



**EBENEZER**  
BIBLE FELLOWSHIP CHURCH

## Board of Elders Meeting March 16, 2020

### **Opening & Prayer**

**Tim Gibson** opened the meeting in prayer.

### **Roll Call**

- The following elders were **present**: Tim Gibson, Dick Bickings, Dennis Flanagan, Tom Galloway, Bob Gill (via Facetime), Swannie Griffin, Kevin Hardy, Jeremy Harkins, Scott Holwick, Chris Jones, Mike Notary, Byron Roth, Travis Schanely
- Also attended: Laszlo Onody, Pastoral Intern
- The following elder was **absent**: Phil Norris

### **Elders discussed some Congregational Care Issues**

**Prayer Time:** The Elders prayed together and focused on the current needs of the congregation.

### **Approval of Minutes**

A motion was made to approve the minutes from the Elders meeting held February 10, 2020; it was seconded and passed.

**Financial Report - February 2020** (*Attachment 1*) - The motion was made to approve this financial report, it was seconded and passed unanimously. Byron Roth highlighted the following:

- Income: ~\$20,000 under budget (Byron walked us through a group of comparison giving spreadsheets) (*Attachment 2*)
- Expense: Annual assessment paid out, compensation, and normal expenses. Overall doing well.

### **Business Items of Concern:**

- 1) **Policies: Social Media & Marriage Policies**
  - **Social Media Policy** was adapted by elders (Motion made, Seconded, Approved unanimously) (*Attachment 3*)
  - **Marriage Policy** proposal was distributed and is to be read over by the elders and discussed at our next meeting. The intent is to use it at Ebenezer as an introduction to the BFC BPL 103-4, "The Family."
- 2) **Horst Construction, Master Plan Update:**
  - Provided a workable solution by building a new sanctuary
  - Existing sanctuary could be used for a chapel/activities area/classrooms
  - Horst to provide a more detailed estimate

### **Discussion Items:**

- 1) **Coronavirus:** Proceeding with the Coronavirus Concerns – elders’ statement
  - One-on-one support or activities should be only on a needed basis, but social and casual get-togethers should be avoided.
  - Robbin’s Questions:
    - Cancel Easter postcards
    - Cancel Palms
    - Online Giving, leave in place for now (will investigate alternative)
    - Funeral, postpone for two weeks
    - Sunday Mornings & other activities, cancel all, and re-evaluate every two weeks (Livestream on Saturday???)
    - Church Office opened as needed, pastors use their own discretion
- 2) **Deacon Concerns** (Swannie)
  - Need more deacons by mid-year (if possible) - All candidates will need to go through the Deacon leadership program (go through book by Alexander Strauch)
  - What is the split between church members/attenders and non-church members/attenders regarding benevolence? - As a general rule/guide 80% of benevolence should go to active members/regular attendees, **(Motion made, Seconded, Approved unanimously)**
  - In evaluating potential benevolence recipients, “regular attendee” is newly defined as one who attends Sunday Morning Worship Services 16 times in 6 months. **(Motion made, Seconded, Approved unanimously).**
  - Talk to Robbin about Meal Train posting secure information
- 3) **Worship Intern** – Pastor Jeremy presented a letter from Rachel Flicker regarding a worship internship for the summer (\$3,000 gross for the summer) - elders recommended waiting to see how the finances go.

**Travis Schanely** adjourned the meeting with prayer.

Respectfully submitted,



Pastor Dick Bickings  
Secretary to the Board of Elders

## EBENEZER BIBLE FELLOWSHIP CHURCH

## BUDGET VS. ACTUALS: FY 2020 BUDGET - FINAL - FY20 P&amp;L

February 2020

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
Revenue				
1100 Offerings / Gifts	79,755.37	83,703.00	-3,947.63	95.28 %
1400 Interest	2,283.84	1,835.00	448.84	124.46 %
1700 Memorials	400.00	30.00	370.00	1,333.33 %
1900 Bethlehem Christian School	1,210.00	1,210.00	0.00	100.00 %
1901 Other Building Use	100.00	25.00	75.00	400.00 %
<b>Total Revenue</b>	<b>\$83,749.21</b>	<b>\$86,803.00</b>	<b>\$ -3,053.79</b>	<b>96.48 %</b>
GROSS PROFIT	<b>\$83,749.21</b>	<b>\$86,803.00</b>	<b>\$ -3,053.79</b>	<b>96.48 %</b>
Expenditures				
10000 Congregational Care Ministries	1,593.88	1,359.50	234.38	117.24 %
11000 Compensation	53,045.39	53,791.42	-746.03	98.61 %
2000 General Church Finance	24,412.15	5,775.83	18,636.32	422.66 %
3000 Discipleship Ministries	223.05	1,384.61	-1,161.56	16.11 %
5000 Evangelism Ministries	107.59	632.00	-524.41	17.02 %
6000 Missions	23,135.00	21,640.00	1,495.00	106.91 %
7000 Deacon Ministries	12,088.96	8,909.00	3,179.96	135.69 %
8000 Worship	1,223.44	515.00	708.44	237.56 %
9000 Office Expenses	2,007.45	1,463.33	544.12	137.18 %
<b>Total Expenditures</b>	<b>\$117,836.91</b>	<b>\$95,470.69</b>	<b>\$22,366.22</b>	<b>123.43 %</b>
NET OPERATING REVENUE	<b>\$ -34,087.70</b>	<b>\$ -8,667.69</b>	<b>\$ -25,420.01</b>	<b>393.27 %</b>
NET REVENUE	<b>\$ -34,087.70</b>	<b>\$ -8,667.69</b>	<b>\$ -25,420.01</b>	<b>393.27 %</b>

