



EBENEZER
BIBLE FELLOWSHIP CHURCH

Board of Elders Meeting December 10, 2018

Roll Call

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

The following elders were **absent**: Byron Roth, Pat Barry

Prayer Time: Elders spent time in prayer for the needs of the church.

Approval of Minutes

A motion was made to approve the minutes from the Combined Elders/Deacons Meeting held November 12, 2018; it was seconded and passed unanimously.

Financial Report - November 2018 (Attachment #1)

The motion was made to approve this financial report as written, it was seconded and passed unanimously. Byron Roth presented the following other items via email:

- 1) **Pastors Housing Allowances** for 2019 (elders **voted** and **approved unanimously**):
 - Tim Gibson: **\$29,000**
 - Dick Bickings: **\$23,500**
 - Mike Notary: **\$34,800**
 - Jeremy Harkins: **\$19,500**
- 2) **BCS Payments**:
 - We agreed with the Deacons that they would forgo the rent from the school for a year.
 - We need to discuss the payment to BCS for cleaning, and should have a view on this in the event we are asked a question.
- 3) **Heyer Trust**:
 - The last time I provided an update, the trustees had told Dick and myself that they would be providing a check to the church in the amount of \$50k. Since that phone call they have been working through a few issues and as such the amount that they will be giving is now \$40k. The \$40k is broken into two payments, \$20k for the year 2016 and \$20k for this year. The ongoing gift to Ebenezer will only be \$20k per year until 2036.
 - So what has changed? The trustees have had meetings with the trust attorney and accountant and according to the trust they are only empowered to give Ebenezer \$20k per year, no more and no less. This was not what the trustees originally thought and they have been told that this is what the trust documents require them to do. I have reviewed the document and have attached the page that is of critical nature to us as a church. (*Attachment #2*) I am in agreement with what they have been told. There are two relevant sections on this page. The first is Section 1.04 "Limits on Distributions" and Section 5.04 "Termination." I have included the wording from 1.04 section A that pertains to us. The bottom line is that we get \$20k per year for the duration of the trust. That is it nothing more and nothing less. As I stated before, the trustees were mistaken in what they thought they could do.

Discussion Items:

- 1) Voting on Following New Members (unanimously approved)
 - June Robinson
 - Beth Munyan
 - Barrie Medina
 - Lindsay Medina
 - Jacob Grim
 - Heather Slater (Ebel)
 - Kyle Ebel
 - Diego Torres
- 2) Church Discipline Update
 - Church member not responding to discipline steps by Pastor Jeremy
 - Two steps have been taken as per Matthew 18, without repentance
 - Continues to drink and engage in an unholy relationship with a young woman
 - Elder's step to take
 - **Motion** was made to share this member's drunkenness and immorality with the congregation to have them personally pursue this member in love, and ask for their prayers as the elders intervene with an ultimatum to reveal fruits of repentance by abstaining from drunkenness, and sexual relations with his girlfriend. Motion was **seconded**. Vote carries **unanimously**.
 - **Amendment:** Subsequent action to the above vote was added for Pastors Tim and Dick to meet with the parents, and present the sinning brother with a letter outlining the steps that must be taken by him to show the fruits of his repentance, and the consequence of "telling it to the church" on January 6, 2019, if he does not repent. **This action was approved unanimously by the elders via email.**
- 3) Architect/Building Committee Update (Pastor Mike Notary)
 - Mike reviewed the info on Mann-Hughes Architecture from his email. (\$11,000 Master Plan, more for preliminary)
 - Pro, has done a number of church builds and renovations over the years
 - Con, does not do project management
 - Mike is to meet with Horst Construction from Lancaster next week (12/18). Consultation fees similar to Mann-Hughes.
 - Pro, will do all work from start to finish, including project management.
 - Cons, unknown
- 4) Lynfield Ministry/Heyer Estate Changes (Pastor Dick Bickings)
 - EBFC limited to \$20,000/yr
 - Worship Service to begin January 13
 - Elders to preach
- 5) Flooring in the Foyer
 - New floating floor, vinyl (\$6/sq.ft)
 - Can be removed and used elsewhere
 - 2000 sq ft, \$12,000 - if done in-house
 - Labor cost will double costs, \$24,000, total costs.
 - Motion made to pursue redoing the flooring in the foyer, with a cap of \$25,000, contingent upon the recommendation and approval of the property committee. Motion was seconded. Straw poll was unanimous.
- 6) Finance Committee Members/Terms
 - Postpone until January 2019

