



EBENEZER
BIBLE FELLOWSHIP CHURCH

Board of Elders Meeting September 10, 2018

Opening & Prayer

Byron Roth opened the meeting in prayer.

Roll Call

The following elders were **present**: Tim Gibson, Dick Bickings, Tom Galloway, Swannie Griffin, Kevin Hardy, Chris Jones, Phil Norris, Mike Notary, Byron Roth, Shawn Sommons

The following elders were **absent**: Dennis Flanagan, Jeremy Harkins, Scott Holwick, Pat Barry

Devotional: Matthew 18:15-20

- Church discipline process
- Starting with one person, ending with the church involved
- Purpose is restoration

Prayer Time: The elders prayed together for the spiritual and physical needs of the congregation.

Approval of Minutes

A motion was made to approve the minutes from the Elders Meeting held August 13, 2018, it was seconded and passed.

Financial Report - August 2018 (Attachment #1) -

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

- Income is only slightly behind the budget.
- Expenses are well below budget.
- Chris Jones offered prayer of thanksgiving for God's provision.

Discussion Items:

1) **Communicating with the Deacons**

- Shawn Sommons to communicate the elders' decisions with the deacons
- Dick to write out the communications for Shawn to present
 - Dick will write out what the elders desire for both the sale of the parsonage and the renovation of the foyer.
 - **Foyer Renovation** - Elders made a motion to approve the hiring of an architect to produce a plan for renovating the foyer (second, passed unanimously)
 - **New Signs** - Motion for property committee to investigate new signs to replace the two located outdoors along Easton Ave & Hecktown Road (second, passed unanimously)

- 2) Nominations for Deacons
 - Gary Walleisa
 - Daniel Lichtenwalner

- 3) Nominations for Elder
 - Bob Gill

- 4) Benevolence Policy
 - Byron to ask benevolence for an amount in gift cards for the pastors to give out should the need arise.
 - Elders discussed having a benevolence committee member available throughout Sunday morning to approve benevolence expenditures.

- 5) BCS Support
 - Deacons voted to give BCS rent free for a year
 - Elders made a motion to support the deacons vote (seconded, 9 yea, 1 nay)

- 6) Church Discipline Issue
 - Two church members will be disciplined via Pastor Tim & Pastor Dick
 - Elders discussed the necessity of having the final step of church discipline, where we disclose the person to the congregation, to be consistent. It will be done on Sunday morning, after the main service, without the video stream.
 - Several elders will stand with Pastor Tim during this disclosure.

- 7) Outdoor Service Preparations
 - Elders to look for visitors
 - With regard to the possibility of inclement weather:
 - The elders want to move all events inside if we cannot have the meetings outside.
 - The deacons want to either postpone the services to the following week, or move the services inside.
 - The final decision was to move all events inside.

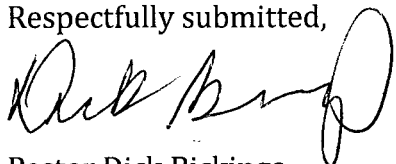
Tom Galloway adjourned the meeting with prayer.

SSS

Pastoral Reports

- Pastor Tim Gibson (*none submitted*)
- Pastor Dick Bickings (*Attachment #2*)
- Pastor Mike Notary (*Attachment #3*)
- Pastor Jeremy Harkins (*none submitted*)

Respectfully submitted,



Pastor Dick Bickings
Secretary to the Board of Elders

Ebenezer Bible Fellowship Church

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

January - August, 2018

		TOTAL		
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
Revenue				
1100 Offerings / Gifts	661,634.29	669,664.00	-8,029.71	98.80 %
1400 Interest	248.48	300.00	-51.52	82.83 %
1700 Memorials	640.00	464.00	176.00	137.93 %
1900 Bethlehem Christian School	7,324.74	9,766.32	-2,441.58	75.00 %
1901 Other Building Use		200.00	-200.00	
Total Revenue	\$669,847.51	\$680,394.32	\$ -10,546.81	98.45 %
GROSS PROFIT	\$669,847.51	\$680,394.32	\$ -10,546.81	98.45 %
Expenditures				
10000 Congregational Care Ministries	2,095.49	1,862.00	233.49	112.54 %
11000 Compensation	419,664.80	409,987.37	9,677.43	102.36 %
2000 General Church Finance	44,268.97	38,802.14	5,466.83	114.09 %
3000 Discipleship Ministries	17,997.75	21,669.50	-3,671.75	83.06 %
5000 Evangelism Ministries	3,780.70	6,410.00	-2,629.30	58.98 %
6000 Missions	108,030.80	109,849.00	-1,818.20	98.34 %
7000 Deacon Ministries	58,717.04	100,886.07	-42,169.03	58.20 %
8000 Worship	6,678.15	5,799.00	879.15	115.16 %
9000 Office Expenses	9,418.00	13,086.00	-3,668.00	71.97 %
Total Expenditures	\$670,651.70	\$708,351.08	\$ -37,699.38	94.68 %
NET OPERATING REVENUE	\$ -804.19	\$ -27,956.76	\$27,152.57	2.88 %
NET REVENUE	\$ -804.19	\$ -27,956.76	\$27,152.57	2.88 %