# Ebenezer Bible Fellowship Church

## BUDGET VS. ACTUALS: FY 2020 BUDGET - FINAL - FY20 P&L

January - February, 2020

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
Revenue				
1100 Offerings / Gifts	150,321.56	167,406.00	-17,084.44	89.79 %
1400 Interest	2,626.69	2,120.00	506.69	123.90 %
1700 Memorials	400.00	60.00	340.00	666.67 %
1900 Bethlehem Christian School	2,420.00	2,420.00	0.00	100.00 %
1901 Other Building Use	100.00	50.00	50.00	200.00 %
<b>Total Revenue</b>	<b>\$155,868.25</b>	<b>\$172,056.00</b>	<b>\$ -16,187.75</b>	<b>90.59 %</b>
GROSS PROFIT	<b>\$155,868.25</b>	<b>\$172,056.00</b>	<b>\$ -16,187.75</b>	<b>90.59 %</b>
Expenditures				
10000 Congregational Care Ministries	2,392.81	2,719.00	-326.19	88.00 %
11000 Compensation	154,888.98	112,477.84	42,411.14	137.71 %
2000 General Church Finance	26,577.07	30,210.70	-3,633.63	87.97 %
3000 Discipleship Ministries	-565.30	6,024.00	-6,589.30	-9.38 %
5000 Evangelism Ministries	107.59	1,264.00	-1,156.41	8.51 %
6000 Missions	23,285.00	24,640.00	-1,355.00	94.50 %
7000 Deacon Ministries	18,046.86	18,269.00	-222.14	98.78 %
8000 Worship	3,563.44	3,630.00	-66.56	98.17 %
9000 Office Expenses	2,360.04	2,926.70	-566.66	80.64 %
<b>Total Expenditures</b>	<b>\$230,656.49</b>	<b>\$202,161.24</b>	<b>\$28,495.25</b>	<b>114.10 %</b>
NET OPERATING REVENUE	<b>\$ -74,788.24</b>	<b>\$ -30,105.24</b>	<b>\$ -44,683.00</b>	<b>248.42 %</b>
NET REVENUE	<b>\$ -74,788.24</b>	<b>\$ -30,105.24</b>	<b>\$ -44,683.00</b>	<b>248.42 %</b>

# EBENEZER BIBLE FELLOWSHIP CHURCH

## BALANCE SHEET CURRENT VS. PRIOR MONTH

As of February 29, 2020

	TOTAL			
	AS OF FEB 29, 2020	AS OF JAN 31, 2020 (PP)	CHANGE	% CHANGE
<b>ASSETS</b>				
Current Assets				
Bank Accounts				
18000 Branch Banking & Trust	372,427.98	416,195.37	-43,767.39	-10.52 %
18002 BB&T Certificates of Deposit	202,898.21	200,872.75	2,025.46	1.01 %
19000 M&T Bank Savings	0.00	0.00	0.00	
19001 M&T Bank Checking	30,375.67	30,375.67	0.00	0.00 %
19002 M&T Money Market	202,203.26	201,947.82	255.44	0.13 %
<b>Total Bank Accounts</b>	<b>\$807,905.12</b>	<b>\$849,391.61</b>	<b>\$ -41,486.49</b>	<b>-4.88 %</b>
<b>Total Current Assets</b>	<b>\$807,905.12</b>	<b>\$849,391.61</b>	<b>\$ -41,486.49</b>	<b>-4.88 %</b>
<b>TOTAL ASSETS</b>	<b>\$807,905.12</b>	<b>\$849,391.61</b>	<b>\$ -41,486.49</b>	<b>-4.88 %</b>
<b>LIABILITIES AND EQUITY</b>				
Liabilities				
Current Liabilities				
Other Current Liabilities				
100 Payroll Liabilities	0.00	0.00	0.00	
2111 Direct Deposit Liabilities	0.00	0.00	0.00	
901 Building Fund	30,073.11	29,823.11	250.00	0.84 %
902 Capital Improvement Fund	0.00	0.00	0.00	
903 Transportation Fund	913.00	913.00	0.00	0.00 %
904 Scholarships	4,728.44	3,951.44	777.00	19.66 %
905 Faith Promise	10,664.87	16,705.37	-6,040.50	-36.16 %
907 Benevolence Fund	10,605.29	9,486.83	1,118.46	11.79 %
908 Music Fund	5,178.01	5,178.01	0.00	0.00 %
909 Heyer Trust Fund	48,503.40	48,542.89	-39.49	-0.08 %
911 Year End Accruals	8,480.16	8,480.16	0.00	0.00 %
912 Run for the Children	0.00	0.00	0.00	
914 Health Care Accounts	6,850.88	7,492.95	-642.07	-8.57 %
915 Short Term Missions	5,000.00	5,000.00	0.00	0.00 %
Direct Deposit Payable	0.00	0.00	0.00	
<b>Total Other Current Liabilities</b>	<b>\$130,997.16</b>	<b>\$135,573.76</b>	<b>\$ -4,576.60</b>	<b>-3.38 %</b>
<b>Total Current Liabilities</b>	<b>\$130,997.16</b>	<b>\$135,573.76</b>	<b>\$ -4,576.60</b>	<b>-3.38 %</b>
<b>Total Liabilities</b>	<b>\$130,997.16</b>	<b>\$135,573.76</b>	<b>\$ -4,576.60</b>	<b>-3.38 %</b>
Equity				
1000 Opening Bal Equity	-407,878.80	-407,878.80	0.00	0.00 %
900 Retained Earnings	1,159,575.00	1,159,575.00	0.00	0.00 %
Net Revenue	-74,788.24	-37,878.35	-36,909.89	-97.44 %
<b>Total Equity</b>	<b>\$676,907.96</b>	<b>\$713,817.85</b>	<b>\$ -36,909.89</b>	<b>-5.17 %</b>
<b>TOTAL LIABILITIES AND EQUITY</b>	<b>\$807,905.12</b>	<b>\$849,391.61</b>	<b>\$ -41,486.49</b>	<b>-4.88 %</b>

