



EBENEZER
BIBLE FELLOWSHIP CHURCH

Board of Elders Meeting December 7, 2020

Opening & Prayer

- Tim Gibson opened the meeting in prayer.
- **Roll Call:**
 - The following elders were **present**: Tom Galloway, Tim Gibson, Swannie Griffin, Kevin Hardy, Jeremy Harkins, Chris Jones (via Zoom), Phil Norris, Mike Notary, Byron Roth, Travis Schanely, and Scott Holwick
 - The following elders were **absent**: None
- **Devotional:** Sermon Discussion on Acts 7
 - Continuity of the OT and NT
 - Jesus is the fulfillment of the OT prophecy about the coming Messiah
 - Christmas is the culmination of all that God had promised in the Messiah
 - Those who've rejected the Messiah have uncircumcised hearts, they are not born again
- **Elders Discussed Some Congregational Care Issues** – The elders need to commit to reaching out to their Shepherd Lists, especially those who have not been coming. Specific goal to send at least 10 handwritten cards this month.
- **Prayer Time Over the Congregation**

Approval of Minutes:

A motion was made to approve the minutes from the Joint Elder & Deacon Meeting held November 9, 2020; it was seconded and passed.

Financial Report – November 2020 (Attachment #1)

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

- Nov – YTD
- \$62,000 from benefactor for new outdoor signs was received and deposited into the Offering account.
- an additional \$30,000 was given toward the sign from another individual

Business Items:

- 1) New Outdoor Signs – update
 - Zoning board hearing on Dec. 2 resulted in approval for our variance. (Meaning that the signs can be installed as designed.)
 - Next step is to coordinate a meeting between landscaper, sign manufacturer, and mason
- 2) Pastor of Discipleship Position
 - The PRC evaluated current pastoral job descriptions and leadership structure

- The PRC proposed creating a search committee of Elders & Congregants. The elders suggested 10 people for the search committee. Several of these people still need to be asked if they would be willing to serve.
- *A motion was made* by the PRC that the current job description for the Pastor of Discipleship Ministries would remain the same and a formal search committee be formed to examine candidates to fulfill the role. This motion was seconded and unanimously approved.

3) Vacation Benefits & Flex Time for Church Staff

- The PRC made a policy change in regard to flex time requirements. Flex time must be used within 2 months rather than the prior policy of 2 weeks.
- The PRC recommended expanding vacation benefits for Category II Personnel (non-pastoral staff) who have served full-time and completed 15 years of service. They currently receive a maximum of three weeks' vacation per year, and we would like to expand it to four weeks beginning in the 16th year of employment.
- *A Motion was made* by the PRC for Category II Personnel (non-pastoral staff) that: 16 plus years of service provides a maximum of four weeks' vacation. Once vacation benefits of four weeks have been reached, the additional one week allotted for mission trips is no longer available. This motion was seconded and unanimously approved.

4) Congregational Budget Meeting

- To be held Sunday, December 13, 6-7pm
- The Elders discussed the agenda for the meeting

5) Core Values for Ebenezer

- The elders will evaluate our current core values and consider if they should be adapted or expanded
- Potential additions/changes were provided for the elders to prayerfully consider (*Attachment #2*)

6) Weaknesses in Our Ministry – Upon reviewing current ministries in the church, the elders determined that we should take some time to consider the following areas of ministry in further detail to increase their effectiveness.

- Evangelism/Outreach
- Community Touch/Involvement

7) Ministry Goals – the elders are committed to evaluating our 2020 goals and prayerfully considering 2-3 new goals for each ministry for 2021.

8) Church Discipline Situation – *A motion was made* to pursue formal church discipline for a member of the congregation. (This comes after spending years working with this person.) This motion was seconded and unanimously approved.

Meeting Adjourned in Prayer – Phil Norris

Respectfully submitted,



Pastor Mike Notary
Interim Secretary to the Board of Elders

Ebenezer Bible Fellowship Church

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

November 2020

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
Revenue				
1100 Offerings / Gifts	151,165.22	104,629.00	46,536.22	144.48 %
1400 Interest	33.42	285.00	-251.58	11.73 %
1700 Memorials		34.00	-34.00	
1900 Bethlehem Christian School	5,820.00	1,210.00	4,610.00	480.99 %
1901 Other Building Use		25.00	-25.00	
Total Revenue	\$157,018.64	\$106,183.00	\$50,835.64	147.88 %
GROSS PROFIT	\$157,018.64	\$106,183.00	\$50,835.64	147.88 %
Expenditures				
10000 Congregational Care Ministries	1,310.78	1,359.50	-48.72	96.42 %
11000 Compensation	47,449.18	53,788.42	-6,339.24	88.21 %
2000 General Church Finance	12,883.33	1,772.83	11,110.50	726.71 %
3000 Discipleship Ministries	2,934.64	1,501.61	1,433.03	195.43 %
5000 Evangelism Ministries	345.00	625.00	-280.00	55.20 %
6000 Missions	21,895.00	21,790.00	105.00	100.48 %
7000 Deacon Ministries	6,143.59	6,284.00	-140.41	97.77 %
8000 Worship	34.97	165.00	-130.03	21.19 %
9000 Office Expenses	751.81	1,465.33	-713.52	51.31 %
Total Expenditures	\$93,748.30	\$88,751.69	\$4,996.61	105.63 %
NET OPERATING REVENUE	\$63,270.34	\$17,431.31	\$45,839.03	362.97 %
NET REVENUE	\$63,270.34	\$17,431.31	\$45,839.03	362.97 %

