



# Annual Report 2011

*Updated 02/17/12*

***A Place to Believe, Belong and Become***

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## *Ebenezer* **Bible Fellowship Church**

Church Phone: (610) 868-5501  
E-mail: [Office@APlaceForYou.org](mailto:Office@APlaceForYou.org)  
Web Site: [www.APlaceForYou.org](http://www.APlaceForYou.org)

Sunday Worship Services: 8:45, 11:15 am  
Sunday School: Children, Youth, College Students: 10:05 am  
Sunday Adult Electives: 10:05 am

### **Our Purpose is to...**

Introduce people to Jesus Christ and  
help them become devoted followers of Him.

### **Our Vision is to...**

**G**lorify God through heartfelt worship  
**R**each out to others with the love of Christ  
**O**bey God's command to make disciples  
**W**in others to Christ

### **Our Name Means...**

**Ebenezer** – “the Lord is our helper” (1 Sam. 7:12)  
**Bible** – God's inspired truth to guide us (II Tim. 3:16)  
**Fellowship** – a family who cares (John 13:34,35)  
**Church** – a people called by God for His glory

### **Our Ministry Staff**

Jason Hoy, Interim Senior Pastor  
Dick Bickings, Pastor of Discipleship  
Mark Culton, Youth Pastor  
Jennie Flicker, Worship Coordinator  
Heather Hunsberger, Worship/Youth Ministry Assistant  
Robbin Hunsberger, Office Administrator  
Kevin Kritzberger, Facilities Manager  
Rachel Norris, Kids Crossing/Office Assistant  
Laura Sommons, Women's Ministry Coordinator

*A Place to Believe, Belong and Become*

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# Interim Senior Pastor

## Ministry Staff

*Keep watch over yourselves and all the flock of which the Holy Spirit has made you overseers.  
Be shepherds of the church of God, which he bought with his own blood. ~ Acts 20:28*

*Be shepherds of God's flock that is under your care, serving as overseers—not because you must,  
but because you are willing, as God wants you to be... ~ 1 Peter 5:2*

I take those charges extremely seriously. I pray that I remain serious about my own walk with God so that it will spill out onto the lives of those whom I am privileged to shepherd at Ebenezer. My passion is to be serious about 4 things. **The first is passionate praise.** Jonathan Edwards once said, “The enjoyment of God is the only happiness with which our souls can be satisfied.” God’s praise is to be continually on our lips (Psalm 34:1) and is a sign of one whom the Holy Spirit has filled (Ephesians 5:18-20). **Secondly, I want to be passionate about prayer.** When one prays unceasingly (1 Thess. 5:17), he is declaring his absolute dependency upon God, his intimacy with him, and his concern for people. **The third passion of mine is the proclamation of the Word of God.** I want to preach his Word in season and out (2 Timothy 4:2), and watch lives change as God is more heard, adored and obeyed (Hebrews 4:12)! **Finally, I want to be passionate about people.** There are two people groups to be concerned about, the saints of our dear Lord and their growth in grace, and the other group includes the lost who do not know our precious Lord. I think if Ebenezer, empowered by the grace of God, strives to be passionate about those 4 things, we will continue to grow into the beautiful bride He wants us to be.

As you know, this particular bride began last year battered and scarred but our Kingly Husband, Jesus Christ, sustained us through this difficult time. It was a tender time, a tough time for all of our hearts. We still feel the loss of loved ones who have moved on. Many of you continue to interact with them, spend time with them, love them, and certainly pray for them. May God richly bless them as He uses them hopefully in another local church, but may we remember, we are all part of the same bride, the bride of Jesus Christ, even though we may not be worshipping together.

I praise Him for sustaining us through the storm. Often times, storms bring surprises, and it did for me this past February when I was called to be the Interim Senior Pastor for Ebenezer Bible Fellowship Church, a role that I have somewhat assumed informally since the departure of Pastor Brian. It was a humbling and weighty call, one I am privileged to assume. My prayer to our precious Lord was to bring some calm and stability for a while and then be of help to launch EBFC into her next chapter of ministry for the glory of God and the good of his people. It has been a wonderful experience so far.

I have noticed that my passions are changing. I thoroughly enjoy praying, preparing and preaching the Word of God and marveling over Jesus Christ. I love to see the listeners doing the same, and taking that home with them as they live out their lives for His honor and glory. Preaching through Mark’s gospel has been an immense joy for me, and I praise God for those of you who come through the line telling me of your greater fire and passion for Jesus. Many of you have expressed life changes that you have made and plan to make. There is no greater joy for a preacher than that! Personally, I plan on sharpening my skills by continuing to read books on preaching and listening to lectures/sermons from godly men who handle the Scriptures accurately and seek to have it burn in their bones (Jer. 20:9) and those who listen to them. Thank you for this immense privilege granted to me this past year.

As I think about a shepherd’s many duties within the church I am reminded of a statement from the book, “Elders in Congregational Life,” by Phil Newton. The elders studied this work a few years ago, but it is a valuable resource to turn to again and again. He states, *Shepherding is hard work. The work of elders goes on in all conditions and situations. Elders are never off-duty when they leave the church building. An elder must attend to his own spiritual life, guarding his own family from spiritual dangers. He must maintain a godly example for the rest of the church. While others are resting, he will often be toiling on behalf of the church through study, prayer, ministry, counseling, visiting, and watching.* Needless to say, I and the other brothers here at Ebenezer remain busy praying, teaching, leading, counseling, and visiting week in and week out.

I am grateful for the men God has placed here as overseers. Pastor Dick and Pastor Mark share the same heartbeat for doctrine and ministry that I have. We are always in each other’s offices, sharpening, encouraging, and evaluating ourselves and our ministry, along with the ministries under our charge. I am grateful that these brothers take the time to critique my sermon every week.