# EBENEZER BIBLE FELLOWSHIP CHURCH

## BALANCE SHEET VS. PRIOR YEAR

As of February 29, 2020

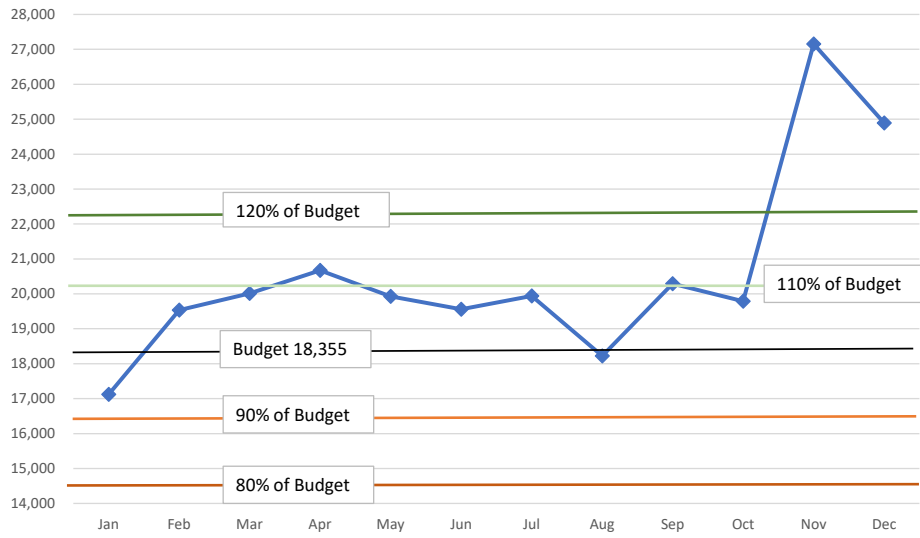
	TOTAL			
	AS OF FEB 29, 2020	AS OF FEB 28, 2019 (PY)	CHANGE	% CHANGE
<b>ASSETS</b>				
Current Assets				
Bank Accounts				
18000 Branch Banking & Trust	372,427.98	544,168.18	-171,740.20	-31.56 %
18002 BB&T Certificates of Deposit	202,898.21	67,855.85	135,042.36	199.01 %
19000 M&T Bank Savings	0.00	93,153.69	-93,153.69	-100.00 %
19001 M&T Bank Checking	30,375.67	5,375.67	25,000.00	465.06 %
19002 M&T Money Market	202,203.26		202,203.26	
<b>Total Bank Accounts</b>	<b>\$807,905.12</b>	<b>\$710,553.39</b>	<b>\$97,351.73</b>	<b>13.70 %</b>
<b>Total Current Assets</b>	<b>\$807,905.12</b>	<b>\$710,553.39</b>	<b>\$97,351.73</b>	<b>13.70 %</b>
<b>TOTAL ASSETS</b>	<b>\$807,905.12</b>	<b>\$710,553.39</b>	<b>\$97,351.73</b>	<b>13.70 %</b>
<b>LIABILITIES AND EQUITY</b>				
Liabilities				
Current Liabilities				
Other Current Liabilities				
100 Payroll Liabilities	0.00	-2,964.81	2,964.81	100.00 %
2111 Direct Deposit Liabilities	0.00	0.00	0.00	
901 Building Fund	30,073.11	69,810.64	-39,737.53	-56.92 %
902 Capital Improvement Fund	0.00	0.00	0.00	
903 Transportation Fund	913.00	488.00	425.00	87.09 %
904 Scholarships	4,728.44	3,221.44	1,507.00	46.78 %
905 Faith Promise	10,664.87	15,095.89	-4,431.02	-29.35 %
907 Benevolence Fund	10,605.29	18,677.59	-8,072.30	-43.22 %
908 Music Fund	5,178.01	279.45	4,898.56	1,752.93 %
909 Heyer Trust Fund	48,503.40	43,581.28	4,922.12	11.29 %
911 Year End Accruals	8,480.16	8,480.16	0.00	0.00 %
912 Run for the Children	0.00	0.00	0.00	
914 Health Care Accounts	6,850.88	5,121.84	1,729.04	33.76 %
915 Short Term Missions	5,000.00	0.00	5,000.00	
Direct Deposit Payable	0.00	0.00	0.00	
<b>Total Other Current Liabilities</b>	<b>\$130,997.16</b>	<b>\$161,791.48</b>	<b>\$ -30,794.32</b>	<b>-19.03 %</b>
<b>Total Current Liabilities</b>	<b>\$130,997.16</b>	<b>\$161,791.48</b>	<b>\$ -30,794.32</b>	<b>-19.03 %</b>
<b>Total Liabilities</b>	<b>\$130,997.16</b>	<b>\$161,791.48</b>	<b>\$ -30,794.32</b>	<b>-19.03 %</b>
Equity				
1000 Opening Bal Equity	-407,878.80	-407,878.80	0.00	0.00 %
900 Retained Earnings	1,159,575.00	941,176.92	218,398.08	23.20 %
Net Revenue	-74,788.24	15,463.79	-90,252.03	-583.63 %
<b>Total Equity</b>	<b>\$676,907.96</b>	<b>\$548,761.91</b>	<b>\$128,146.05</b>	<b>23.35 %</b>
<b>TOTAL LIABILITIES AND EQUITY</b>	<b>\$807,905.12</b>	<b>\$710,553.39</b>	<b>\$97,351.73</b>	<b>13.70 %</b>

