



EBENEZER  
BIBLE FELLOWSHIP CHURCH

## Board of Elders Meeting August 13, 2018

### Opening & Prayer

Swannie Griffin opened the meeting in prayer.

### Roll Call

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

**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 July 16, 2018, it was seconded and passed.

### Financial Report - July 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

- To date, we are doing well and only \$4500 below our income budget, but expenses are also below budget.

### Discussion Items:

#### 1) Semi-Annual Meeting Debrief

- Question by a congregant resulting from how the pastoral gift was presented to the congregation.
- Pat Barry will explain more fully in the next congregational meeting

#### 2) Fork Township Church Plant (Swannie Griffin)

- Tim Zuck needs \$30,000 to renovate a place where they will be renting and moving into (former childcare facility)
- Mission Committee has committed \$5,000 (from Faith Promise), and is requesting the elder board to approve a \$5,000 match. **Motion** made that the elder board approve a matching \$5,000 to the Mission Committee's \$5,000 pending Dave Gundrum's approval, **seconded** and **passed unanimously**.

#### 3) Rachel Marks Leaving, and Replacement Proposal (Dick Bickings) (Attachment 2)

- Rachel Marks announced to the PRC that she will be stepping down from her responsibilities as Office Assistant and Kids Crossing Coordinator to take on the responsibilities of a stay-at-home mom. Therefore, a proposal for two new positions was given to the elders (*Attachment #2*).
- As a result, the Elder's made a **motion** to receive the proposals, to hire an Office Assistant and a Children's Ministry Director as per the associated job descriptions, **seconded** and **passed unanimously**.
- Elders asked that the jobs be posted for 2 weeks internally. [*Note: after this elders meeting, an appeal was made to the elders (Attachment #3) to allow these positions to be handpicked and not posted, and the elders agreed.*]

4) Foyer Renovations

- Elders made a **motion** for the property committee to explore ways of renovating the foyer, **seconded** and **passed unanimously**.

5) Parsonage Usage

- Elders made a **motion** to have the Property Committee sell the parsonage, **seconded** and **passed unanimously**.

**Phil Norris adjourned the meeting with prayer.**

**Pastoral Reports**

- Pastor Tim Gibson (*Attachment# 4*)
- Pastor Dick Bickings (*Attachment# 5*)
- Pastor Mike Notary (*none submitted*)
- Pastor Jeremy Harkins (*Attachment# 6*)

