



EBENEZER
BIBLE FELLOWSHIP CHURCH

Board of Elders Meeting July 16, 2018

Opening & Prayer

Pastor Tim opened the meeting in prayer.

Roll Call

- The following elders were **present**: Tim Gibson, Pat Barry, Dick Bickings, Dennis Flanagan, Tom Galloway, Kevin Hardy, Jeremy Harkins, Scott Holwick, Chris Jones, Phil Norris, Mike Notary, Shawn Sommons
- The following elders were **absent**: Swannie Griffin, Byron Roth

Prayer Time: The Elders prayed together for our Shepherd's lists.

Approval of Minutes

A motion was made to approve the minutes from the Elders Meeting held June 11, 2018, it was seconded and passed.

Financial Report - June 2018 (Attachment# 1)

The motion was made to approve this financial report, it was seconded and passed unanimously. Byron Roth was absent but the elders discussed the following

- Giving is \$9,000 above budget for June
- Giving is \$2,000 under budget YTD
- Shawn Sommons thanked the Lord in prayer for his provision

Discussion Items:

- 1) **Ushers Discussion** (Kevin Hardy)
 - Kevin met with Rob Christiansen and asked the following questions:
 - How many men are needed?
 - What does the usher ministry entail?
 - Kevin put together a document highlighting the usher ministry (*Attachment# 2*)
- 2) **Ministry Job Descriptions** – The elders voted on the following **Ministry Statement** to be incorporated within each Ministry Description Document as they are developed: *“We the elders of EBFC believe that formal church membership signifies a personal commitment to the local Body of Christ and therefore, we strongly encourage everyone who is regularly serving in any ministry at EBFC to pursue this membership.”* **Motion made to receive this statement, seconded and passed unanimously.**
- 3) **Bethlehem Christian School Status**
 - BCS enrollment is short 60 students
 - Brenda Hillman, new Head of School, will be presented to the congregation Sunday (7/22) and we will pray for BCS

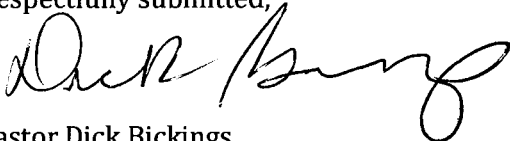
- 4) Outdoor Service Weekend (Pastor Jeremy)
- Pastor Jeremy presented two options for the sound system to be used for the outdoor service (*Attachment 3*)
 - We rent a sound system for \$2,500 in addition to \$400-\$600 setup fees.
 - We purchase our own quality BOSE system for \$4,076
 - Motion made to provide Pastor Jeremy with a sum not to exceed \$5,000 to purchase a system as outlined in the second option. **Seconded and passed unanimously.**
- 5) Semi-Annual Congregational Meeting & Church Picnic
- Aug 5, 4:00-7:00
 - Start with Worship songs
 - Byron Roth to give an update on the giving analysis of this year versus last year's giving
 - Ministry testimonies (example: DR Trip, VBS Week, LITC week, etc.)
 - BFC update from this year's annual BFC conference
 - Care list status and actions to be taken accordingly
- 6) Fall Men's Retreat (Pastor Dick)
- November 16-17 (@ Pinebrook)
- 7) Lynfield Team Update
- The Saturday Men's Bible study (12:00-1:30) changed to Thursday evening (6:30-8:00)

Pat Barry adjourned the meeting with prayer.

Pastoral Reports

- Pastor Mike Notary (*Attachment# 4*)

