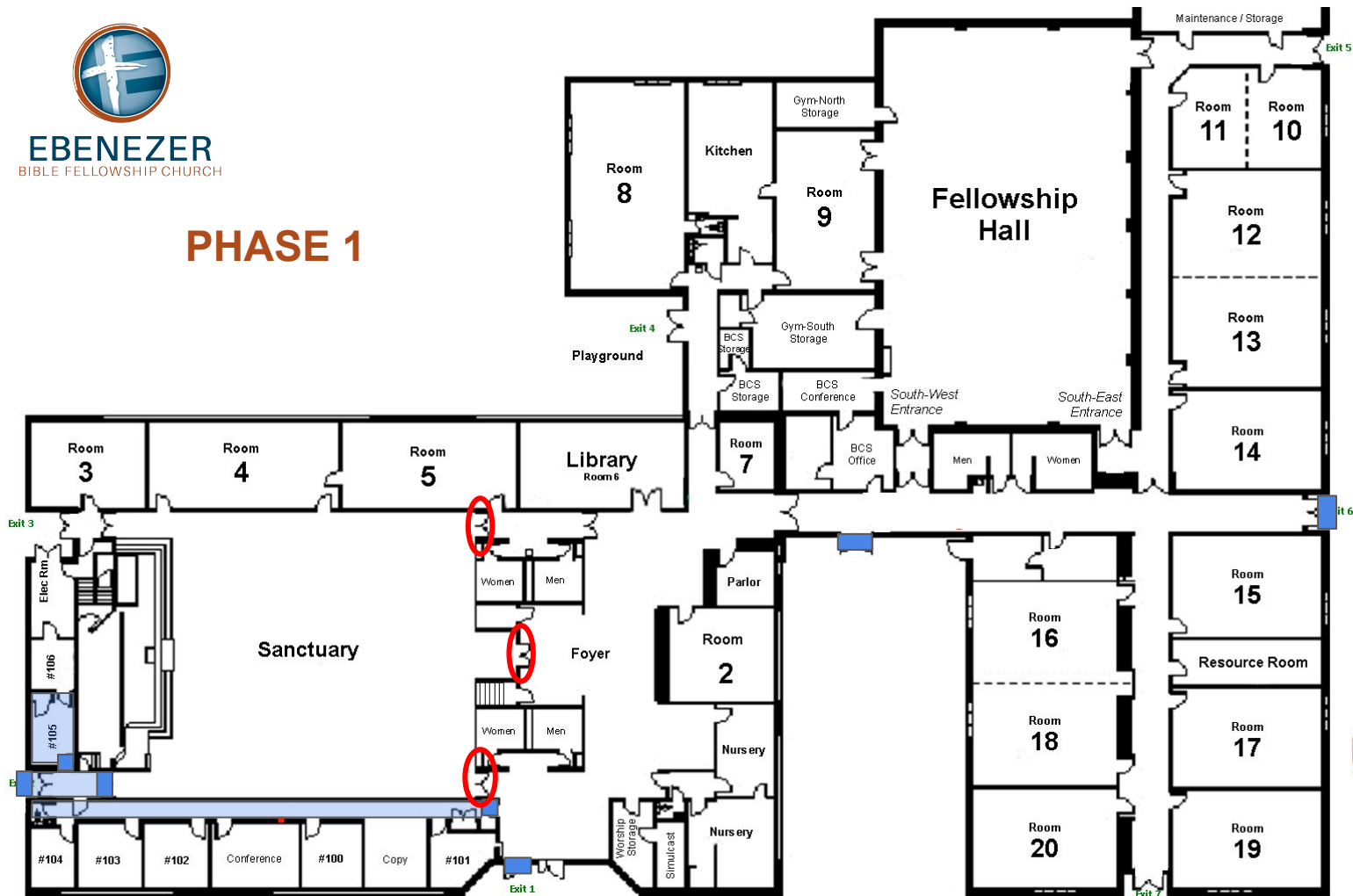
Types of Weapons





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PHASE 1



truPortal
truPortal
truVision
truVision

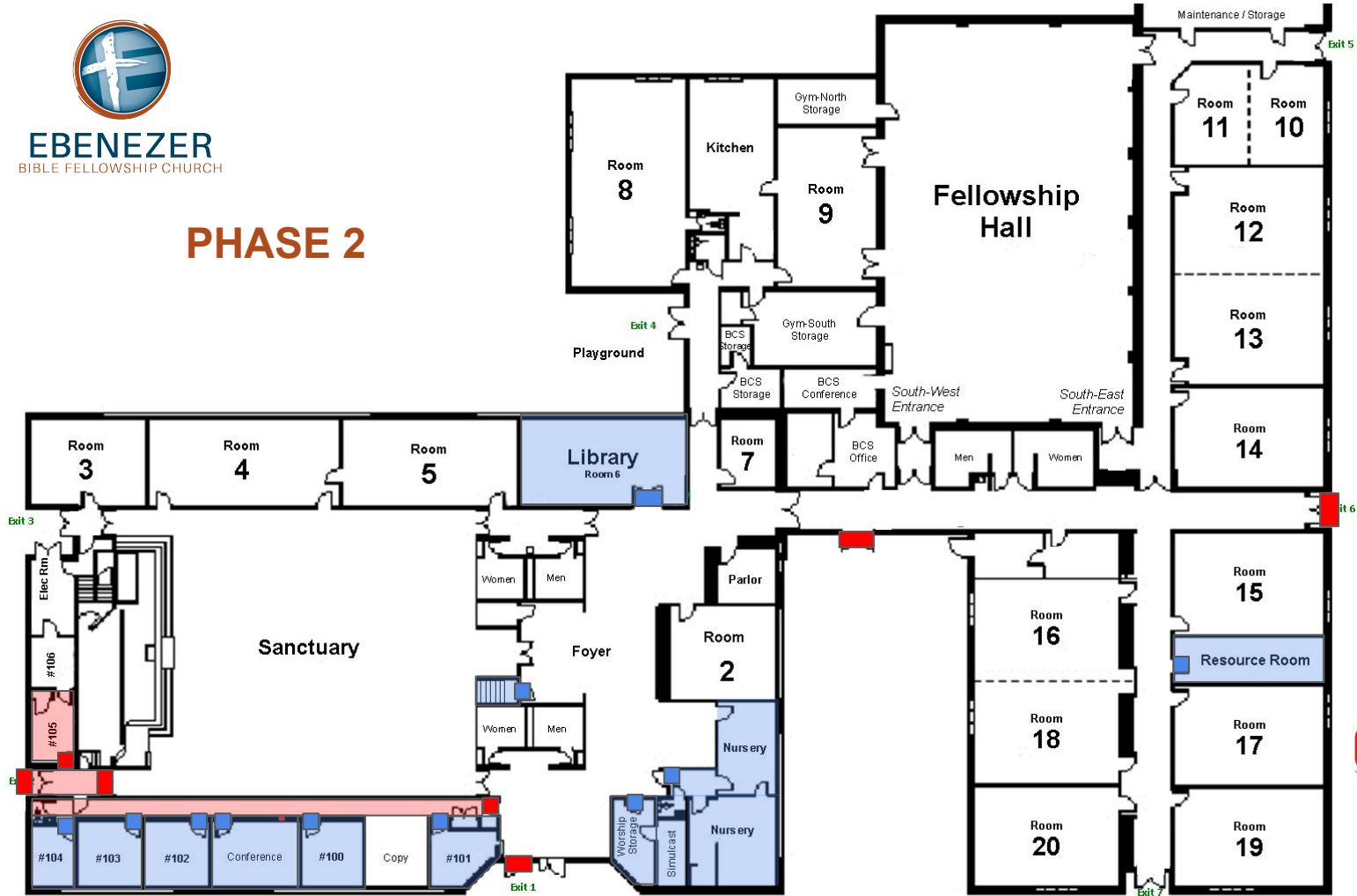



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Manufacturer of **ENFORCER®**



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PHASE 2



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 **truPortal**
 **truVision**
 **truVision**