7) Goals for 2019: Elders & Church-Wide

- Postpone to January 2019, each elder to commit to 2 goals
- New vision for 2019 - "Faithful"

8) Men's Discipleship Ministry (Kevin Hardy)

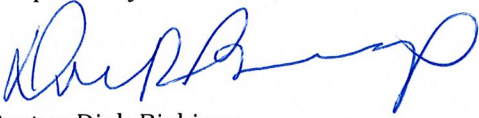
- All elders expressed that they are willing to disciple other men
- Dick will report back to Marcus Brunstetter to move forward in how to implement the next steps for these men discipling other men.

Shawn Sommons adjourned the meeting with prayer.

Pastoral Reports:

- Pastor Dick Bickings (*Attachment #3*)
- Pastor Mike Notary (*Attachment #4*)

Respectfully submitted,



Pastor Dick Bickings
Secretary to the Board of Elders

Ebenezer Bible Fellowship Church

Attachment #1

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

January - November, 2018

		TOTAL		
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
Revenue				
1100 Offerings / Gifts	920,776.13	925,712.00	-4,935.87	99.47 %
1400 Interest	311.95	420.00	-108.05	74.27 %
1700 Memorials	640.00	641.00	-1.00	99.84 %
1900 Bethlehem Christian School	7,324.74	13,428.69	-6,103.95	54.55 %
1901 Other Building Use		275.00	-275.00	
Total Revenue	\$929,052.82	\$940,476.69	\$ -11,423.87	98.79 %
GROSS PROFIT	\$929,052.82	\$940,476.69	\$ -11,423.87	98.79 %
Expenditures				
10000 Congregational Care Ministries	2,367.21	2,558.00	-190.79	92.54 %
11000 Compensation	568,829.96	561,792.73	7,037.23	101.25 %
2000 General Church Finance	59,116.24	53,254.14	5,862.10	111.01 %
3000 Discipleship Ministries	25,849.79	28,891.50	-3,041.71	89.47 %
5000 Evangelism Ministries	5,691.71	7,885.00	-2,193.29	72.18 %
6000 Missions	150,991.60	153,040.50	-2,048.90	98.66 %
7000 Deacon Ministries	117,677.37	118,175.07	-497.70	99.58 %
8000 Worship	13,623.60	8,900.00	4,723.60	153.07 %
9000 Office Expenses	13,348.94	17,618.00	-4,269.06	75.77 %
Total Expenditures	\$957,496.42	\$952,114.94	\$5,381.48	100.57 %
NET OPERATING REVENUE	\$ -28,443.60	\$ -11,638.25	\$ -16,805.35	244.40 %
Other Expenditures				
Reconciliation Discrepancies-1	0.00		0.00	
Total Other Expenditures	\$0.00	\$0.00	\$0.00	0.00%
NET OTHER REVENUE	\$0.00	\$0.00	\$0.00	0.00%
NET REVENUE	\$ -28,443.60	\$ -11,638.25	\$ -16,805.35	244.40 %