Respectfully submitted,



Pastor Dick Bickings  
Secretary to the Board of Elders

# EBENEZER BIBLE FELLOWSHIP CHURCH

*Attachment #1*

## BALANCE SHEET VS. PRIOR YEAR

As of July 31, 2018

	TOTAL			
	AS OF JUL 31, 2018	AS OF JUL 31, 2017 (PY)	CHANGE	% CHANGE
<b>ASSETS</b>				
Current Assets				
Bank Accounts				
18000 Branch Banking & Trust	555,609.81	523,296.65	32,313.16	6.17 %
18002 BB&T Certificates of Deposit	67,827.42	67,770.97	56.45	0.08 %
19000 M&T Bank Savings	93,099.60	93,006.55	93.05	0.10 %
19001 M&T Bank Checking	5,375.67	5,375.67	0.00	0.00 %
<b>Total Bank Accounts</b>	<b>\$721,912.50</b>	<b>\$689,449.84</b>	<b>\$32,462.66</b>	<b>4.71 %</b>
<b>Total Current Assets</b>	<b>\$721,912.50</b>	<b>\$689,449.84</b>	<b>\$32,462.66</b>	<b>4.71 %</b>
<b>TOTAL ASSETS</b>	<b>\$721,912.50</b>	<b>\$689,449.84</b>	<b>\$32,462.66</b>	<b>4.71 %</b>
<b>LIABILITIES AND EQUITY</b>				
Liabilities				
Current Liabilities				
Other Current Liabilities				
100 Payroll Liabilities	-12,537.33	6,730.86	-19,268.19	-286.27 %
2111 Direct Deposit Liabilities	123.02	123.02	0.00	0.00 %
901 Building Fund	74,251.70	67,463.51	6,788.19	10.06 %
902 Capital Improvement Fund	-16,389.00	-5,464.95	-10,924.05	-199.89 %
903 Transportation Fund	488.00	268.00	220.00	82.09 %
904 Scholarships	3,869.44	2,716.00	1,153.44	42.47 %
905 Faith Promise	14,774.59	12,072.75	2,701.84	22.38 %
907 Benevolence Fund	14,178.33	13,044.37	1,133.96	8.69 %
908 Music Fund	334.10	374.20	-40.10	-10.72 %
909 Heyer Trust Fund	13,057.53		13,057.53	
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	2,582.45	1,635.85	63.34 %
915 Youth Summer Missions	3,763.57	5,240.50	-1,476.93	-28.18 %
Direct Deposit Payable	0.00	0.00	0.00	
<b>Total Other Current Liabilities</b>	<b>\$108,723.27</b>	<b>\$114,268.38</b>	<b>\$ -5,545.11</b>	<b>-4.85 %</b>
<b>Total Current Liabilities</b>	<b>\$108,723.27</b>	<b>\$114,268.38</b>	<b>\$ -5,545.11</b>	<b>-4.85 %</b>
<b>Total Liabilities</b>	<b>\$108,723.27</b>	<b>\$114,268.38</b>	<b>\$ -5,545.11</b>	<b>-4.85 %</b>
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	33,043.15	41,591.81	-8,548.66	-20.55 %
<b>Total Equity</b>	<b>\$613,189.23</b>	<b>\$575,181.46</b>	<b>\$38,007.77</b>	<b>6.61 %</b>
<b>TOTAL LIABILITIES AND EQUITY</b>	<b>\$721,912.50</b>	<b>\$689,449.84</b>	<b>\$32,462.66</b>	<b>4.71 %</b>

# EBENEZER BIBLE FELLOWSHIP CHURCH

## BALANCE SHEET CURRENT VS. PRIOR MONTH

As of July 31, 2018

	TOTAL			
	AS OF JUL 31, 2018	AS OF JUN 30, 2018 (PP)	CHANGE	% CHANGE
<b>ASSETS</b>				
Current Assets				
Bank Accounts				
18000 Branch Banking & Trust	555,609.81	527,593.04	28,016.77	5.31 %
18002 BB&T Certificates of Deposit	67,827.42	67,827.42	0.00	0.00 %
19000 M&T Bank Savings	93,099.60	93,091.69	7.91	0.01 %
19001 M&T Bank Checking	5,375.67	5,375.67	0.00	0.00 %
<b>Total Bank Accounts</b>	<b>\$721,912.50</b>	<b>\$693,887.82</b>	<b>\$28,024.68</b>	<b>4.04 %</b>
<b>Total Current Assets</b>	<b>\$721,912.50</b>	<b>\$693,887.82</b>	<b>\$28,024.68</b>	<b>4.04 %</b>
<b>TOTAL ASSETS</b>	<b>\$721,912.50</b>	<b>\$693,887.82</b>	<b>\$28,024.68</b>	<b>4.04 %</b>
<b>LIABILITIES AND EQUITY</b>				
Liabilities				
Current Liabilities				
Other Current Liabilities				
100 Payroll Liabilities	-12,537.33	-10,854.47	-1,682.86	-15.50 %
2111 Direct Deposit Liabilities	123.02	123.02	0.00	0.00 %
901 Building Fund	74,251.70	73,755.70	496.00	0.67 %
902 Capital Improvement Fund	-16,389.00	-16,389.00	0.00	0.00 %
903 Transportation Fund	488.00	388.00	100.00	25.77 %
904 Scholarships	3,869.44	3,769.44	100.00	2.65 %
905 Faith Promise	14,774.59	13,617.51	1,157.08	8.50 %
907 Benevolence Fund	14,178.33	15,807.11	-1,628.78	-10.30 %
908 Music Fund	334.10	373.06	-38.96	-10.44 %
909 Heyer Trust Fund	13,057.53	16,084.80	-3,027.27	-18.82 %
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	4,218.30	0.00	0.00 %
915 Youth Summer Missions	3,763.57	4,385.57	-622.00	-14.18 %
Direct Deposit Payable	0.00	0.00	0.00	
<b>Total Other Current Liabilities</b>	<b>\$108,723.27</b>	<b>\$113,870.06</b>	<b>\$ -5,146.79</b>	<b>-4.52 %</b>
<b>Total Current Liabilities</b>	<b>\$108,723.27</b>	<b>\$113,870.06</b>	<b>\$ -5,146.79</b>	<b>-4.52 %</b>
<b>Total Liabilities</b>	<b>\$108,723.27</b>	<b>\$113,870.06</b>	<b>\$ -5,146.79</b>	<b>-4.52 %</b>
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	33,043.15	-128.32	33,171.47	25,850.58 %
<b>Total Equity</b>	<b>\$613,189.23</b>	<b>\$580,017.76</b>	<b>\$33,171.47</b>	<b>5.72 %</b>
<b>TOTAL LIABILITIES AND EQUITY</b>	<b>\$721,912.50</b>	<b>\$693,887.82</b>	<b>\$28,024.68</b>	<b>4.04 %</b>