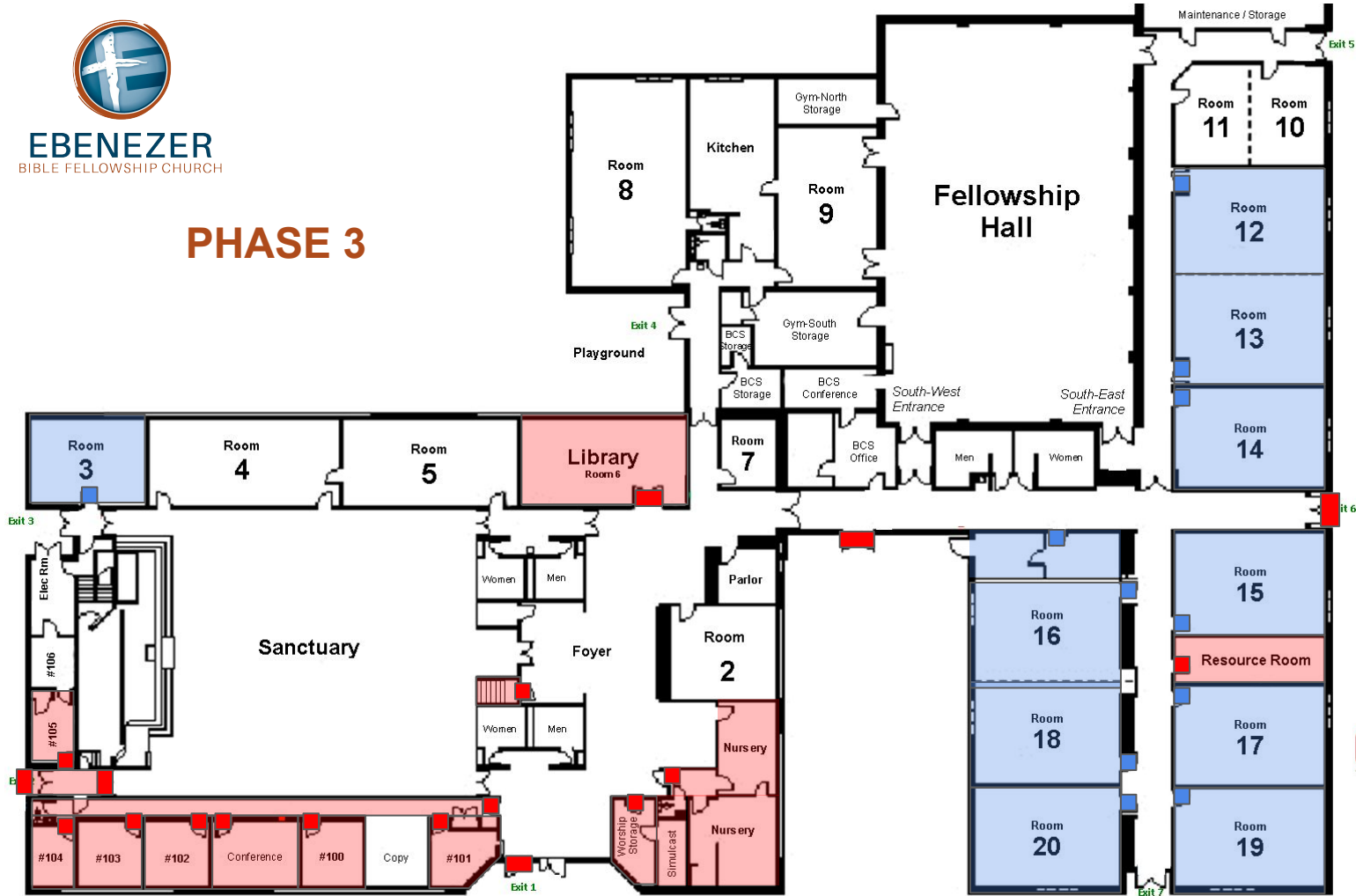

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PHASE 3



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**truPortal**
**truVision**
**truVision**