EBENEZER BIBLE FELLOWSHIP CHURCH

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

November 2018

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
Revenue				
1100 Offerings / Gifts	82,858.29	78,784.00	4,074.29	105.17 %
1400 Interest	11.53	60.00	-48.47	19.22 %
1700 Memorials		59.00	-59.00	
1900 Bethlehem Christian School		1,220.79	-1,220.79	
1901 Other Building Use		25.00	-25.00	
Total Revenue	\$82,869.82	\$80,148.79	\$2,721.03	103.39 %
GROSS PROFIT	\$82,869.82	\$80,148.79	\$2,721.03	103.39 %
Expenditures				
10000 Congregational Care Ministries	42.38	232.00	-189.62	18.27 %
11000 Compensation	59,663.80	50,570.12	9,093.68	117.98 %
2000 General Church Finance	8,293.21	12,259.00	-3,965.79	67.65 %
3000 Discipleship Ministries	2,963.43	2,353.00	610.43	125.94 %
5000 Evangelism Ministries	1,079.96	100.00	979.96	1,079.96 %
6000 Missions	19,798.30	19,803.00	-4.70	99.98 %
7000 Deacon Ministries	34,384.71	5,731.00	28,653.71	599.98 %
8000 Worship	245.62	167.00	78.62	147.08 %
9000 Office Expenses	1,140.30	1,319.00	-178.70	86.45 %
Total Expenditures	\$127,611.71	\$92,534.12	\$35,077.59	137.91 %
NET OPERATING REVENUE	\$ -44,741.89	\$ -12,385.33	\$ -32,356.56	361.25 %
NET REVENUE	\$ -44,741.89	\$ -12,385.33	\$ -32,356.56	361.25 %

EBENEZER BIBLE FELLOWSHIP CHURCH

BALANCE SHEET VS. PRIOR YEAR

As of November 30, 2018

	TOTAL			
	AS OF NOV 30, 2018	AS OF NOV 30, 2017 (PY)	CHANGE	% CHANGE
ASSETS				
Current Assets				
Bank Accounts				
18000 Branch Banking & Trust	489,388.13	507,850.55	-18,462.42	-3.64 %
18002 BB&T Certificates of Deposit	67,855.85	67,799.37	56.48	0.08 %
19000 M&T Bank Savings	93,130.72	93,014.45	116.27	0.13 %
19001 M&T Bank Checking	5,375.67	5,375.67	0.00	0.00 %
Total Bank Accounts	\$655,750.37	\$674,040.04	\$ -18,289.67	-2.71 %
Total Current Assets	\$655,750.37	\$674,040.04	\$ -18,289.67	-2.71 %
TOTAL ASSETS	\$655,750.37	\$674,040.04	\$ -18,289.67	-2.71 %
LIABILITIES AND EQUITY				
Liabilities				
Current Liabilities				
Other Current Liabilities				
100 Payroll Liabilities	-19,456.47	2,175.91	-21,632.38	-994.18 %
2111 Direct Deposit Liabilities	123.02	123.02	0.00	0.00 %
901 Building Fund	76,692.70	68,916.70	7,776.00	11.28 %
902 Capital Improvement Fund	-16,389.00	-72,060.47	55,671.47	77.26 %
903 Transportation Fund	488.00	268.00	220.00	82.09 %
904 Scholarships	4,514.44	3,587.44	927.00	25.84 %
905 Faith Promise	18,792.61	8,745.65	10,046.96	114.88 %
907 Benevolence Fund	16,528.62	16,467.77	60.85	0.37 %
908 Music Fund	380.10	374.20	5.90	1.58 %
909 Heyer Trust Fund	6,131.94	20,000.00	-13,868.06	-69.34 %
911 Year End Accruals	8,480.16	8,480.16	0.00	0.00 %
912 Run for the Children	1,462.12	2,337.63	-875.51	-37.45 %
914 Health Care Accounts	2,400.08	777.54	1,622.54	208.68 %
915 Youth Summer Missions	3,899.57	-20.01	3,919.58	19,588.11 %
Direct Deposit Payable	0.00	0.00	0.00	
Total Other Current Liabilities	\$104,047.89	\$60,173.54	\$43,874.35	72.91 %
Total Current Liabilities	\$104,047.89	\$60,173.54	\$43,874.35	72.91 %
Total Liabilities	\$104,047.89	\$60,173.54	\$43,874.35	72.91 %
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	-28,443.60	80,276.85	-108,720.45	-135.43 %
Total Equity	\$551,702.48	\$613,866.50	\$ -62,164.02	-10.13 %
TOTAL LIABILITIES AND EQUITY	\$655,750.37	\$674,040.04	\$ -18,289.67	-2.71 %