# Ebenezer Bible Fellowship Church

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

January - July, 2018

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
<b>Revenue</b>				
1100 Offerings / Gifts	584,010.58	590,880.00	-6,869.42	98.84 %
1400 Interest	229.08	270.00	-40.92	84.84 %
1700 Memorials	640.00	406.00	234.00	157.64 %
1900 Bethlehem Christian School	7,324.74	8,545.53	-1,220.79	85.71 %
1901 Other Building Use		175.00	-175.00	
<b>Total Revenue</b>	<b>\$592,204.40</b>	<b>\$600,276.53</b>	<b>\$ -8,072.13</b>	<b>98.66 %</b>
<b>GROSS PROFIT</b>	<b>\$592,204.40</b>	<b>\$600,276.53</b>	<b>\$ -8,072.13</b>	<b>98.66 %</b>
<b>Expenditures</b>				
10000 Congregational Care Ministries	1,722.97	1,630.00	92.97	105.70 %
11000 Compensation	371,457.05	359,508.78	11,948.27	103.32 %
2000 General Church Finance	23,821.64	33,093.14	-9,271.50	71.98 %
3000 Discipleship Ministries	12,970.96	20,843.50	-7,872.54	62.23 %
5000 Evangelism Ministries	3,726.41	6,130.00	-2,403.59	60.79 %
6000 Missions	88,290.80	90,046.00	-1,755.20	98.05 %
7000 Deacon Ministries	46,540.02	94,775.07	-48,235.05	49.11 %
8000 Worship	2,018.71	5,632.00	-3,613.29	35.84 %
9000 Office Expenses	8,612.69	11,737.00	-3,124.31	73.38 %
<b>Total Expenditures</b>	<b>\$559,161.25</b>	<b>\$623,395.49</b>	<b>\$ -64,234.24</b>	<b>89.70 %</b>
<b>NET OPERATING REVENUE</b>	<b>\$33,043.15</b>	<b>\$ -23,118.96</b>	<b>\$56,162.11</b>	<b>-142.93 %</b>
<b>NET REVENUE</b>	<b>\$33,043.15</b>	<b>\$ -23,118.96</b>	<b>\$56,162.11</b>	<b>-142.93 %</b>

# EBENEZER BIBLE FELLOWSHIP CHURCH

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

July 2018

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
<b>Revenue</b>				
1100 Offerings / Gifts	93,883.75	98,480.00	-4,596.25	95.33 %
1400 Interest	29.30	30.00	-0.70	97.67 %
1700 Memorials	100.00	58.00	42.00	172.41 %
1900 Bethlehem Christian School		1,220.79	-1,220.79	
1901 Other Building Use		25.00	-25.00	
<b>Total Revenue</b>	<b>\$94,013.05</b>	<b>\$99,813.79</b>	<b>\$ -5,800.74</b>	<b>94.19 %</b>
<b>GROSS PROFIT</b>	<b>\$94,013.05</b>	<b>\$99,813.79</b>	<b>\$ -5,800.74</b>	<b>94.19 %</b>
<b>Expenditures</b>				
10000 Congregational Care Ministries	42.58	232.00	-189.42	18.35 %
11000 Compensation	48,375.26	50,573.59	-2,198.33	95.65 %
2000 General Church Finance	4,384.39	1,384.00	3,000.39	316.79 %
3000 Discipleship Ministries	1,124.38	2,114.00	-989.62	53.19 %
5000 Evangelism Ministries	760.00	1,065.00	-305.00	71.36 %
6000 Missions	36.65	363.00	-326.35	10.10 %
7000 Deacon Ministries	4,943.14	20,514.07	-15,570.93	24.10 %
8000 Worship	31.78	167.00	-135.22	19.03 %
9000 Office Expenses	1,143.40	1,320.00	-176.60	86.62 %
<b>Total Expenditures</b>	<b>\$60,841.58</b>	<b>\$77,732.66</b>	<b>\$ -16,891.08</b>	<b>78.27 %</b>
<b>NET OPERATING REVENUE</b>	<b>\$33,171.47</b>	<b>\$22,081.13</b>	<b>\$11,090.34</b>	<b>150.23 %</b>
<b>NET REVENUE</b>	<b>\$33,171.47</b>	<b>\$22,081.13</b>	<b>\$11,090.34</b>	<b>150.23 %</b>