Respectfully submitted,



Pastor Dick Bickings
Secretary to the Board of Elders

EBENEZER BIBLE FELLOWSHIP CHURCH

BALANCE SHEET VS. PRIOR YEAR

As of June 30, 2018

	TOTAL			
	AS OF JUN 30, 2018	AS OF JUN 30, 2017 (PY)	CHANGE	% CHANGE
ASSETS				
Current Assets				
Bank Accounts				
18000 Branch Banking & Trust	527,593.04	540,554.36	-12,961.32	-2.40 %
18002 BB&T Certificates of Deposit	67,827.42	67,770.97	56.45	0.08 %
19000 M&T Bank Savings	93,091.69	92,998.65	93.04	0.10 %
19001 M&T Bank Checking	5,375.67	5,375.67	0.00	0.00 %
Total Bank Accounts	\$693,887.82	\$706,699.65	\$ -12,811.83	-1.81 %
Total Current Assets	\$693,887.82	\$706,699.65	\$ -12,811.83	-1.81 %
TOTAL ASSETS	\$693,887.82	\$706,699.65	\$ -12,811.83	-1.81 %
LIABILITIES AND EQUITY				
Liabilities				
Current Liabilities				
Other Current Liabilities				
100 Payroll Liabilities	-10,854.47	6,512.87	-17,367.34	-266.66 %
2111 Direct Deposit Liabilities	123.02	123.02	0.00	0.00 %
901 Building Fund	73,755.70	86,235.78	-12,480.08	-14.47 %
902 Capital Improvement Fund	-16,389.00	-5,464.95	-10,924.05	-199.89 %
903 Transportation Fund	388.00	268.00	120.00	44.78 %
904 Scholarships	3,769.44	2,676.00	1,093.44	40.86 %
905 Faith Promise	13,617.51	9,752.75	3,864.76	39.63 %
907 Benevolence Fund	15,807.11	14,482.03	1,325.08	9.15 %
908 Music Fund	373.06	374.20	-1.14	-0.30 %
909 Heyer Trust Fund	16,084.80		16,084.80	
911 Year End Accruals	8,480.16	8,480.16	0.00	0.00 %
912 Run for the Children	110.86	637.51	-526.65	-82.61 %
914 Health Care Accounts	4,218.30	2,862.96	1,355.34	47.34 %
915 Youth Summer Missions	4,385.57	5,998.87	-1,613.30	-26.89 %
Direct Deposit Payable	0.00		0.00	
Total Other Current Liabilities	\$113,870.06	\$132,939.20	\$ -19,069.14	-14.34 %
Total Current Liabilities	\$113,870.06	\$132,939.20	\$ -19,069.14	-14.34 %
Total Liabilities	\$113,870.06	\$132,939.20	\$ -19,069.14	-14.34 %
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	-128.32	40,170.80	-40,299.12	-100.32 %
Total Equity	\$580,017.76	\$573,760.45	\$6,257.31	1.09 %
TOTAL LIABILITIES AND EQUITY	\$693,887.82	\$706,699.65	\$ -12,811.83	-1.81 %

EBENEZER BIBLE FELLOWSHIP CHURCH

BALANCE SHEET CURRENT VS. PRIOR MONTH

As of June 30, 2018

	TOTAL			
	AS OF JUN 30, 2018	AS OF MAY 31, 2018 (PP)	CHANGE	% CHANGE
ASSETS				
Current Assets				
Bank Accounts				
18000 Branch Banking & Trust	527,593.04	547,249.71	-19,656.67	-3.59 %
18002 BB&T Certificates of Deposit	67,827.42	67,827.42	0.00	0.00 %
19000 M&T Bank Savings	93,091.69	93,084.04	7.65	0.01 %
19001 M&T Bank Checking	5,375.67	5,375.67	0.00	0.00 %
Total Bank Accounts	\$693,887.82	\$713,536.84	\$ -19,649.02	-2.75 %
Total Current Assets	\$693,887.82	\$713,536.84	\$ -19,649.02	-2.75 %
TOTAL ASSETS	\$693,887.82	\$713,536.84	\$ -19,649.02	-2.75 %
LIABILITIES AND EQUITY				
Liabilities				
Current Liabilities				
Other Current Liabilities				
100 Payroll Liabilities	-10,854.47	-8,481.27	-2,373.20	-27.98 %
2111 Direct Deposit Liabilities	123.02	123.02	0.00	0.00 %
901 Building Fund	73,755.70	73,031.70	724.00	0.99 %
902 Capital Improvement Fund	-16,389.00	-16,389.00	0.00	0.00 %
903 Transportation Fund	388.00	388.00	0.00	0.00 %
904 Scholarships	3,769.44	3,739.44	30.00	0.80 %
905 Faith Promise	13,617.51	17,172.31	-3,554.80	-20.70 %
907 Benevolence Fund	15,807.11	14,120.61	1,686.50	11.94 %
908 Music Fund	373.06	384.20	-11.14	-2.90 %
909 Heyer Trust Fund	16,084.80	18,494.55	-2,409.75	-13.03 %
911 Year End Accruals	8,480.16	8,480.16	0.00	0.00 %
912 Run for the Children	110.86	110.86	0.00	0.00 %
914 Health Care Accounts	4,218.30	4,467.91	-249.61	-5.59 %
915 Youth Summer Missions	4,385.57	1,837.07	2,548.50	138.73 %
Direct Deposit Payable	0.00	0.00	0.00	
Total Other Current Liabilities	\$113,870.06	\$117,479.56	\$ -3,609.50	-3.07 %
Total Current Liabilities	\$113,870.06	\$117,479.56	\$ -3,609.50	-3.07 %
Total Liabilities	\$113,870.06	\$117,479.56	\$ -3,609.50	-3.07 %
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	-128.32	15,911.20	-16,039.52	-100.81 %
Total Equity	\$580,017.76	\$596,057.28	\$ -16,039.52	-2.69 %
TOTAL LIABILITIES AND EQUITY	\$693,887.82	\$713,536.84	\$ -19,649.02	-2.75 %