## Giving Comparison

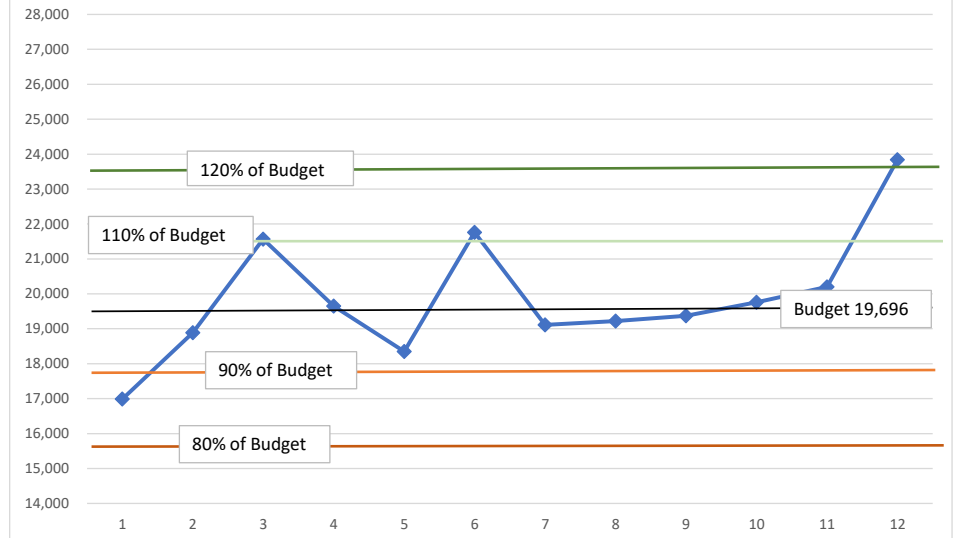
## Attachment #2

2017					2018					2019					2020				
Week	Offering Amount	Cummulative Offering	Monthly Average	Qrtly Average	Week	Offering Amount	Cummulative Offering	Monthly Average	Qrtly Average	Week	Offering Amount	Cummulative Offering	Monthly Average	Qrtly Average	Week	Cummulative Offering	Average of Weekly Offering YTD	Monthly Average	Qrtly Average
1/1/2017	18,806	18,806			1/7/2018	16,514	16,514			1/6/2019	15,900	15,900			1/5/2020	14,823	14,823		
1/8/2017	14,867	33,673			1/14/2018	14,332	30,846			1/13/2019	27,609	43,509			1/12/2020	17,854	32,677		
1/15/2017	16,912	50,585			1/21/2018	16,673	47,519			1/20/2019	7,245	50,754			1/19/2020	11,136	43,813		
1/22/2017	14,770	65,355			1/28/2018	20,426	67,945	16,986		1/27/2019	26,694	77,448	19,362		1/26/2020	23,944	67,757	16,939	
1/29/2017	20,244	85,599	17,120		2/4/2018	20,348	88,293			2/3/2019	19,953	97,401			2/2/2020	23,037	90,794		
2/5/2017	22,177	107,776			2/11/2018	20,474	108,767			2/10/2019	22,118	119,519			2/9/2020	22,330	113,124		
2/12/2017	14,816	122,592			2/18/2018	11,254	120,021			2/17/2019	24,159	143,678			2/16/2020	18,741	131,865		
2/19/2017	18,620	141,212			2/25/2018	23,477	143,498	18,888		2/24/2019	13,528	157,206	19,940		2/23/2020	16,530	148,395	20,160	
2/26/2017	22,537	163,749	19,538		3/4/2018	23,488	166,986			3/3/2019	27,811	185,017			3/1/2020	19,670	168,065		
3/5/2017	21,611	185,360			3/11/2018	20,181	187,167			3/10/2019	18,020	203,037			3/8/2020	18,406	186,471		
3/12/2017	19,353	204,713			3/18/2018	19,684	206,851			3/17/2019	20,637	223,674			3/15/2020		186,471		
3/19/2017	21,406	226,119			3/25/2018	22,925	229,776	21,570	19,148	3/24/2019	20,012	243,686			3/22/2020		186,471		
3/26/2017	17,688	243,807	20,015	18,754	4/1/2018	22,437	252,213			3/31/2019	19,509	263,195	21,198	20,246	3/29/2020		186,471	19,038	18,647
4/2/2017	21,464	265,271			4/8/2018	22,797	275,010			4/7/2019	25,619	288,814			4/5/2020		186,471	-	
4/9/2017	20,315	285,586			4/15/2018	18,258	293,268			4/14/2019	23,292	312,106			4/12/2020		186,471		
4/16/2017	22,497	308,083			4/22/2018	15,853	309,121			4/21/2019	20,069	332,175			4/19/2020		186,471		
4/23/2017	15,679	323,762			4/29/2018	18,917	328,038	19,652		4/28/2019	33,355	365,530	25,584		4/26/2020		186,471	#DIV/0!	
4/30/2017	23,401	347,163	20,671		5/6/2018	20,554	348,592			5/5/2019	21,246	386,776			5/3/2020		186,471		
5/7/2017	24,484	371,647			5/13/2018	17,240	365,832			5/12/2019	17,766	404,542			5/10/2020		186,471		
5/14/2017	19,554	391,201			5/20/2018	13,864	379,696			5/19/2019	13,681	418,223			5/17/2020		186,471		
5/21/2017	13,929	405,130			5/27/2018	21,730	401,426	18,347		5/26/2019	19,237	437,460	17,983		5/24/2020		186,471		
5/28/2017	21,735	426,865	19,926		6/3/2018	28,306	429,732			6/2/2019	29,838	467,298			5/31/2020		186,471	#DIV/0!	
6/4/2017	24,834	451,699			6/10/2018	22,049	451,781			6/9/2019	15,246	482,544			6/7/2020		186,471		
6/11/2017	17,772	469,471			6/17/2018	18,471	470,252			6/16/2019	14,937	497,481			6/14/2020		186,471		
6/18/2017	15,914	485,385			6/24/2018	18,202	488,454	21,757	19,898	6/23/2019	20,953	518,434			6/21/2020		186,471		
6/25/2017	19,715	505,100	19,559	20,099	7/1/2018	22,726	511,180			6/30/2019	20,325	538,759	20,260	21,197	6/28/2020		186,471	#DIV/0!	#DIV/0!
7/2/2017	22,092	527,192			7/8/2018	17,471	528,651			7/7/2019	19,311	558,070			7/5/2020		186,471		