## Office Assistant & Children's Ministry Director – Proposal

8/10/18

Proposed:

**Office Assistant – Kristy Hard**

16 hr/week (M, T, Th, F, 9am-1pm)

\$13/hour

\$208/week

**Children's Ministry Director – Jennifer Schanely**

20 hr/week

\$16/hour

\$320/week

Tasks – all Kids Crossing Admin Rachel currently does plus:

- Leading Volunteer Recruitment/Training/Encouragement
- Teaching Sunday School
- Teaching Children's Church
- Teaching in Awana (1<sup>st</sup> Year), Leading Awana (2<sup>nd</sup> Year)
- Teaching/Leading VBS
- Leading Trip to Summer Camp Week
- Leading Trip to Winter Retreat Weekend
- Actively Upkeeping Resource Room

Desk – Jennie Flicker's old desk (in Heather's office)

**Benefits for Both Positions (as outlined in Employee Handbook which includes:)**

- 2 weeks paid vacation
- 9 paid holidays
- No medical benefits or sick days

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Past:

Rachel Marks:

15 hr/week – Kids Crossing Assistant, \$16.81/hour, \$252/week

20 hr/week – Office Assistant, \$11.75/hour, \$235/week

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35 hr/week, \$487/week (plus medical benefits & 3 weeks paid vacation)

Current:

Office Assistant & Kids Crossing Assistant (Rachel Marks)

28 hr/week

\$13.92/hour

\$390/week

Net Change (additional funds needed): ((\$208/wk (OA) + \$320/wk (CMD)) - \$390/wk (current combined tasks)) x 13 wks = \$1794 (\$138/wk through 2018)

For Reference: (Same level position as Proposed Children's Ministry Director)

Women's Ministry Coordinator (Laura Sommons)

20 hr/week, \$17.45/hour



# Children's Ministry Director

## Job Description

### **Purpose:**

- Provide a quality Children's Ministry at Ebenezer Bible Fellowship Church for children grade 5 and younger that teaches the Gospel message and biblical discipleship principals in engaging, age-appropriate ways.
- Recruit volunteers to fill all needed positions and equip them to fulfill their rolls including training, encouragement, support, etc
- Reports directly to the Pastor of Discipleship

### **Responsibilities:**

- Lead Volunteer Recruitment/Training/Encouragement
- Oversee Cross Time Sunday School classes and teach or fill-in when necessary
- Oversee Children's Church and teach or fill-in when necessary
- Oversee Awana clubs and participate as necessary
- Oversee VBS program and participate as necessary
- Lead Trip to Summer Camp Week, driving van or finding drivers for drop-off/pick-up daily
- Lead Trip to Winter Retreat Weekend, driving van or finding drivers, and counseling
- Actively Upkeep Resource Room keeping it clean/organized/stocked
- Create a welcoming environment for Children, Parents, and Volunteers
- Maintain Background Checks, Photo ID Badges, Safety & Security Procedures/Policies
- Attendance Tracking of all Children's Ministry events
- Maintain Children's Ministry Database
- Promote programs & events
- Update Kids Crossing Facebook Page, web page, web calendar, brochures, literature rack
- Email Parents & Volunteers weekly (or as needed) with appropriate updates & reminders
- Curriculum: Order as needed. Prepare it for teachers & students by posting electronic files where needed and storing paper copies where needed. Constantly evaluate current and prospective curriculum for effectiveness.
- Attend Staff Meetings (2x/month)
- Fulfill additional responsibilities as seen necessary by the pastors and elders