Ebenezer Bible Fellowship Church

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

January - June, 2018

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
Revenue				
1100 Offerings / Gifts	490,126.83	492,400.00	-2,273.17	99.54 %
1400 Interest	199.78	240.00	-40.22	83.24 %
1700 Memorials	540.00	348.00	192.00	155.17 %
1900 Bethlehem Christian School	7,324.74	7,324.74	0.00	100.00 %
1901 Other Building Use		150.00	-150.00	
Total Revenue	\$498,191.35	\$500,462.74	\$ -2,271.39	99.55 %
GROSS PROFIT	\$498,191.35	\$500,462.74	\$ -2,271.39	99.55 %
Expenditures				
10000 Congregational Care Ministries	1,680.39	1,398.00	282.39	120.20 %
11000 Compensation	323,081.79	308,935.19	14,146.60	104.58 %
2000 General Church Finance	19,437.25	31,709.14	-12,271.89	61.30 %
3000 Discipleship Ministries	11,846.58	18,729.50	-6,882.92	63.25 %
5000 Evangelism Ministries	2,966.41	5,065.00	-2,098.59	58.57 %
6000 Missions	88,254.15	89,683.00	-1,428.85	98.41 %
7000 Deacon Ministries	41,596.88	74,261.00	-32,664.12	56.01 %
8000 Worship	1,986.93	5,465.00	-3,478.07	36.36 %
9000 Office Expenses	7,469.29	10,417.00	-2,947.71	71.70 %
Total Expenditures	\$498,319.67	\$545,662.83	\$ -47,343.16	91.32 %
NET OPERATING REVENUE	\$ -128.32	\$ -45,200.09	\$45,071.77	0.28 %
NET REVENUE	\$ -128.32	\$ -45,200.09	\$45,071.77	0.28 %