7/9/2017	25,283	552,475			7/15/2018	14,141	542,792			7/14/2019	13,158	571,228			7/12/2020		186,471		
7/16/2017	13,627	566,102			7/22/2018	19,497	562,289			7/21/2019	16,872	588,100			7/19/2020		186,471		
7/23/2017	16,155	582,257			7/29/2018	21,723	584,012	19,112		7/28/2019	29,149	617,249	19,623		7/26/2020		186,471	#DIV/0!	
7/30/2017	22,546	604,803	19,941		8/5/2018	23,382	607,394			8/4/2019	26,025	643,274			8/2/2020		186,471		
8/6/2017	21,873	626,676			8/12/2018	18,288	625,682			8/11/2019	33,231	676,505			8/9/2020		186,471		
8/13/2017	15,993	642,669			8/19/2018	15,314	640,996			8/18/2019	15,196	691,701			8/16/2020		186,471		
8/20/2017	17,823	660,492			8/26/2018	19,898	660,894	19,221		8/25/2019	21,352	713,053	23,951		8/23/2020		186,471		
8/27/2017	17,204	677,696	18,223		9/2/2019	20,203	681,097			9/1/2019	20,093	733,146			8/30/2020		186,471	#DIV/0!	
9/3/2017	25,340	703,036			9/9/2019	24,139	705,236			9/8/2019	17,806	750,952			9/6/2020		186,471		
9/10/2017	11,363	714,399			9/16/2018	14,831	720,067			9/15/2019	10,301	761,253			9/13/2020		186,471		
9/17/2017	24,039	738,438			9/23/2018	19,452	739,519			9/22/2019	24,897	786,150			9/20/2020		186,471		
9/24/2017	20,427	758,865	20,292	19,520	9/30/2018	18,237	757,756	19,372	19,236	9/29/2019	18,102	804,252	18,240	20,423	9/27/2020		186,471	#DIV/0!	#DIV/0!
10/1/2017	21,385	780,250			10/7/2018	23,738	781,494			10/6/2019	24,163	828,415			10/4/2020		186,471		
10/8/2017	16,750	797,000			10/14/2018	22,453	803,947			10/13/2019	20,484	848,899			10/11/2020		186,471		
10/15/2017	21,496	818,496			10/21/2018	15,409	819,356			10/20/2019	19,076	867,975			10/18/2020		186,471		
10/22/2017	20,743	839,239			10/28/2018	17,427	836,783	19,757		10/27/2019	15,549	883,524	19,818		10/25/2020		186,471	#DIV/0!	
10/29/2017	18,555	857,794		19,786	11/4/2018	22,653	859,436			11/3/2019	22,599	906,123			11/1/2020		186,471		
11/5/2017	23,362	881,156			11/11/2018	19,280	878,716			11/10/2019	19,339	925,462			11/8/2020		186,471		
11/12/2017	17,542	898,698			11/18/2018	21,321	900,037			11/17/2019	18,397	943,859			11/15/2020		186,471		
11/19/2017	15,725	914,423			11/25/2018	17,557	917,594	20,203		11/24/2019	16,264	960,123	19,150		11/22/2020		186,471		
11/26/2017	51,994	966,417	27,156		12/2/2018	26,601	944,195			12/1/2019	23,969	984,092			11/29/2020		186,471	#DIV/0!	
12/3/2017	21,041	987,458			12/9/2018	18,188	962,383			12/8/2019	24,168	1,008,260			12/6/2020		186,471		
12/10/2017	18,369	1,005,827			12/16/2018	24,638	987,021			12/15/2019	23,231	1,031,491			12/13/2020		186,471		
12/17/2017	18,207	1,024,034			12/23/2018	22,614	1,009,635			12/22/2019	20,129	1,051,620			12/20/2020		186,471		
12/24/2017	43,803	1,067,837			12/30/2018	27,164	1,036,799	23,841	21,465	12/29/2019	28,480	1,080,100	23,995	21,219	12/27/2020		186,471	#DIV/0!	#DIV/0!
12/31/2017	23,054	1,090,891	24,895	23,716															
<Budget Amount 18,355					<Budget Amount 19,696					<Budget Amount 20,598					<Budget Amount 20,926				
<90% of Budget 16,520					<90% of Budget 17,726					<90% of Budget 18,538					<90% of Budget 18,833				
<80% of Budget 14,684					<80% of Budget 15,757					<80% of Budget 16,478					<80% of Budget 16,741				
>110% of Budget 20,191					>110% of Budget 21,666					>110% of Budget 22,658					>110% of Budget 23,019				
>120% of Budget 22,026					>120% of Budget 23,635					>120% of Budget 24,718					>120% of Budget 25,111				