### **Prerequisites:**

- Spiritual maturity, Biblical knowledge, willing servant's heart, passion for ministry, teachable
- Leadership Ability
- Loves children and has experience in teaching them
- Ability to effectively recruit/train/encourage volunteers
- Organizational, administrative, and computer skills
- Member of Ebenezer Bible Fellowship Church
- In agreement with the BFC Faith & Order

### **Schedule:** 20hr/week

A work station will be provided and office hours will be necessary, however much of the job will be spent actively serving during events & activities which will often include evenings and Sunday mornings.

### **Compensation:** \$16/hour



# Office Assistant – Job Description

updated 8/27/18

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## Purpose

To provide clerical support for Ebenezer Bible Fellowship Church. Reports directly to the Office Administrator.

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## Responsibilities

- Reception: answer phones, greet & help office visitors, answer email, sort mail
  - Compile weekly email newsletter to the congregation
  - Update web site, facebook page, database
  - Update bulletin boards throughout the church
  - Post appropriate events on community web sites and with BFC
  - Record attendance, run reports, send visitor letters, send shut-in mailing
  - Stock pews in sanctuary weekly
  - Clean & stock conference room
  - Set up & maintain the Christmas Card Exchange
  - Assist the Office Administrator with projects:
    - copying curriculum, flyers, inserts, forms
    - making phone calls
    - purchasing
    - typing
    - assisting the pastors
    - stuffing bulletins
  - Fill in for the Office Administrator when she is on vacation (extra hours requested)
  - Other tasks as needed
- 

## Skills

- Must be very comfortable with and adept at using computers, internet, email, facebook
  - Working knowledge of Microsoft Word, PowerPoint, Publisher, Excel, Outlook.
  - Ability to learn to use a unique database program
  - Detail-oriented with the ability to produce work with few/no typos, grammatical errors, spelling mistakes, mathematical errors.
  - Friendly: good phone and personal skills
  - Takes initiative, responsible, organized
- 

## Qualifications

- Have a close personal relationship with Jesus Christ evidenced by the Fruit of the Spirit
  - Be team-oriented and teachable
  - Have personal character that demonstrates integrity and honesty
  - Member of Ebenezer Bible Fellowship Church
  - In agreement with the BFC Faith & Order
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## Commitment & Compensation

\$13/hour

16 hours/week

Preferred schedule: 9am-1pm, Mon, Tue, Thurs, Fri

Benefits as outlined in the Personnel Handbook including 2 weeks paid vacation and 9 paid holidays annually



Hey Dear Brothers,

Thank you so much for approving the two job proposals Monday night at our elder's meeting and as a result I hope to fill these positions by the beginning of October. But before I proceed, I wanted to get your wisdom on the following,,,

I know we discussed the reason behind posting them internally for two weeks, however, I would like to appeal that requirement, and would like to offer the positions to the candidates listed on the first page for the following reasons:

1. There is no requirement to post these positions by any external law nor is there any requirement stated in own internal Employee Handbook, By-laws, or BFC denomination (see email PDF below from Dave Allen). Also, see these links: <https://www.thebalancecareers.com/does-hr-have-to-post-job-openings-internally-1919177> & <https://idealisticareers.org/how-nonprofit-hiring-is-different-from-for-profit-hiring/>
2. Because of the importance of maintaining the privacy of sensitive information that circulates through the office with respect to the congregation as a whole, along with the more specific children's ministry clearance laws, we need people who are already involved serving in these ministries, and are active members with proven records that have been tested over time.
3. Because of the need to hit-the-ground-running in both areas of ministry, the necessity of minimal training is the most desirable. Both candidates listed are already veterans in the areas stated.
4. Our desire is to hire people who would be serving as volunteers whether or not the positions were available, and doing so because they desire to serve the body for the glory of God, not just because they are getting paid. I believe that both fit that description.

So there it is brothers, I will abide by and submit to the ruling of the elders, however, I would ask you to prayerfully consider my request.