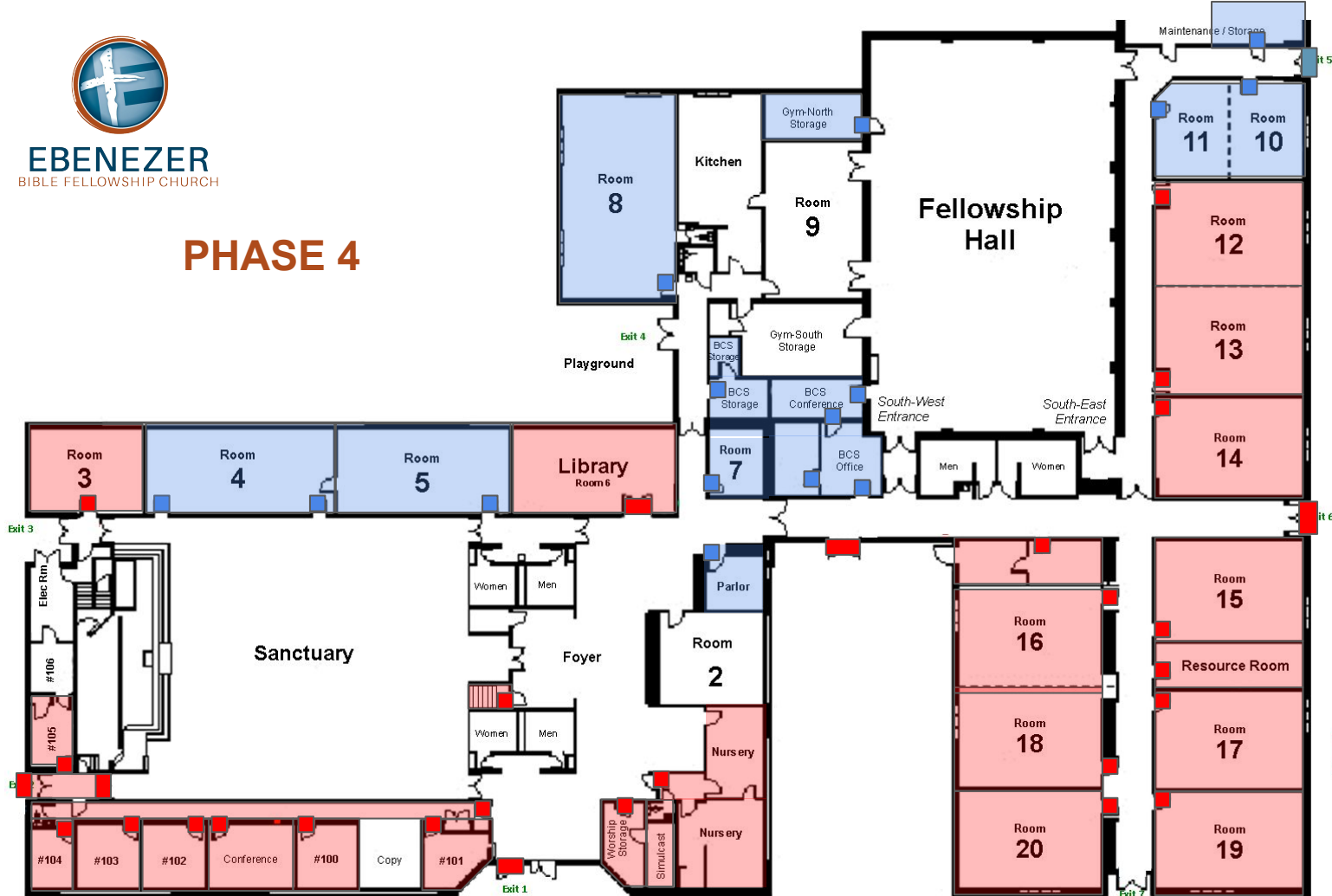
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PHASE 4