EBENEZER BIBLE FELLOWSHIP CHURCH

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

August 2018

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
Revenue				
1100 Offerings / Gifts	77,623.71	78,784.00	-1,160.29	98.53 %
1400 Interest	19.40	30.00	-10.60	64.67 %
1700 Memorials		58.00	-58.00	
1900 Bethlehem Christian School		1,220.79	-1,220.79	
1901 Other Building Use		25.00	-25.00	
Total Revenue	\$77,643.11	\$80,117.79	\$ -2,474.68	96.91 %
GROSS PROFIT	\$77,643.11	\$80,117.79	\$ -2,474.68	96.91 %
Expenditures				
10000 Congregational Care Ministries	372.52	232.00	140.52	160.57 %
11000 Compensation	48,207.75	50,478.59	-2,270.84	95.50 %
2000 General Church Finance	20,447.33	5,709.00	14,738.33	358.16 %
3000 Discipleship Ministries	5,026.79	826.00	4,200.79	608.57 %
5000 Evangelism Ministries	54.29	280.00	-225.71	19.39 %
6000 Missions	19,740.00	19,803.00	-63.00	99.68 %
7000 Deacon Ministries	12,177.02	6,111.00	6,066.02	199.26 %
8000 Worship	4,659.44	167.00	4,492.44	2,790.08 %
9000 Office Expenses	805.31	1,349.00	-543.69	59.70 %
Total Expenditures	\$111,490.45	\$84,955.59	\$26,534.86	131.23 %
NET OPERATING REVENUE	\$ -33,847.34	\$ -4,837.80	\$ -29,009.54	699.64 %
NET REVENUE	\$ -33,847.34	\$ -4,837.80	\$ -29,009.54	699.64 %

EBENEZER BIBLE FELLOWSHIP CHURCH

BALANCE SHEET CURRENT VS. PRIOR MONTH

As of August 31, 2018

	TOTAL			
	AS OF AUG 31, 2018	AS OF JUL 31, 2018 (PP)	CHANGE	% CHANGE
ASSETS				
Current Assets				
Bank Accounts				
18000 Branch Banking & Trust	518,859.79	555,609.81	-36,750.02	-6.61 %
18002 BB&T Certificates of Deposit	67,827.42	67,827.42	0.00	0.00 %
19000 M&T Bank Savings	93,107.51	93,099.60	7.91	0.01 %
19001 M&T Bank Checking	5,375.67	5,375.67	0.00	0.00 %
Total Bank Accounts	\$685,170.39	\$721,912.50	\$ -36,742.11	-5.09 %
Total Current Assets	\$685,170.39	\$721,912.50	\$ -36,742.11	-5.09 %
TOTAL ASSETS	\$685,170.39	\$721,912.50	\$ -36,742.11	-5.09 %
LIABILITIES AND EQUITY				
Liabilities				
Current Liabilities				
Other Current Liabilities				
100 Payroll Liabilities	-14,290.03	-12,537.33	-1,752.70	-13.98 %
2111 Direct Deposit Liabilities	123.02	123.02	0.00	0.00 %
901 Building Fund	74,691.70	74,251.70	440.00	0.59 %
902 Capital Improvement Fund	-16,389.00	-16,389.00	0.00	0.00 %
903 Transportation Fund	488.00	488.00	0.00	0.00 %
904 Scholarships	4,099.44	3,869.44	230.00	5.94 %
905 Faith Promise	14,234.00	14,774.59	-540.59	-3.66 %
907 Benevolence Fund	16,901.39	14,178.33	2,723.06	19.21 %
908 Music Fund	334.10	334.10	0.00	0.00 %
909 Heyer Trust Fund	9,062.99	13,057.53	-3,994.54	-30.59 %
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	3,763.57	0.00	0.00 %
Direct Deposit Payable	0.00	0.00	0.00	
Total Other Current Liabilities	\$105,828.50	\$108,723.27	\$ -2,894.77	-2.66 %
Total Current Liabilities	\$105,828.50	\$108,723.27	\$ -2,894.77	-2.66 %
Total Liabilities	\$105,828.50	\$108,723.27	\$ -2,894.77	-2.66 %
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	-804.19	33,043.15	-33,847.34	-102.43 %
Total Equity	\$579,341.89	\$613,189.23	\$ -33,847.34	-5.52 %
TOTAL LIABILITIES AND EQUITY	\$685,170.39	\$721,912.50	\$ -36,742.11	-5.09 %