Ebenezer Bible Fellowship Church

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

January - November, 2020

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
Revenue				
1100 Offerings / Gifts	1,008,098.92	1,004,437.00	3,661.92	100.36 %
1400 Interest	3,020.11	4,782.56	-1,762.45	63.15 %
1700 Memorials	1,004.00	366.00	638.00	274.32 %
1900 Bethlehem Christian School	15,745.00	13,310.00	2,435.00	118.29 %
1901 Other Building Use	100.00	275.00	-175.00	36.36 %
Total Revenue	\$1,027,968.03	\$1,023,170.56	\$4,797.47	100.47 %
GROSS PROFIT	\$1,027,968.03	\$1,023,170.56	\$4,797.47	100.47 %
Expenditures				
10000 Congregational Care Ministries	14,981.43	14,954.50	26.93	100.18 %
11000 Compensation	636,815.44	596,858.62	39,956.82	106.69 %
2000 General Church Finance	62,935.60	60,841.17	2,094.43	103.44 %
3000 Discipleship Ministries	25,866.68	32,768.49	-6,901.81	78.94 %
5000 Evangelism Ministries	5,777.16	16,170.00	-10,392.84	35.73 %
6000 Missions	163,844.56	170,183.00	-6,338.44	96.28 %
7000 Deacon Ministries	120,283.06	101,283.00	19,000.06	118.76 %
8000 Worship	14,151.71	5,465.00	8,686.71	258.95 %
9000 Office Expenses	13,025.29	17,958.67	-4,933.38	72.53 %
Total Expenditures	\$1,057,680.93	\$1,016,482.45	\$41,198.48	104.05 %
NET OPERATING REVENUE	\$ -29,712.90	\$6,688.11	\$ -36,401.01	-444.26 %
NET REVENUE	\$ -29,712.90	\$6,688.11	\$ -36,401.01	-444.26 %

EBENEZER BIBLE FELLOWSHIP CHURCH

BALANCE SHEET CURRENT VS. PRIOR MONTH

As of November 30, 2020

	TOTAL			
	AS OF NOV 30, 2020	AS OF OCT 31, 2020 (PP)	CHANGE	% CHANGE
ASSETS				
Current Assets				
Bank Accounts				
18000 Branch Banking & Trust	237,475.42	207,747.45	29,727.97	14.31 %
18002 BB&T Certificates of Deposit	0.00	0.00	0.00	
18100 Fulton Money Market Account	245,237.40	245,216.63	20.77	0.01 %
18200 Embassy Bank Money Market	80,011.07	80,009.76	1.31	0.00 %
19000 M&T Bank Savings	0.00	0.00	0.00	
19001 M&T Bank Checking	0.00	0.00	0.00	
19002 M&T Money Market	232,690.43	232,680.87	9.56	0.00 %
Total Bank Accounts	\$795,414.32	\$765,654.71	\$29,759.61	3.89 %
Total Current Assets	\$795,414.32	\$765,654.71	\$29,759.61	3.89 %
TOTAL ASSETS	\$795,414.32	\$765,654.71	\$29,759.61	3.89 %
LIABILITIES AND EQUITY				
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	23,581.93	23,371.93	210.00	0.90 %
902 Capital Improvement Fund	-38,002.50	0.00	-38,002.50	
903 Transportation Fund	913.00	913.00	0.00	0.00 %
904 Scholarships	4,353.44	4,353.44	0.00	0.00 %
905 Faith Promise	16,209.38	10,630.84	5,578.54	52.48 %
907 Benevolence Fund	9,855.35	9,086.35	769.00	8.46 %
908 Music Fund	5,018.01	5,018.01	0.00	0.00 %
909 Heyer Trust Fund	35,816.55	35,816.55	0.00	0.00 %
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	2,155.70	4,271.47	-2,115.77	-49.53 %
915 Short Term Missions	5,050.00	5,000.00	50.00	1.00 %
Direct Deposit Payable	0.00	0.00	0.00	
Total Other Current Liabilities	\$73,431.02	\$106,941.75	\$ -33,510.73	-31.34 %
Total Current Liabilities	\$73,431.02	\$106,941.75	\$ -33,510.73	-31.34 %
Total Liabilities	\$73,431.02	\$106,941.75	\$ -33,510.73	-31.34 %
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	-29,712.90	-92,983.24	63,270.34	68.04 %
Total Equity	\$721,983.30	\$658,712.96	\$63,270.34	9.61 %
TOTAL LIABILITIES AND EQUITY	\$795,414.32	\$765,654.71	\$29,759.61	3.89 %