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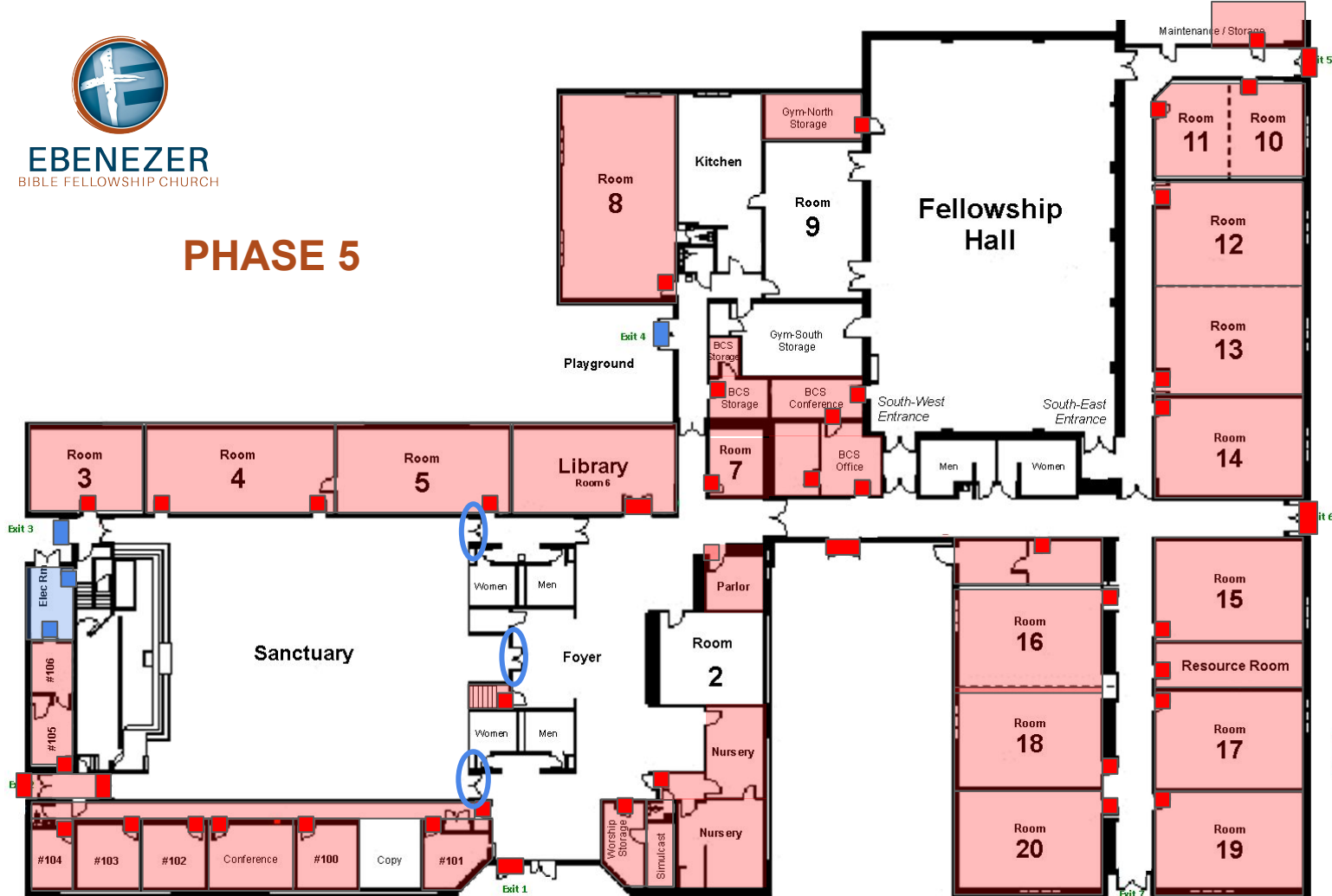
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PHASE 5



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truVision
truVision

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PROJECT COST

Phase	Price
1	\$6,253.82
Contractor (1)	\$13,747.62

Base Intelligence Control System

2 expansion kits

7 doors online



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PROJECT COST

Phase	Price
2	\$5,462.05

4 control boards

11 doors online

1 expansion kit



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PROJECT COST

Phase	Price
3	\$6,302.05

8 control boards

11 doors online

1 expansion kit



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PROJECT COST

Phase	Price
4	\$6,911.80

8 control boards

16 doors online

1 expansion kit



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PROJECT COST

Phase

Price

5

\$1,312.20

4 doors online



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PROJECT COST

Phase	Price
1	\$6,253.82
2	\$5,462
3	\$6,302
4	\$6,912
5	\$1,312
\$26,242	



Keyless ACCESS CONTROL

hes

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truVision

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Parsonage Usage Ideas

presented by Kevin Kritzberger and Doug Chen

God has given EBFC this property, what would He have us to do with it?