EBENEZER BIBLE FELLOWSHIP CHURCH

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

June 2018

	ACTUAL	TOTAL		% OF BUDGET
		BUDGET	OVER BUDGET	
Revenue				
1100 Offerings / Gifts	87,827.02	78,784.00	9,043.02	111.48 %
1400 Interest	28.34	60.00	-31.66	47.23 %
1700 Memorials	125.00	58.00	67.00	215.52 %
1900 Bethlehem Christian School	2,441.58	1,220.79	1,220.79	200.00 %
1901 Other Building Use		25.00	-25.00	
Total Revenue	\$90,421.94	\$80,147.79	\$10,274.15	112.82 %
GROSS PROFIT	\$90,421.94	\$80,147.79	\$10,274.15	112.82 %
Expenditures				
10000 Congregational Care Ministries	676.23	233.00	443.23	290.23 %
11000 Compensation	69,835.17	50,478.59	19,356.58	138.35 %
2000 General Church Finance	4,266.33	773.00	3,493.33	551.92 %
3000 Discipleship Ministries	2,873.80	3,068.00	-194.20	93.67 %
5000 Evangelism Ministries	25.00	1,260.00	-1,235.00	1.98 %
6000 Missions	23,143.13	23,025.50	117.63	100.51 %
7000 Deacon Ministries	3,952.61	26,057.00	-22,104.39	15.17 %
8000 Worship	126.04	3,567.00	-3,440.96	3.53 %
9000 Office Expenses	1,563.15	1,895.00	-331.85	82.49 %
Total Expenditures	\$106,461.46	\$110,357.09	\$ -3,895.63	96.47 %
NET OPERATING REVENUE	\$ -16,039.52	\$ -30,209.30	\$14,169.78	53.09 %
NET REVENUE	\$ -16,039.52	\$ -30,209.30	\$14,169.78	53.09 %

USHER

The usher will regularly participate in worship services and will assist with literature distribution; welcoming, directing and seating guests and others as needed; and collecting offerings.

Ministry Area/Department	Ushering
Position	Usher
Accountable To	Head Usher
Ministry Target	Congregation and guests
Position Is	Volunteer
Position May Be Filled By	Church member (we need to verify this/ confirm it)
Minimum Maturity Level	New, growing Christian
Spiritual Gifts	Serving, Hospitality, Mercy
Talents or Abilities Desired	Able to stand for periods of time • Enjoy greeting, seating people, and caring for others
Best Personality Traits	Dependable-leader or dependable-expresser • Hospitable • Gracious
Passion For	Serving and welcoming others
Length of Service Commitment	One year minimum

Anticipated Time Commitments

1. **Doing ministry/preparing for ministry:** one-and-a-half hours a week—may serve on a rotating schedule (e.g., every three months for a month or once every four weeks, etc.) Each team of ushers includes a total of 5-6 men for each worship service.
2. **Participating in meetings/training:** As needed periodically to ensure each usher is being held accountable to their responsibilities and the team is working well alongside each other and the greeters.

Responsibilities/Duties

1. Attend worship services.
2. Watch for and welcome guests.
3. Assist guests and members and latecomers with seating as needed.
4. Distribute literature as called upon, such as visitor packets, bulletins, sermon outlines, tracts, etc.
5. Receive tithes and offerings and leave them with the appropriate person.
6. Offer directions when needed.
7. Open doors and assist elderly and disabled individuals as needed.
8. Be the eyes and ears of the church body – being alert to needs, handling distractions/disruptions and notifying security of questionable behavior

Current Need for Additional Ushers

- **Five men** that are able to serve right before and during second service

Contact **Rob Christiansen**, Head Usher, wahoofan1969@gmail.com, 484-707-3945

Options for the Outdoor Service

1) We rent a sound system and lights:

It costs \$2500 in addition we would have fees of \$400- \$600 for set-up and take-down as well as technicians to run the sound and lighting with Event Staging. Cost can vary based on the type of lighting we would need for the service. The advantage would be less operating cost with our technicians and ease of set-up and tear-down.

2) We Purchase our own system:

Recently I found a sound system that produces enough volume and quality of sound for our outdoor service but would also be useful for any special events in gym, outdoor events (including outdoor service) as well as outreach events for LITC and any other opportunities. A quality BOSE system on sale for \$4,076 (high quality and portable). We would still require our own board and monitors but they are much cheaper than the actual amps and subs. The amps and subs would produce a quality level equivalent to almost the full length of the tent for the outdoor service.

Note: we do need to take into consideration cost for lighting for the concert, but the advantage will be that we will own the system and it will pay itself off within 2 years of use.