EBENEZER BIBLE FELLOWSHIP CHURCH

BALANCE SHEET CURRENT VS. PRIOR MONTH

As of November 30, 2018

	TOTAL			
	AS OF NOV 30, 2018	AS OF OCT 31, 2018 (PP)	CHANGE	% CHANGE
ASSETS				
Current Assets				
Bank Accounts				
18000 Branch Banking & Trust	489,388.13	535,494.67	-46,106.54	-8.61 %
18002 BB&T Certificates of Deposit	67,855.85	67,855.85	0.00	0.00 %
19000 M&T Bank Savings	93,130.72	93,123.07	7.65	0.01 %
19001 M&T Bank Checking	5,375.67	5,375.67	0.00	0.00 %
Total Bank Accounts	\$655,750.37	\$701,849.26	\$ -46,098.89	-6.57 %
Total Current Assets	\$655,750.37	\$701,849.26	\$ -46,098.89	-6.57 %
TOTAL ASSETS	\$655,750.37	\$701,849.26	\$ -46,098.89	-6.57 %
LIABILITIES AND EQUITY				
Liabilities				
Current Liabilities				
Other Current Liabilities				
100 Payroll Liabilities	-19,456.47	-17,646.96	-1,809.51	-10.25 %
2111 Direct Deposit Liabilities	123.02	123.02	0.00	0.00 %
901 Building Fund	76,692.70	75,986.70	706.00	0.93 %
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	4,514.44	4,464.44	50.00	1.12 %
905 Faith Promise	18,792.61	16,229.00	2,563.61	15.80 %
907 Benevolence Fund	16,528.62	17,495.24	-966.62	-5.53 %
908 Music Fund	380.10	380.10	0.00	0.00 %
909 Heyer Trust Fund	6,131.94	6,614.08	-482.14	-7.29 %
911 Year End Accruals	8,480.16	8,480.16	0.00	0.00 %
912 Run for the Children	1,462.12	1,268.92	193.20	15.23 %
914 Health Care Accounts	2,400.08	4,011.62	-1,611.54	-40.17 %
915 Youth Summer Missions	3,899.57	3,899.57	0.00	0.00 %
Direct Deposit Payable	0.00	0.00	0.00	
Total Other Current Liabilities	\$104,047.89	\$105,404.89	\$ -1,357.00	-1.29 %
Total Current Liabilities	\$104,047.89	\$105,404.89	\$ -1,357.00	-1.29 %
Total Liabilities	\$104,047.89	\$105,404.89	\$ -1,357.00	-1.29 %
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	-28,443.60	16,298.29	-44,741.89	-274.52 %
Total Equity	\$551,702.48	\$596,444.37	\$ -44,741.89	-7.50 %
TOTAL LIABILITIES AND EQUITY	\$655,750.37	\$701,849.26	\$ -46,098.89	-6.57 %

1 exempt organizations set forth in the Second Amendment in a manner substantively identical to the
 2 distribution terms set forth in the Second Amendment, as follows:

3 Section 1.03. Permitted Recipients of Distributions. The Trustees shall make payments
 4 or distributions from income or principal, or both, to one or more of the following
 5 organizations; provided, however, that the distributions are to organizations that qualify
 6 under the provisions of Section 501(c)(3) of the Internal Revenue Code and its
 7 Regulations, or the corresponding section of any future federal tax code:

- 8 A. Ebenezer Bible Fellowship, 3100 Hecktown Road, Bethlehem, PA, 18020.
- 9 B. The Blind Center of Las Vegas, 1001 N. Bruce Street, Las Vegas, Nevada.
- 10 C. The Salvation Army.
- 11 D. Any exempt organization that provides relief and alleviation of suffering
 12 caused by any natural disaster within the United States and/or its territories.