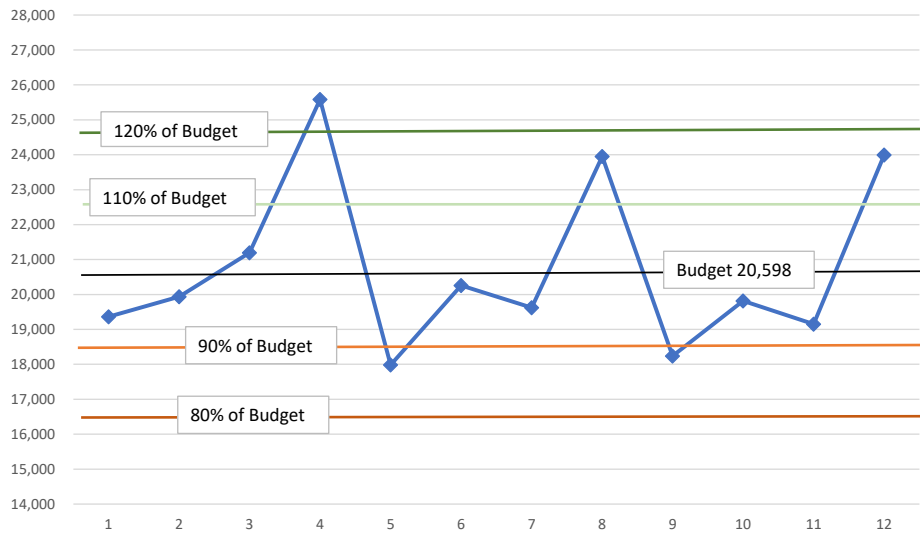
2017 Average Weekly Giving by Month



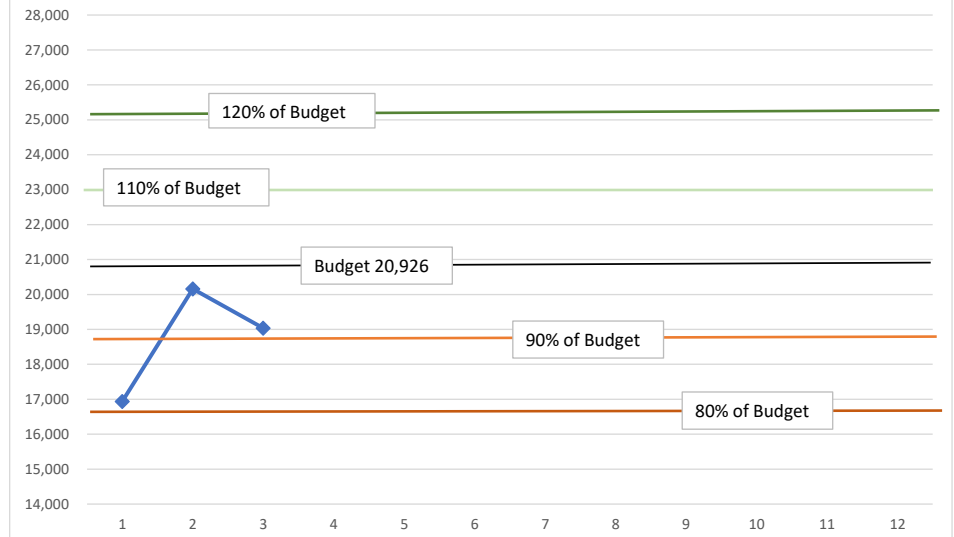
2018 Average Weekly Giving by Month



2019 Average Weekly Giving by Month

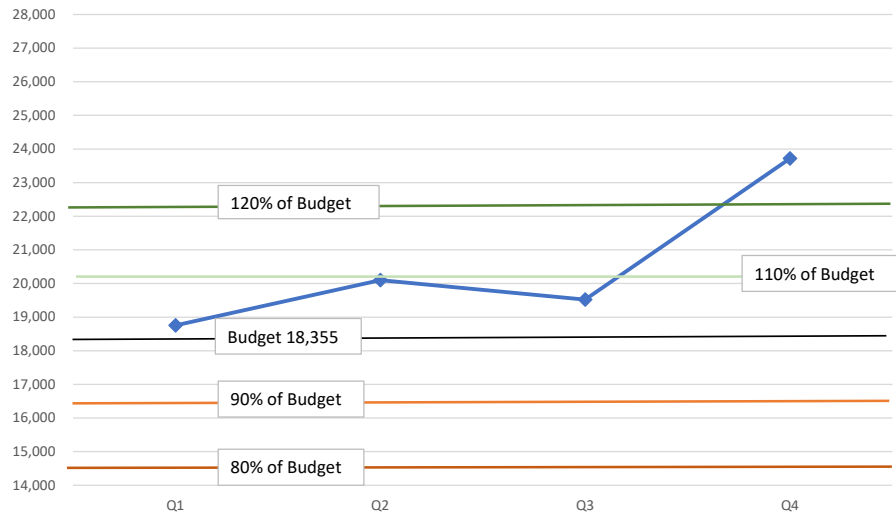


2020 Average Weekly Giving by Month

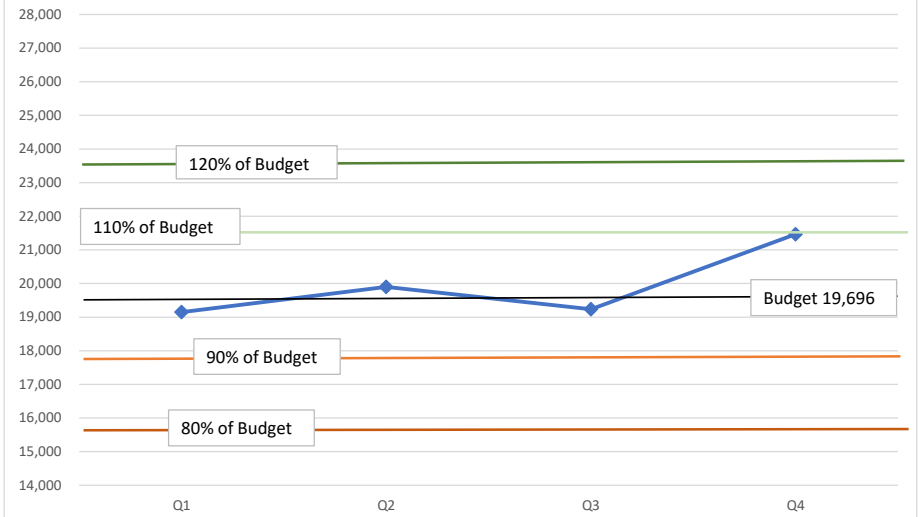




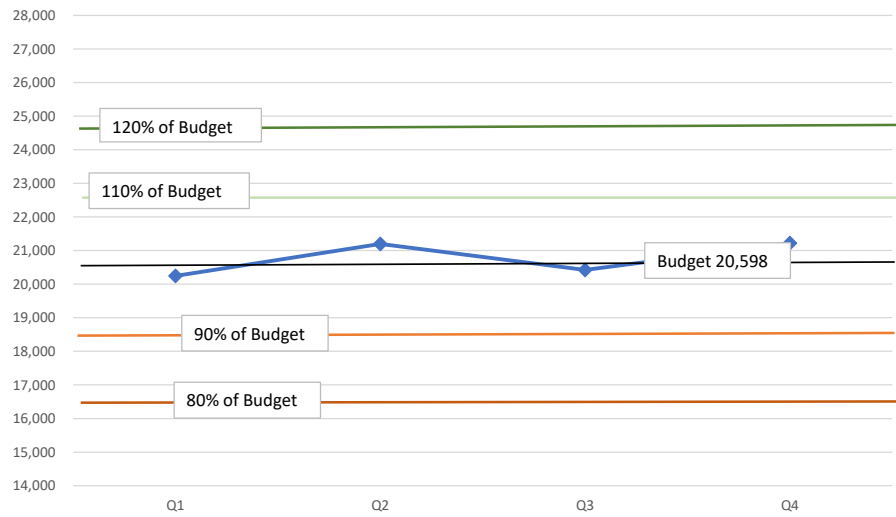
2017 Average Weekly Giving by Quarter



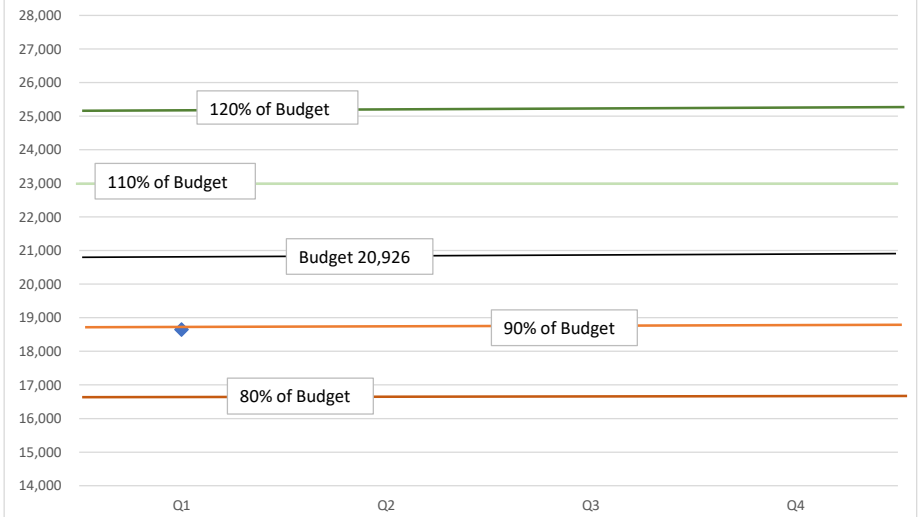
2018 Average Weekly Giving by Quarter



2019 Average Weekly Giving by Quarter



2020 Average Weekly Giving by Quarter



## Giving Comparison through Mid March

### 2019

	Amount	% Of Total	Breakdown			
			<1,000	1,000 - 1,999	2,000 - 2,999	3,000 +
<b>Active Member</b>	<b>\$158,146</b>	<b>67%</b>	<b>\$56,140</b>	<b>\$36,075</b>	<b>\$19,263</b>	<b>\$46,668</b>
# of Giving Units	165		116	34	8	7
Amount/giving Unit	\$958		\$484	\$1,061	\$2,408	\$6,667
			35%	23%	12%	30%
<b>Regular Attender</b>	<b>\$54,668</b>	<b>23%</b>	<b>\$21,287</b>	<b>\$16,721</b>	<b>\$9,100</b>	<b>\$7,560</b>
# of Giving Units	81		63	12	4	2
Amount/giving Unit	\$675		\$338	\$1,393	\$2,275	\$3,780
			39%	31%	17%	14%
<b>Other</b>	<b>\$23,483</b>	<b>10%</b>				
<b>Total</b>	<b>\$236,297</b>					