EBENEZER BIBLE FELLOWSHIP CHURCH

BALANCE SHEET VS. PRIOR YEAR

As of August 31, 2018

	TOTAL			
	AS OF AUG 31, 2018	AS OF AUG 31, 2017 (PY)	CHANGE	% CHANGE
ASSETS				
Current Assets				
Bank Accounts				
18000 Branch Banking & Trust	518,859.79	463,607.75	55,252.04	11.92 %
18002 BB&T Certificates of Deposit	67,827.42	67,770.97	56.45	0.08 %
19000 M&T Bank Savings	93,107.51	93,014.45	93.06	0.10 %
19001 M&T Bank Checking	5,375.67	5,375.67	0.00	0.00 %
Total Bank Accounts	\$685,170.39	\$629,768.84	\$55,401.55	8.80 %
Total Current Assets	\$685,170.39	\$629,768.84	\$55,401.55	8.80 %
TOTAL ASSETS	\$685,170.39	\$629,768.84	\$55,401.55	8.80 %
LIABILITIES AND EQUITY				
Liabilities				
Current Liabilities				
Other Current Liabilities				
100 Payroll Liabilities	-14,290.03	6,571.63	-20,861.66	-317.45 %
2111 Direct Deposit Liabilities	123.02	123.02	0.00	0.00 %
901 Building Fund	74,691.70	67,690.70	7,001.00	10.34 %
902 Capital Improvement Fund	-16,389.00	-68,410.47	52,021.47	76.04 %
903 Transportation Fund	488.00	268.00	220.00	82.09 %
904 Scholarships	4,099.44	3,293.00	806.44	24.49 %
905 Faith Promise	14,234.00	12,712.75	1,521.25	11.97 %
907 Benevolence Fund	16,901.39	14,995.37	1,906.02	12.71 %
908 Music Fund	334.10	374.20	-40.10	-10.72 %
909 Heyer Trust Fund	9,062.99		9,062.99	
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	1,922.54	2,295.76	119.41 %
915 Youth Summer Missions	3,763.57	-20.01	3,783.58	18,908.45 %
Direct Deposit Payable	0.00	0.00	0.00	
Total Other Current Liabilities	\$105,828.50	\$48,638.40	\$57,190.10	117.58 %
Total Current Liabilities	\$105,828.50	\$48,638.40	\$57,190.10	117.58 %
Total Liabilities	\$105,828.50	\$48,638.40	\$57,190.10	117.58 %
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	-804.19	47,540.79	-48,344.98	-101.69 %
Total Equity	\$579,341.89	\$581,130.44	\$ -1,788.55	-0.31 %
TOTAL LIABILITIES AND EQUITY	\$685,170.39	\$629,768.84	\$55,401.55	8.80 %

Pastor of Discipleship Report, Aug/Sep 2018

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

"Now Nadab and Abihu, the sons of Aaron, each took his censer and put fire in it and laid incense on it and offered unauthorized fire before the Lord, which he had not commanded them. And fire came out from before the Lord and consumed them, and they died before the Lord. Then Moses said to Aaron, "This is what the Lord has said: 'Among those who are near me I will be sanctified, and before all the people I will be glorified.'" And Aaron held his peace." (Leviticus 10:1-3, ESV)

What was so terrible that caused this fierce Judgment of God to fall upon these two young men? We are not certain of the exact details, however, apparently these young men were unauthorized for this activity and the OT frequently warns against approaching God in an unfit state (Ex 19:12, 21). As I pondered this, I realized that the Holy God is not to be treated with casual disregard for his commands, and that this same holy God who judged these young men resides immanently among us. So, how is it that I qualify to come into the presence of such holiness? The only answer is that this same divine wrath against our sin fell upon Christ in His vicarious sacrifice for His people. Hallelujah, what a savior!