Blessings,

**Dick Bickings**

*Pastor of Discipleship*

Ebenezer Bible Fellowship Church

3100 Hecktown Road

Bethlehem, PA 18020

(610) 868-5501 (phone)

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(484) 560-4318 (cell)

[APlaceForYou.org](http://APlaceForYou.org) (web)

[dick@aplaceforyou.org](mailto:dick@aplaceforyou.org) (email)

PDF



FW HR

Question.pdf

**Pastor Tim's Ministry Report**  
**August 13, 2018**

*Attachment # 4*

**Studying & Preaching:** We are moving right along in the Gospel of John on Sunday mornings. It is exciting to study this Gospel verse by verse. I truly am convinced that expository preaching is the way God intended His Word to be preached. Each week we are building upon what we have already studied. My prayer is that the Holy Spirit continues to work in our hearts and minds as His Word comes alive to us.

I am also teaching through the book of James on Wednesday night. This book provides a series of tests to evaluate whether faith is authentic or spurious. It is a practical book on Christian living and the works that should come along with our faith. We continue to have a small group each Wednesday night around 25-30. This is one of my favorite nights of fellowship around singing, the study of the Word and prayer.

**Counseling/Visitation:** I continue to provide counseling each week to those in need. I am averaging about 2-3 sessions each week. Marriage counseling seems to be the majority of the need. I also continue to reach out to those hurting in the hospitals.

**Upcoming Events:** In addition to my normal activities, I will be preparing for the following events.

- **Marriage retreat:** I'm excited to be speaking at a marriage retreat in September for Keith Strunk's Church in Hellertown. I am preparing three lessons: Christ honoring communication, Intimacy Interrupted, & Power Struggles in Parenting. I am hoping that there will be room for about 10 couples from our church to attend.
- **Quakertown Conference on Reformed Theology:** I am honored to be a speaker at this year's conference in Quakertown. The theme of the conference is "The Glory of the Cross." I was asked to be a breakout session speaker. My topic is "What ever happened to Hell?" I will be showing that the glory of the cross is salvation from an eternal damnation in a real Hell. I will interact with contemporary thought & false views of hell and present the biblical view of hell.
- **BFC convention:** The theme of this year's convention is "Expository Preaching." I will be the opening speaker giving a clear definition of expository preaching. I am on the committee that organized this conference.

**TLT/Church Planting:** I continue to serve on two TLT Church planting teams for Forks & Naples, FL. It is a joy to help and encourage the both Tim Zuck and Jason Filbert each quarter with prayer and support.

**Ebenezer Ministry:** As I look back over the last few months, I am encouraged to see Ebenezer growing spiritually. This is hard to measure, but I see a love for the Word and an excitement in attendance. I see people sharing their faith on a regular basis. I see and hear stories of people's lives being changed. I praise the Lord for continuing to work in our lives.

**Leadership Development:** I am currently encouraging a few men to consider Deaconship & Eldership. As the head of the nominating committee we are always in search of new men whom God has called into ministry. This of course involves training which I am overseeing.

I continue to pray that the Lord would be pleased with the ministry here at Ebenezer. I continue to exhort our staff to be excellent in all they do. I am looking forward to the Fall, and excited to see what the Lord is going to do among us.

Serving Christ,  
**Pastor Tim Gibson**

## Pastor of Discipleship Report, Jul/Aug 2018

In continuing my trek through the Old Testament, I currently am in the book of Exodus, and recently read this:

*"Then he took the Book of the Covenant and read it in the hearing of the people. And they said, "All that the Lord has spoken we will do, and we will be obedient." And Moses took the blood and threw it on the people and said, "Behold the blood of the covenant that the Lord has made with you in accordance with all these words."'" (Exodus 24:7-8, ESV)*

Here we read that as Moses read God's covenant to the people, they responded with a hearty amen and agreed they would follow his commands. At that point, Moses took blood and sprinkled it on the people as the "blood of the covenant" which put that covenant into effect, and signified cleansing from sin so that the people might enter the covenant relationship with God.

This to me showed how the Holy God seeks a relationship with unholy people and provides them with a blood atonement substitute in order to do so. Ultimately, this points to our savior Jesus Christ who fulfilled this symbolism at the Last Supper when He offered the cup and said, "This is my blood of the covenant, which is poured out for many for the forgiveness of sins" (Matt 26:28).