### 2020

	Amount	% Of Total	Breakdown			
			<1,000	1,000 - 1,999	2,000 - 2,999	3,000 +
<b>Active Member</b>	<b>\$126,682</b>	<b>60%</b>	<b>\$44,246</b>	<b>\$35,576</b>	<b>\$24,277</b>	<b>\$22,583</b>
# of Giving Units	153		109	28	10	6
Amount/giving Unit	\$828		\$406	\$1,271	\$2,428	\$3,764
			35%	28%	19%	18%
<b>Regular Attender</b>	<b>\$61,092</b>	<b>29%</b>	<b>\$19,315</b>	<b>\$25,340</b>	<b>\$9,422</b>	<b>\$7,015</b>
# of Giving Units	90		65	19	4	2
Amount/giving Unit	\$679		\$297	\$1,334	\$2,356	\$3,508
			32%	41%	15%	11%
<b>Other</b>	<b>\$23,483</b>	<b>11%</b>				
<b>Total</b>	<b>\$211,257</b>					

### 2019 - Normalized

	Amount	% Of Total	Breakdown			
			<1,000	1,000 - 1,999	2,000 - 2,999	3,000 +
<b>Active Member</b>	<b>\$139,674</b>	<b>64%</b>	<b>\$56,140</b>	<b>\$36,075</b>	<b>\$19,263</b>	<b>\$28,196</b>
# of Giving Units	165		116	34	8	7
Amount/giving Unit	\$847		\$484	\$1,061	\$2,408	\$4,028
			40%	26%	14%	20%
<b>Regular Attender</b>	<b>\$54,668</b>	<b>25%</b>	<b>\$21,287</b>	<b>\$16,721</b>	<b>\$9,100</b>	<b>\$7,560</b>
# of Giving Units	81		63	12	4	2
Amount/giving Unit	\$675		\$338	\$1,393	\$2,275	\$3,780
			39%	31%	17%	14%
<b>Other</b>	<b>\$23,483</b>	<b>11%</b>				
<b>Total</b>	<b>\$217,825</b>					