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

Kids Crossing

- **Cross Time Sunday School (10:05 AM):** All Cross Time classes, are currently studying the book of Genesis. We praise the Lord for this Christ honoring curriculum! We are back on our normal class schedules, with all grades in their respective rooms. Please pray 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:** Julie Gibson and her staff are hard at work preparing for our Awana start on September 12. We currently have 31 volunteers and 44 participants signed up. Please pray that the Lord will provide the volunteers needed for this ministry.
- **Children's Ministry Director:** Rachel Marks, who has been our Kid's Crossing Assistant for more than 12 years, is stepping down to take up her role as a stay-at-home mom beginning September 28. In her place, we have hired Jennifer Schanely to a new position as Children's Ministry Director. In her role as directory, she will oversee all areas of the children's ministry including the recruiting and training of volunteers, Cross time Sunday School, Awana, VBS, background checks, and various Children's Ministry administrative tasks. Please pray for her as she begins her duties on September 24.

Adult Ministry

- **Adult Electives:** Our summer session ended on August 26, and our new fall classes will begin on September 23. Here's what we have:
 - The Book of Judges: Rich Mastronardo
 - The Books of 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.
- **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:

"We are so ready to kick off the fall!

Bible Studies: Tuesday morning Laura Sommons will be leading Ruth by Nancy Leigh DeMoss Woglemuth beginning on September 11th and going thru December 4th. We are offering childcare, with Beth Chen helping there.

Monday Evenings will be led by Vicki Cowley and will begin on the 17th. She will be studying the Parables of Jesus.

Wednesday mornings will be led by Barb Tinker and they start on the 12th doing a life guide series.

Tis So Sweet will begin on the 18th and at the home of Linda Visco's. They will be working through the book "Choosing Gratitude" by Nancy DeMoss Woglemuth.

MOPS: Kick off is this Thursday, September 13th.

Welcome to the Well: Kick off will be on September 20th.

The Women's ministry team is currently working on specific roles for each team member with their responsibilities written out for them. We believe this will eliminate confusion moving forward.

Connecting: Women continue to join this connecting/mentoring ministry. I continue to mentor someone as well.

I will be speaking at Coopersburg Bible Fellowship Ladies Christmas event in December.

It is a privilege to serve here. God continues to do a mighty work in my life. Laura Sommons"

Discipleship Support

- **Kinship:** Our Kinship Groups will begin again on September 23, 2018. Bob & Laurie Gill our hard at work recruiting and meeting with the Kinship leaders, and placing new members before the start date. 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.
- Facilitate the Men's Prayer Group each Saturday mornings.
- Facilitated the Men's Breakfast on September 8.
- Facilitate the men's bible study in Lynfield.

Respectfully Submitted, Dick Bickings, Pastor of Discipleship

Mike Notary, Youth Pastor

September 10, 2018

Attachment #3

MERGE Ministry Update: Aug. – Sept. 2018

Upcoming Dates:

- Sept. 17th or 20th** – Youth Staff Dinner
- Sept. 28th** – G3 Student Leadership Kick-Off
- Oct. 19th-21st** – Youth Staff Retreat

Current Study Series: 1 Corinthians

We continue to work through Paul's letter to the Corinthian church. This study will wrap up at the end of the semester just in time to begin a new series in the new year. I have really enjoyed taking an in depth look at Paul's letter as he addresses one of the most dysfunctional churches in Scripture. However, in doing so, it has forced us to consider our own struggles and immaturities in our own walk with Christ both individually and corporately. Our study has followed a number of themes throughout the letter ranging from unity, wisdom vs. foolishness, church leadership, church growth, sexual immorality, marriage, engaging culture with the Gospel, idolatry, and Christian freedom. Our study has been rich and challenging while continually declaring the hope we have in Christ.

2019 Study:

Our Youth Staff leaders have begun prayerfully considering our next study beginning in the new year. We are hoping to study an OT book which will likely be an account of one of the minor prophets. Many of our youth may not have experienced studying the OT in light of the coming Christ. All of Scripture points to and through Christ. Our prayer is that at the conclusion of the study youth would be able to see Christ throughout the OT. We would appreciate the prayers of our congregation as we seek the Lord's wisdom and direction. We believe God will lead us to the appropriate study to meet our youth where they are currently in their walks of faith.