- 1) Home to house young pregnant women, partnering w/Bright Hope.
Need to talk to zoning about this.
- 2) Use it as a home or meeting place for any needs that come up. This can vary across all ministries. Examples:
 1. Becky Young's situation
 2. Let a family that Roy (Lynfield) knows who is on the waiting list for HUD approval stay there until they are approved.
 3. Refugee family that EBFC could minister to (Clement's family in the past, there is an immediate need right now). Talk with John Elias about this as well.
 4. Used in some way for Young adult ministry, guys or girls ministry house. (Anne Ziegenfuss, Roth's while in China, Shad Gilbert)
 5. Use as an outreach / ministry house for NCC, Lehigh or other foreign college students. This could be in conjunction with ESL classes (English as a second language). Calvary Baptist and Cedar Crest BFC does something similar. Again, talk with John Elias, Disciplemakers or Cru.
 6. Use for community counseling offices
- 3) Use home for rehabilitation/reintroduction to society for former prison inmates (Pastor Tim and others currently visit Northampton?)
- 4) Use proceeds or use house to start some type of business that would employ and minister to non believers. (not sure of tax implications of this)
- 5) A parsonage for a pastor called to EBFC Lynfield campus.
This could be a temporary home until he is really connected with the community.
Subsidized housing.

Big Picture (dream big)

- 6) Buy one or both houses adjacent to the parsonage and use it for the same purpose as listed above. This way we can never be landlocked.
- 7) Buy one or both houses adjacent to the parsonage and demolish both houses.
Construct a large building similar to a warehouse. Use it for a food pantry/clothing/shoes/baby items and to store all of the product needed for that as well as larger items from the church. It would be nice to put office spaces in there as well for counseling rooms.

What are we doing in our local community? If EBFC closed our doors tomorrow, would the community miss us?

- Any "rent" money if we choose to assess in any situation listed above will go straight towards repairs, replacements, or any other operating costs.

**Elder/Deacon Board Parsonage Proposal/Discussion Document:
On-Site Facilities Manager (Facilities Manager as Parsonage Resident)**
Presented by Patrick Barry

Benefits of On-Site Facilities Manager

1. On-Site Security: Facilities would be under close surveillance. Lock-up for evening events. Ongoing monitoring of campus grounds.
2. Emergency & Weather Support: On-site facilities manager would be a “phone call away” —on site situation assessment for fire, water, heating/cooling malfunctions, and or other emergency situations. Weather related decisions are easily assessed in the morning hours (4:30am-5:15am)-i.e. snow plow needs, on-site cancellation assessment.
3. Ministry Support: building access, set-up support, lock-up support. Often “lay-volunteers” require building related support accessing the building or requiring assistance on building layout and or storage questions. “Day of Event” or “real-time” issues/support often arise with volunteers.
4. Neighborhood Outreach: An on-going Christian presence to the neighbors. Relationship building & evangelism opportunity within the neighborhood.
5. Option for Temporary “short-term” housing: Facilities manager could serve as an over-seer and temporary “host” for short-term housing needs utilizing 1 of the 3 bedrooms.
6. Facilities Management/Up-keep: Opens up scheduling time to schedule meetings with contractors or service providers for normal building and facility maintenance.
7. Financial & Work-life Balance “Blessing”: Currently Kevin is commuting approximately 45 minutes to an hour each way to travel to and from our campus location.

Financial & Tax Implications (Need for confirmation from outside subject matter expertise)

- Current tax code does not entitle a housing allowance for a Facilities Manager role (only clergy).
- A FMV rental charge would need to be established
- Facilities manager would pay rent for the facility.
- Need to assess and confirm ability to include housing charges into total benefits package (no increase in current salary—grossed up to be inclusive of housing costs)
 - Facilities manager would incur incremental tax liability on grossed up salary.
 - Church would also incur incremental tax liability based on an increase in benefits.
 - Consideration: Needs to be determined if this is a viable option that doesn’t jeopardize Church’s tax exempt status.
- Other Considerations:
 - Need to determine responsibilities for annual and monthly expenses- i.e. property taxes, insurance, maintenance, and utility expenses.
 - The average rental costs in the area for 3-bedrooms are approximately \$1200-\$1300 per month, plus utilities.