With that in mind, here are some of the ministry updates from July/August 2018:

### Kids Crossing

- **Victory Valley Day Camp (Aug 6-10):** 11 of our children attended the day camp filled with exciting activities such as paddle boats, hiking, archery, swimming, roller skating, ropes & challenge courses, crafts, campfires, and Bible lessons. They were excited and greatly blessed by this event.
- **Cross Time Sunday School (10:05 AM):** All Cross Time classes, are currently studying John's book of the Revelation. We praise the Lord for this Christ honoring curriculum! Also, we are continuing in our summer schedule where we combine grades 1-5 to help provide adequate teachers/helpers during this vacation time of year. Please pray for the fall as we return the classes back to their individual class structures, beginning September 2, and that the Lord would raise up a teacher that is needed for the even months in the 3rd & 4th grade class.
- **Early Childhood (2&3 year-olds):** Praise the Lord, he has brought us all the teachers and helpers, for all the services, and for both odd and even months!
- **Children's Church:** The Gospel Project curriculum worship segment continues to work well for Children's Church. We continue to see around 6-8 students each week. ***We are still looking for a fourth team***, and are presently using three teams on a six-week rotation. Please pray that the Lord will raise up the needed team members to fill this spot.
- **Wednesday Evening Programs:** Awana will be starting again on September 12, 2018. Please pray that the Lord will provide the volunteers needed for this ministry, especially in the T&T groups.

### Adult Ministry

- **Adult Electives:** Our summer session will be ending on August 26, and our new fall classes will begin on September 23. Here's what we have so far:
  - 1&2 Peter: Scott Holwick
  - The Book of Ephesians: Phil Norris
- **Men's Ministry:**
  - **Bethel Series:** The Bethel NT Series Saturday class will begin on October 6, 2018. Jason Lee is also attempting to start a new cycle, beginning with Bethel OT, on Thursday evenings in the fall starting on or about the first week of October.

o **Men's Bible Studies/Prayer:**

- Thursday mornings from 6:15 AM – 7:30 AM, This early morning bible study group is currently studying the "The Twelve Disciples".
- Thursday mornings from 9:00 AM – 10:30 AM, This Men's Bible Study is studying the book, "The Pursuit of God" by A.W. Tozer.
- Saturday mornings from 7:00 AM - 8:00 AM, This men's pray time is for men who are serious about going before the throne of grace together to cry out to God for their marriages, family, jobs, neighbors, country, etc.

• **Women's Ministry:** Here's the update from Laura Sommons:

"Here is what has happened in WM this Summer:

June: We had an amazing kick-off for our Connecting/ Mentoring ministry here at EBFC. Over 40 women came out for this event and we have about 15 pairs that will be either mentoring or connecting this coming year. We base this ministry off of Nancy DeMoss Wogelmuth's book, "Adorned", Living Out the Beauty of the Gospel Together. This book is based on Titus 2.

MOPS: MOPS steering team is in place and ready to kick off our Fall in October with the theme: "Find Your Fire". I am now the coordinator of this ministry. I have spent a considerable amount of time lining up speakers and planning the year. We have our first meeting on Monday, August 13.

Bible Studies: We are all planned and ready to begin in the middle of September. We are offering childcare this year which is new.

Welcome to The Well: I have done some re-vamping to this ministry. This once a month gathering will be WORD focused and have more time for testimonies and prayer, with fellowship to follow. Looking forward to having this start up again. The ladies have missed it.

I have the opportunity to speak in December in Keswick, NJ and at Coopersburg Bible Fellowship church as well.

I continue to mentor a young adult.

Sincerely, Laura Sommons"

**Discipleship Support**

- **Kinship:** Our Kinship Groups will begin again on September 23, 2018. Bob & Laurie Gill are hard at work recruiting and meeting with the Kinship leaders, and preparing for the publication of these groups the first 2 weeks in September. Please pray that the Lord will continue to use these groups to disciple, grow, and meet the needs of our people who attend.

**Other:**

- Continued to visit and provide physical & Spiritual care for several people in our church.
- Involved in the Light In The City outreach ministry at Lynfield in July.
- Drove the van to and from Victory Valley for the kid's Day Camp in August.
- Facilitate the Men's Prayer Group each Saturday mornings.
- Facilitate the men's bible study in Lynfield.
- Continue with my Seminary Studies, as time permits..