13 Section 1.04. Limits on Distributions. Distributions to the Permitted Recipients set forth
 14 in Section 1.03 shall be limited as follows:

- 15 A. The Trustees shall only distribute the sum of Twenty Thousand Dollars
 16 (\$20,000.00) per year to Ebenezer Bible Fellowship, 3100 Hecktown Road,
 17 Bethlehem, PA, 18020.
- 18 B. The Trustees may make a distribution in an amount in the discretion of the
 19 Trustees, to the Blind Center of Las Vegas, 1001 N. Bruce Street, Las
 20 Vegas, Nevada, on an annual or more frequent basis.
- 21 C. The Trustees may make a distribution in an amount of Ten Thousand
 22 Dollars (\$10,000.00) or more to The Salvation Army, in the discretion of
 23 the Trustees, on an annual or more frequent basis.
- 24 D. The Trustees may make a distribution in any amount in the discretion of the
 25 Trustees, to any exempt organization as determined by Section 501(c)(3) of
 the Code that provides relief and alleviation of suffering caused by any
 natural disaster within the United States and/or its territories.

26 27. Section 5.04 includes the time limitation for the duration of the Charitable Trust, as
 27 follows:

28 Section 5.04. Termination. The Trust shall continue until July 22, 2036 (which date is 21
 29 years from the date of ELIZABETH HEYER's death). Upon such termination, the
 30 remaining Trust assets shall be distributed among those exempt organizations set forth in
 31 Section 1.03(B), (C), and (D).

Pastor of Discipleship Report, Nov/Dec 2018

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

““The Lord your God will raise up for you a prophet like me from among you, from your brothers—it is to him you shall listen—” (Deuteronomy 18:15, ESV)

“I will raise up for them a prophet like you from among their brothers. And I will put my words in his mouth, and he shall speak to them all that I command him. And whoever will not listen to my words that he shall speak in my name, I myself will require it of him.” (Deuteronomy 18:18–19, ESV)

The beauty of this passage is that Moses is predicting the incarnation; the coming of the God-Man, Jesus Christ. Jesus was the final prophet, the one sent by His Father to show us the Father, and to redeem a people for His precious procession, as the writer of Hebrews explains so eloquently.

“Long ago, at many times and in many ways, God spoke to our fathers by the prophets, but in these last days he has spoken to us by his Son, whom he appointed the heir of all things, through whom also he created the world. He is the radiance of the glory of God and the exact imprint of his nature, and he upholds the universe by the word of his power. After making purification for sins, he sat down at the right hand of the Majesty on high,” (Hebrews 1:1–3, ESV)

With that in mind, here are some of the ministry updates from November/December 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 have seen an increase in attendance to between 12-16 students each week. ***Praise the Lord for raising up a fourth team***, Jennifer Schanely and her helpers will fill that fourth team spot, allowing the teams to return to an eight-week rotation.
- **Wednesday Evening Programs:** Awana is doing great, with an average of 70-80 children each week. We are privileged to have the elders teaching once again during both the T&T and Sparks’ clubs large group time. Please continue to pray that the Lord will provide the volunteers needed for this ministry.

Adult Ministry

- **Adult Electives:** These current fall classes will end on December 16:
 - 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 is now on holiday break starting November 17, 2018 = January 12, 2019. Jason Lee who is teaching the Bethel OT Series, on Thursday evenings, is also on holiday break.
 - **Men’s Bible Studies/Prayer:**

- Thursday mornings from 6:15 AM – 7:30 AM, This early morning bible study group is currently studying AW Tozer's, "The Pursuit of God".
 - Thursday mornings from 9:00 AM – 10:30 AM, This Men's Bible Study is studying the book of James.
 - 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:

"Bible Studies: We concluded our Bible Studies for the fall. Tuesday mornings ended on December 4th with a time of fellowship and recapping the book of Ruth.