Faith Playbook:

On Fri. Sept. 7th we were able to watch Faith Playbook. The event which took place a few months ago was taped so it could be shared with churches and individuals throughout the world. The event consisted of Philadelphia Eagle players sharing their faith via an interview with Paul Tripp a Christian counselor and pastor. While many of us are Eagles fans and enjoyed the stories about their Super Bowl season, we were more blessed by the beautiful testimonies shared by men who have achieved the ultimate in their sport while balancing Christ and their accomplishments. Players addressed fame, disappointment, adversity, Christian community, and the need to make Christ a priority in your life. While I had heard clips of these conversations prior to showing the event I was truly amazed at the depth of faith expressed in their interviews and Paul Tripp's summary of his time with the participants.

Student Leadership:

Our G3 Study Leadership group will kick-off the school year on Sept. 28th. We are excited to welcome a few freshman to our group. We will be working through "Gospel Identity" a resource from New Growth Press. It is designed to function as a single study or a continuation of their "Gospel Growth" resource which we completed last year. We graduated 5 youth from the group last year but are excited to know that all of the other participants in last year's group are returning. Our desire is that we would continue to grow youth both individually and corporately as they engage those around them with the hope of the Gospel. One aspect of our time together is the discipleship of youth in specific areas of struggle in their lives. We believe that in doing so we will better prepare them as future leaders.

Youth Volunteer Staff:

We are excited to announce that we have gained 4 new growth group leaders for our upcoming school year. After having Josh and Mila Gummo's name come up as potential leaders from a number of different people, we were able to get to know them and will be tremendously blessed to serve alongside them. Josh is helping with the 11th and 12th grade boys while Mila will be working with our MS girls giving Heidi Meeks the much needed support she's been lacking. Tom Galloway joined our group just before summer and is helping with our 9th and 10th grade boys. Tom's relationship with our HS youth has been developed prior to joining our youth staff as he's been serving as a HS Sunday School teacher for quite some time. Finally, Chris Jones has joined us as a 6th and 7th grade boys growth group leader with Henri Darby. It is always a blessing to have new leaders buy into the vision of our ministry and desire to be a part of what God is doing through MERGE as we engage the greater church.

Individual Discipleship:

Jenn continues to grow in her relationships with many of the G3 girls. I know she enjoys these times as she uses her gifts of teaching and discipleship. Our Sunday evening G3 studies have been a tremendous blessing as we "do ministry" together. God continues to develop discipleship opportunities with some of the boys in our G3 group as well. Please pray that God would provide opportunities to walk with youth through personal struggles, life decisions, and faith.

Red Carpet Night:

We hosted a Red Carpet BBQ to welcome our incoming 6th grade students. There were two primary purposes for the evening. First, we wanted to introduce new 6th graders to our youth group as well as their growth group leaders. Secondly, we wanted to present MERGE's vision, purpose, and core values to families involved in our ministry. We are excited to share that we had nearly 120 people attend the event. We invited families because we believe our ministry is a resource to families. We pray that even younger kid's exposure to youth ministry will build in them a desire to prioritize it in their lives when they are old enough to join us. Our evening was full of fellowship, worship, and vision.

Ministry Changes:

Aug. 17th marked the end of Illuminite. We have been so blessed by Henri's leadership and implementation of these events. As we took a closer look at balancing our youth calendar with gathering opportunities, growing opportunities, and going/serving opportunities we thought moving to a quarterly format for this type of event would be best. We are praying though developing a specific vision to guide future events. One potential option is to invite local churches to participate in events as an opportunity for our youth to see that God is working through other youth groups as well.

Our Fall Retreat at Three Springs Ministry has been rescheduled for the spring. Due to some scheduling changes we thought it best to move our event in order to help ensure greater attendance. Please pray that God would direct our leadership team as we pray through our weekend topic and schedule.

Ministry Needs:

Sandy Galloway continues to be our only MS Girls Sunday School teacher. We are praying that God would raise up the right person to join her for these times and provide some much needed help. We are so thankful for her faithful service to our MS girls but want to love her well in providing help. Please pray that God would lead us to the right person to provide the help we need.