Respectfully Submitted, Dick Bickings, Pastor of Discipleship

**Ministry Reflections:**

What a wonderful blessing it has been to see God working in these ways that I am certain His hand of provision continues to go before us. As we reflect upon God's goodness I can't help but thank Him for this incredible summer. Colossians was the book we studied while in Consuelo, DR. The one verse that stood out to me throughout the week was **Colossians 3:12** "Therefore as God's chosen ones, holy and dearly loved put on compassion, kindness, humility, gentleness, and patience, bearing with one another and forgiving one another if anyone has a grievance against another. Just as the Lord has forgiven you, you are also to forgive.

The verse before this passage says that God is not limited to Greek and Jew, circumcised and uncircumcised, barbarian, Scythian, slave and free, but that Christ is all and in all. We are to be bearers of the light of Christ as we "put on" these attributes of God in our daily attitude. A true disciple of Christ must be working out these characteristics and continuing to grow in these qualities or there is a serious concern on the foundation in which the salvation truly stands.

The Holy Spirit's presence was easily recognized in the DR. And while the Spirit is present and active here it is harder to recognize in the midst of all the distractions. It is easy to depend upon ourselves and what we're entitled to and holding things against one another, whereas in 3rd world culture reliance upon God is manifest in basic needs being met and how God provides in spite of circumstances for His glory to be clearly manifested.

**MUSIC**

This year I had the joy of doing two different worship workshops with the local worship team at Mt. Zion church in Consuelo. We talked about lyrics of songs that applied to walking by faith and not by sight, we talked about vertical and horizontal worship and the differences. The most important element was the testimonies of God's direction in the lives of those in attendance as they learned to trust Him in the midst of very difficult circumstances. Some examples of these difficulties were a house that burnt to the ground, the loss of a dearly loved brother and asking God "why", to being held at gun point. In the midst of all circumstances God's faithfulness was recognized in tragedy, loss, protection, and joy. I don't think we fully understand joy until we have been through the fire. I am challenged in my own heart to truly be open and dependent upon God when I have so many things around me that I can easily depend upon. I must exercise spiritual disciplines to be obedient to the ever present power of God working. How about us? How are we testifying of God's power in the midst of our weakness? I think we have much to learn from our brothers and sisters all over the world.

**Summer Outreach Opportunities**

· June 30th-July 7th- DR trip at Mt Zion Church in Consuelo

**-This year it was joy to lead two worship workshops, VBS music for the kids, and group worship every morning and evening with our team and Steel City Mennonite.**

**July 16th-July 20th- LITC outreach**

**-Pastor Mike and I were able to do a daily bible study on the person of Jesus and we had a wonderful feedback and honest dialogue about the passage and we all were challenged in light of being a true follower of Jesus.**

**- I had the opportunity to lead the music for the kids in the opening and closing sessions and look for opportunities to share the gospel with the kids and their families.**

**All glory be to God for the privilege I have within this church to devote my time to investing in the lives of people with the truth found in Christ alone. Thank you for your continued support of the music ministry here at Ebenezer!**

### **Shepherding & Teaching**

- **Dan Trafford and I continue to go through the book of John with the College Age during Sunday school hour**
- **I continue to meet weekly with music team members for discipleship and prayer.**
- **This summer has been full of individual connections and walking through life and struggles with the college age.**
- **A women's Monday night bible study with High School graduates to College graduates has started this summer. We were blessed to have 15 college age women gather last week with 5 solid leaders discipling and teaching them!**
- **The college men and I continue to meet and study God's word every other Thursday night.**

### **Additional Areas**

- **I continue to visit and be encouraged by those in spiritual/physical need within our church body through Hospital and Home visits.**
- **The summer internship program for Alyssa Heric is almost over and she is on her last week. She has done a wonderful job with her responsibilities this summer!**
- **My family and I were able to take a much needed vacation to Hilton Head, SC with my side of the family the end of July and beginning of August**
- **Plans continue to be made for Community weekend with the movie night, concert, and Outdoor service.**
- **We celebrated the life of Luz Forero as she passed away and is now is the Lord's presence.**