Monday Evenings led by Vicki Cowley ended in November. Bible studies will begin in January.

MOPS: We had our Christmas MOPS on Thursday December 6th. Our special speaker was Linda Williams and she spoke on Be It Unto Me. Lisa Pyles prepared an amazing breakfast for the entire group along with our helpers and the staff. This was a great morning celebrating our Savior's birth.

Tis So Sweet: This wonderful group has about 15 ladies who are going through the book "Choosing Gratitude" by Nancy Leigh DeMoss Woglemuth. They are led by Linda Visco and will have a Christmas gathering on December 18th.

MOM To MOM: We continue to see the moms come and be blessed by this group. They are being taught the value to be a Godly wife and mother. Lisa Pyles continues to lead this group.

Retreat: We are so excited to have so many registering early for the retreat. We continue to meet and plan for this big event.

Had a special event at my home to celebrate the ladies who work on the WM team and the staff ladies and the ladies who volunteer on MOPS steering.

This was a beautiful night of sharing and fellowship.

I had the opportunity to speak at two sister BFC churches for the women's Christmas dinners.

Laura Sommons"

Discipleship Support

- **Kinship:** Please continue to pray that the Lord will 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.
- Facilitated the Men's Prayer Group each Saturday mornings.
- Took part in the Men's Bible Study at Lynfield on Thursday evenings.
- Facilitated the Men's Breakfast on December 9.
- Taught The Bethel Series NT on Saturday mornings.

Respectfully Submitted, Dick Bickings, Pastor of Discipleship

Upcoming Dates:**Dec. 18th** – MERGE Christmas Party**Dec. 20th** – Youth Staff Christmas Party**Jan. 15th** – Jonah Study Kick-Off**Jan. 25th-27th** – SnoGlo 2019**Current Study Series: 1 Corinthians**

Our 1 Cor. study will conclude on Dec. 11th in coordination with the winter break for youth group before the new year. The theme we traced throughout was “from isolated infancy, to Christ-like community”. Having spent a year studying Paul’s letter to the Corinthian church we have been challenged by God’s words to us through Paul. While outwardly our youth group and church may not appear to be anywhere near as dysfunctional as the Corinthians, we realize that our hearts are often just as sinful. We quickly pursue our own desires above others, cause division in our words and actions, fail to listen to leadership, pursue freedom above Christ, struggle in worship, rely on our gifts rather than Christ, and the list goes on. Throughout Paul’s letter and our study, God has continually reminded us that our only hope to honor God and honor others comes from the good news of the Gospel. Paul begins and concludes his letter professing Christ 4 times in the first 3 verses and 4 times in the last 3 verses. He bookends His letter with a reminder of our only true hope, Jesus Christ. Our prayer is that our youth would have gotten a clear picture of the Gospel of Christ and how these truths radically change our lives in a way in which we may be called from isolated infancy toward Christ-like community.

2019 Jonah Study:

2019 will begin our study on Jonah. This is a rather familiar story to youth in our church and potentially even those outside the church. Sadly, we can get drawn to the miracle of Jonah’s survival in a great fish and potentially miss the greater point. The book of Jonah is a continual picture of God’s abundant grace upon the graceless. Our prayer is that as we consider the life and ministry of Jonah, that we would see the greatness and mercy of God. Jonah not only provides a picture of God’s love for His people, but also, a picture of God’s coming deliverance for His people through His Son Jesus Christ. Jonah points us to the Gospel. Jonah reminds us that we all have turned and fled from God, yet He has not turned from us. Jonah reminds us that our hearts are hardened toward others, but God’s heart never hardened toward us. Jonah reminds us that our goal should never be to be like, or not like Jonah, but rather, to be like Christ. Please pray that as we study the book of Jonah that youth’s lives would be changed. Pray that their hearts would be shaped by the Gospel and that lives would be transformed as God sends us out into the world with the hope of Christ.