MERGE Ministry Update: June-July 2018

Upcoming Dates:

June 16-20 – LITC in Lynfield

June 24th – Summer Missions Testimony Night @ MERGE Youth Group

Aug. 2nd – Youth Staff Dinner/Meeting

Aug. 17th – Illuminite

Aug. 28th – Red Carpet Night @ MERGE Youth Group

Current Study Series:

We continue to work through our 1 Cor. Study during our Tues. youth group nights. We will likely spend the rest of the summer and majority of our Fall Semester completing this series. It was the leaderships intention that we would take time working through Paul's letter to the church in Corinth as we see how God is challenging us even today to grow in spiritual maturity, knowledge, and love. Most recently we've been addressing the topic of Christian freedom as we see Paul challenge the church in Corinth to practice freedom through love and not simply opportunity. I have been personally challenged by these times as I realize I am more often concerned about what I want to do, what I am allowed to do, and what is best for me with little regard to my Christian brothers and sisters beside me. Praise God for the faithfulness of His Son who practiced His freedom by surrendering His life for ours. Please continue to pray that God would grow us individually and corporately as we are challenged by His Word and led by His Spirit.

Summer Schedule:

Summer is in full swing. We have been blessed to have a number of service opportunities for our youth. We saw 20+ youth serve in our VBS program. It was wonderful to see youth use their God given talents to serve the Lord alongside each other. 7 youth participated in our DR mission trip as well. Our LITC week in Lynfield has just begun and we currently have 15-20 youth serving during this time. I am continually reminded in these times that God has put us all on mission. His intention for salvation in our lives is not simply that we wait for His eternal glory but that we actively participate in His restorative work even now. My prayer is that during these times our youth would experience the blessings of being the hands and feet of Christ as they minister within our church walls, in our city, and throughout the world.

Student Leadership:

Our G3 Student Leadership group has taken a break for our summer as many are traveling, transitioning to college, and serving in various mission opportunities. As Jenn and I continue to evaluate our vision for student leadership we remain committed to challenging youth to grow in knowledge, service, and maturity. When the school year begins we will continue to work through the Gospel Series from New Growth Press. The series focuses on gospel growth, gospel identity, and gospel love. As we unpack the depths of the good news of Jesus Christ we pray that our youth would understand how much their Lord and Savior loves them and how wonderfully He's purposed their lives.

Youth Volunteer Staff:

Many of our volunteer youth staff have committed to serving another year in our ministry. I am continually humbled by the faithful service of all of our volunteers. I know that they are appreciated by our youth as well and have made a tremendous impact on their lives. We are losing a few volunteer leaders due to season of life changes. With that in mind, please pray that God would raise up some new volunteers. While we are excited to see what God will do in the next stages for our volunteers who are transitioning out of youth ministry, we realize their presence will be missed and gaps will need to be filled. We are trusting that God is preparing the hearts of those He desires to serve within the youth ministry of EBFC. We have begun planning our annual leader retreat for the fall. Please pray that this would be a refreshing time for leaders to be encouraged, united, and transformed by the grace of Christ.

Individual Discipleship:

While this aspect of our ministry seems to be a lot more “free form”, we have found it to be a tremendous blessing. Jenn continues to build relationships with many of the girls in our ministry. She is sad to see many of our graduating seniors leave for college but has been able to be involved in a summer college girls Bible study that she has enjoyed. I have spent some time meeting with a few high school boys and will continue to pursue opportunities for more one on one discipleship opportunities. I am excited to see how God continues to connect youth with other adults outside of our ministry as well. We are fully committed to a model of discipleship that extends far beyond the walls of youth ministry but embraces the entirety of God’s Church. Many of our youth are developing relationships with adults through mission opportunities that have provided discipleship opportunities as well.

Personal Thoughts:

June 1st marked the year anniversary of our arrival to EBFC. As we look back we are amazed at all that God has done in the lives of our family and those at EBFC. We are so thankful for God’s provision and eager to see what He has in store for us in the years ahead. Our relationships with the staff and their families have been such a blessing. Our boys will be heading into their second year at Farmersville Elementary School in the Bethlehem Area School District and we ask that you would pray that they would shine the light of Christ in the public schools here in Bethlehem. We are praying that God would allow us to develop relationships with other parents at the school in order to share the love of Christ with those in our community. Thank you for your continued prayers and support as we have worshipped, served, and grown with you this past year.