EBENEZER BIBLE FELLOWSHIP CHURCH

BALANCE SHEET VS. PRIOR YEAR

As of November 30, 2020

	TOTAL			
	AS OF NOV 30, 2020	AS OF NOV 30, 2019 (PY)	CHANGE	% CHANGE
ASSETS				
Current Assets				
Bank Accounts				
18000 Branch Banking & Trust	237,475.42	419,985.98	-182,510.56	-43.46 %
18002 BB&T Certificates of Deposit	0.00	200,872.75	-200,872.75	-100.00 %
18100 Fulton Money Market Account	245,237.40		245,237.40	
18200 Embassy Bank Money Market	80,011.07		80,011.07	
19000 M&T Bank Savings	0.00	0.00	0.00	
19001 M&T Bank Checking	0.00	30,375.67	-30,375.67	-100.00 %
19002 M&T Money Market	232,690.43	201,269.77	31,420.66	15.61 %
Total Bank Accounts	\$795,414.32	\$852,504.17	\$ -57,089.85	-6.70 %
Total Current Assets	\$795,414.32	\$852,504.17	\$ -57,089.85	-6.70 %
TOTAL ASSETS	\$795,414.32	\$852,504.17	\$ -57,089.85	-6.70 %
LIABILITIES AND EQUITY				
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	23,581.93	33,409.36	-9,827.43	-29.42 %
902 Capital Improvement Fund	-38,002.50	-9,471.90	-28,530.60	-301.21 %
903 Transportation Fund	913.00	913.00	0.00	0.00 %
904 Scholarships	4,353.44	4,693.44	-340.00	-7.24 %
905 Faith Promise	16,209.38	16,922.09	-712.71	-4.21 %
907 Benevolence Fund	9,855.35	17,363.15	-7,507.80	-43.24 %
908 Music Fund	5,018.01	5,223.31	-205.30	-3.93 %
909 Heyer Trust Fund	35,816.55	32,819.90	2,996.65	9.13 %
911 Year End Accruals	8,480.16	8,480.16	0.00	0.00 %
912 Run for the Children	0.00	1,982.25	-1,982.25	-100.00 %
914 Health Care Accounts	2,155.70	3,256.99	-1,101.29	-33.81 %
915 Short Term Missions	5,050.00	5,000.00	50.00	1.00 %
Direct Deposit Payable	0.00	0.00	0.00	
Total Other Current Liabilities	\$73,431.02	\$120,591.75	\$ -47,160.73	-39.11 %
Total Current Liabilities	\$73,431.02	\$120,591.75	\$ -47,160.73	-39.11 %
Total Liabilities	\$73,431.02	\$120,591.75	\$ -47,160.73	-39.11 %
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	-29,712.90	198,614.30	-228,327.20	-114.96 %
Total Equity	\$721,983.30	\$731,912.42	\$ -9,929.12	-1.36 %
TOTAL LIABILITIES AND EQUITY	\$795,414.32	\$852,504.17	\$ -57,089.85	-6.70 %

CORE VALUES

Attachment #2

Current:

The Bible: We believe that a loving God gave us the Bible to give us truth about Himself, meaning, purpose and hope. (2 Timothy 3:16)

Jesus Christ: We believe that God so loved a lost world that he sent Jesus Christ, God the Son, to reveal God's truth, to die on the cross to pay the perfect penalty for our sin and to rise from the grave. (2 Cor. 5:20,21)

The Holy Spirit: We believe the Holy Spirit draws us to God as we repent of our sinfulness, receive forgiveness and are given peace, empowering us to live a meaningful life. (Romans 8:16,26-30)

Prayer: We believe that prayer glorifies God, calls Him to action and bestows upon us his power and grace for living. (Matt. 6: 9-13)

Spiritual Growth: We believe that God calls his children to a lifelong process of becoming more like Christ in love and purity. (Colossians 1:9-14)

Unity: We believe that individuals in a healthy church love one another even as we celebrate our uniqueness in the church family. (John 13:34-35)

Stewardship: We believe that God gives to each of us resources of time, talents, and treasures to be used to serve others and glorify Him. (Matthew 5:14-16)

Proposed Updated Core Values:

1. **The Bible:** No matter what, we passionately cling to God's Word as the first and final basis for everything we do.
2. **The Gospel:** Without shame, we unceasingly proclaim salvation through repentance and faith in Christ alone.
3. **A High View of God:** It's not about us; We point to God who is the greatest treasure and pleasure of our lives.
4. **Prayer:** Since our mission is not humanly possible, we embrace our utter dependence on the Holy Spirit through continual prayer.
5. **Serving:** Jesus came to serve. Therefore, His love compels us to be spiritual contributors not mere consumers.
6. **Unity:** We refuse to be divided by conflict. We are an intergenerational community of peacemakers who strive to love, honor and forgive one another.
7. **The Great Commission:** We are relentless to take the Gospel from the neighborhoods to the nations to make disciples of Jesus.
8. **Biblical Leadership:** The world tells us to take charge, but we joyfully submit to the authority of Christ & humbly follow qualified sacrificial elder and pastoral leadership.