**Run For the Children:**

I would like to take a moment to thank our youth and youth staff for their service and participation during this year’s Run for the Children. Once again they brought home the trophy for best participation by a ministry in the event. Just to brag a little, that trophy has resided in the youth room for quite some time and we don’t intend to let it go anywhere else! Despite the cold, and even snow, we had youth either running on the course or directing runners on the course. We are so thankful for their willful participation and desire to serve our community and our church.

Operation Christmas Child Packing Party:

Our annual OCC Packing Party was a huge success. For the month of Nov. youth were challenged to bring in items to pack as many boxes as possible to send overseas. With a very generous donation our youth spent their growth group nights shopping for even more items to fill even more boxes. I am excited to announce that the MS girls contributed the most items for the event and were rewarded with an ice cream party. I graciously offered to help serve ice cream and may have had a scoop or two for my efforts. It is always a huge blessing to see our youth serve alongside our congregation as they faithfully pack boxes. With God's abundant blessing we were able to pack 168 boxes in an hour and a half. When we combined those boxes with the 400 boxes packed during VBS and the 109 contributed by congregants we sent 677 boxes throughout the world with the good news of the Gospel. Pray that lives would be changed by our efforts.

Individual Discipleship:

Many of our growth group leaders continue to reach out to individuals in their group in order to offer encouragement, counsel, and discipleship. With 18 volunteer leaders and Sunday school teachers we have been able to enter into our youth's lives on a much deeper level. I am so thankful for the leaders and teachers we have who are eager to take part in the spiritual lives of our youth. Discipleship opportunities are so much greater when there are multiple workers to take on the task. Jenn continues to spend time with girl's in our student leadership group and I have been able to have some consistent counseling and discipleship opportunities with some of the boys in youth group. Please pray for wisdom, strength, and peace. Discipleship is messy because it involves sinners and is never simply programmatic. However, it is a tremendous blessing to pour our lives into each other as God changes us through His mercy and grace.

2018 Youth Staff Christmas Party:

It's that time of year again. Jenn and I are excited to have our volunteer youth staff come enjoy a Christmas Party at our house. Since moving to the area, we have prayed that God would allow our house to be a place of deep fellowship. We are so thankful that He has answered our prayers. "Doing" ministry is both taxing and rewarding. Our prayer is that an evening of fellowship and celebration would recharge our batteries as we head into the new year. As I've said many times before. We are so thankful to labor alongside such faithful, gifted, and humble servants.

SnoGlo 2019:

The annual SnoGlo BFC winter retreat is rapidly approaching. Student permission slips are rolling in and we are praying a large number of our youth would attend. This year's speaker is Pastor Mark Evans who is the former youth pastor of Calvary BFC in Coopersburg. He was also the interim youth teaching pastor during the time between Mark Colton's departure and my arrival at Ebenezer. I am thankful for Mark's friendship and commitment to the God's Word. I am excited to see how God uses our time together to grow in Christ.

Youth Room Remodel:

The youth ministry room will be getting a makeover! We've already replaced the broken couches in the back and are preparing to work with a young man earning his eagle scout badge as he manages a makeover of the room. We are going to refresh the room a bit with paint and a feature wall at the stage area. We are so thankful for God's provision financially as well as His provision for the materials and labor necessary for the project.

Ministry Needs:

Please continue to pray for another MS Girl's Sunday School teacher. Sandy Galloway has faithfully served in this roll and could use some help in order to allow her some flexibility. Please pray that God would continue to strengthen our volunteers, provide opportunities for us to grow together, and encourage youth to become greater participants in the broader church.