### 2020

	Amount	% Of Total	Breakdown			
			<1,000	1,000 - 1,999	2,000 - 2,999	3,000 +
<b>Active Member</b>	<b>\$126,682</b>	<b>60%</b>	<b>\$44,246</b>	<b>\$35,576</b>	<b>\$24,277</b>	<b>\$22,583</b>
# of Giving Units	153		109	28	10	6
Amount/giving Unit	\$828		\$406	\$1,271	\$2,428	\$3,764
			35%	28%	19%	18%
<b>Regular Attender</b>	<b>\$61,092</b>	<b>29%</b>	<b>\$19,315</b>	<b>\$25,340</b>	<b>\$9,422</b>	<b>\$7,015</b>
# of Giving Units	90		65	19	4	2
Amount/giving Unit	\$679		\$297	\$1,334	\$2,356	\$3,508
			32%	41%	15%	11%
<b>Other</b>	<b>\$23,483</b>	<b>11%</b>				
<b>Total</b>	<b>\$211,257</b>					

Note: Removed one time gift of 18,474 from Active Member



# Social Media Policy

## Purpose of Policy

This policy provides parameters in order to guide church staff, team members, employees, volunteers, and church leaders when social media tools are used on behalf of Ebenezer Bible Fellowship Church.

## Social Media Tips

- Be selective! There are a variety of digital platforms available. Use the right medium for the message. For example, don't use a Facebook post to communicate sensitive or private information.
- Be smart! A blog, community post, or social media post is often visible to the entire public and can/will be shared by others in various ways that cannot be controlled at any level. Be extremely wise with all content posted.
- Use grace! Always use Biblical wisdom when utilizing social media. For example, if someone has offended you, consider speaking with them privately on the matter. Do not post offense responses publicly.
- In using social media, keep in mind biblical truth, our faith and order and how Christ would want each of us to conduct ourselves.
- Ask us! In areas where this policy does not provide a direct answer for how members of our church should answer social media questions, please check with Ebenezer Bible Fellowship Church's leadership team before speaking as a representative of the church.

## Use of Social Media

- All of Ebenezer Bible Fellowship Church policies, including harassment, confidentiality, and software use, apply in the extensive use of social media.
- Team members who misuse the Ebenezer Bible Fellowship Church social media resources in ways that violate the law or other ministry policies are subject to immediate disciplinary action.

## Guidelines

- Employees/volunteers who are interested in representing Ebenezer Bible Fellowship Church must first be approved by the Board of Elders.
- Social media postings should never disclose sensitive or confidential information, unless written consent to share said information is obtained from the individual it concerns. This includes but is not limited to personal and/or medical information.
- Please refrain from posting photos of individuals or identifying those individuals on Ebenezer Bible Fellowship Church's social media pages without their written consent prior to posting. Written consent can be submitted via email or text. If written consent is not received, the individual using the social media is responsible for disabling the "tagging" feature of photos posted on the ministry's page. If the photos reference a location, that information must be deleted as well.
- Copyright and Fair Use Laws must be respected at all times. Feel free to point or link to another individual's site, not post or blog about it like it is your own content.
- If any posted material concerning Ebenezer Bible Fellowship Church seems to be illegal (e.g. child or elder abuse, etc.) team members should contact church leadership immediately.
- Prior to posting any information concerning any of our missionaries, those postings should have permission from the missionary of concern.
- Employees and volunteers serving in the children and youth ministries must keep their professional image in mind at all times. Online conduct, comments, behavior, etc. affects this image.
- Ebenezer Bible Fellowship Church recognizes that there is significant use of social media by youth today. However, due to the potential for misinterpretation of the relationship and vulnerability of youth, we discourage staff members and volunteers from accepting invitations to "friend" youth group members within personal networking sites. Should a staff member of the youth group determine that accepting an invitation to "friend" a youth group member, they should advise both their parent as well as the Youth Pastor prior to accepting the invitation.
- Employees and volunteers are solely responsible for the content they publish online, including content from their own social media pages. It must be absolutely clear that all views/posts do not reflect Ebenezer Bible Fellowship Church, but are reflective of themselves.
- Remember that your online presence and posts can have the potential to affect the ministry of Ebenezer Bible Fellowship Church. For this reason, it is imperative

that you conduct your online interactions in accordance with this Policy, other Ebenezer Bible Fellowship Church Policies and the BFC Faith and Order. If you have any questions in this area, inquire with the leadership team for clarity.

- When in doubt, be positive! Whether someone has posted something mean, rude or distasteful, take the high road at all times.
- In the event of a crisis, contact church leadership prior to responding to any posting or comments relating to the crisis.

### **Public Relations Guidelines**

- Church communications may not be used for partisan political messages or paid advertising.
- Ebenezer Bible Fellowship Church Board of Elders may designate individuals to facilitate all external communication channels on behalf of the Church. Only those authorized may coordinate communications with members of the media on behalf of Ebenezer Bible Fellowship Church. Primary communication should be through our Senior Pastor or other Pastors as appropriate. Further delegation would need approval of the Board of Elders.
- Any external communication from the Church office regarding serious or unexpected incidents must be approved by church leadership and follow these guidelines.
- Always use Ebenezer Bible Fellowship Church's official name and logo. These branding items must be approved prior to official use.

### **Where Do These Guidelines Apply?**

This policy applies to all online and mobile platforms for sharing content and information, whether hosted by Ebenezer Bible Fellowship Church or hosted by others. "Social media" refers to social networking services, short-message services, message boards, wikis, podcasts, image/video sharing sites and other methods for sharing real time information among users. Due to the ever-changing speed of social media, this policy applies to all new social media platforms, whether or not they are mentioned. All social media platforms are relevant and included.