The elders are a tremendous group of godly men and it’s a breath of fresh Holy Spirit wind for me as we carry out our meetings in song, study, prayer, and the business of the church. These men take their role from Jesus seriously, in their teaching, leading committees, and delving into the lives of the sheep under their charge. It was a blessing for us to take our first ever retreat in remembered history this past summer and begin thinking about our vision and mission as we move forward as a church. Stay tuned, the time is ripe to begin this process. And we are extremely grateful to Pastor Carl Cassel, a retired BFC pastor, who met with us many times over the course of this past year, as elders and as a staff to offer insight and wise counsel. He also joined the congregation once per month, preaching twice and offering the pastoral prayer on other Sundays.

I would also be remiss if I didn’t say “Thank You” many times over to the many servants of our Lord who serve in this church. I think of the deacons who work tirelessly in their specific areas. The staff at EBFC is invaluable to the ministry that is accomplished here, “Thank You!” And without volunteers, ministry would not get done and we would be guilty of not “equipping the saints for the work of the ministry.” More needs to be done in this area, but much is being done already that I don’t want to overlook.

On a personal note and often times unknown to you all, I continue to enjoy monthly gatherings of BFC pastors at our regional meeting at Cedar Crest BFC. I also meet with Tom Shorb, pastor of Coopersburg church every other month. I also plan to resume meeting with a group of Lehigh Valley pastors from the area every other Wednesday as well.

I have thoroughly enjoyed my work here, and I am extremely grateful for your support and words of encouragement. My family has felt this deeply too, thank you. It is a great privilege to work in our Lord's church, and to serve His people. May He remain central to everything we do.

Blessings,  
Jason Hoy  
Interim Senior Pastor

## Pastor of Discipleship

### Ministry Staff

*"And I am sure of this, that he who began a good work in you will bring it to completion at the day of Jesus Christ." (Phil 1:6 ESV)*

Praise the Lord for another amazing year in ministry...the blessings abound! The variety of ministry opportunities that the Lord has given me this year has brought great peace, joy, and satisfaction. Though there is still much to learn and do, to know I am where the Lord has called me, makes the tough times bearable.

As I reflect back over my third full year in ministry and look forward to a new year, I am compelled to take personal inventory into what I accomplished for the Kingdom of God in 2011. It's always an enormous reality check to see the failures of incomplete goals. Though the year began with great intentions, and noble plans, it's always those unforeseen intangibles that get us every time. The reality of the limitations of being human become more evident each year, but also, and this is a great thing, there comes with this an acute awareness that our sovereign God who is not encumbered by intangible things, nor does he possess any limitations, is in absolute control. His plan is always done, his goals are always complete, and nothing thwarts his activities. This amazing truth is a great comfort as we create our ministry plans for this new year, while realizing that he is doing a work in us and in his church that will not be thwarted, even by the gates of hell! Jesus Christ promised...

*"... I **will** build my church, and the gates of hell **shall not** prevail against it." (Matt 16:18 ESV)*

Jesus Christ commanded us before he ascended that we are to "Make Disciples." This command is fulfilled through the two-fold strategy of *evangelism* and *teaching*. Thus, we saw this past year a combined emphasis on *equipping the saints* through biblical expositional preaching from the pulpit, solid biblical teaching in our adult, youth, and children's Sunday Schools, and various bible studies and events for both men and women, and a renewed focus on the importance of prayer, so that those so equipped, would do the *work of the ministry*. This *work of the ministry* part began with evangelism training through the *Share Your Faith Workshop*, contacting newcomers, and benevolent service to reach the world outside our local church. There was also an attempt to deemphasize the social events side of ministry in order to place a greater emphasis on the fellowship/discipleship side.

For 2012, I see very little change in ministry strategy; however, all of us have a lot of work to do on the implementation part of making disciples by actually doing ministry work. We should work on building on what is already in place, but, are powerless unless we begin with a reemphasis on the absolute essential nature of prayer, not just private but also corporate. My goal is to have more teaching on prayer in 2012 and to hold several more prayer events. Concurrently with our prayer emphasis, our church can move forward to focus outwardly with evangelism and outreach. Ways to accomplish this in 2012 include evangelism training, door-to-door surveys, and encouraging each other to get involved with one another's needs. The Elders also plan to continue evaluating each current ministry to understand if their focus aligns with our ministry strategy.

Please continue to pray and ask the Lord what part you might have in fulfilling this vision for 2012. Remember that we are in this together as the living, visible, functioning body of Christ.

*"And let us not grow weary of doing good, for in due season we will reap, if we do not give up." (Gal 6:9 ESV)*

Blessings,  
Dick Bickings,  
Pastor of Discipleship Ministries

*See Student Ministry Report, Page 29.*

## Facilities Manager

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Ministry Staff

It is hard to believe but it has been 5 full years since I started working here and I thank God daily for allowing me this opportunity to serve Him.

We had another busy year here at EBFC. Our sanctuary underwent a much needed facelift which included the extension of the stage, new carpeting, new pews and a new splash of color. We also took advantage of the PPL rebate program which saved us \$3,800.00 and completed the occupancy sensor project which will save us much needed expenses in the long run. We also installed and upgraded our video surveillance capabilities around the church. We also finally found and repaired the leak in the roof over the women's restroom to the north side of the sanctuary. We apologize for the inconvenience this has caused but we are ready to renovate that bathroom along with the south side women's bathroom. Both of these will undergo a major facelift as well.

I would like to thank the many volunteers who so graciously gave of their time to serve their Lord. This year we had 24 people wanting to serve which averaged 21 hours per week. I also want to thank those of you who have volunteered to take care of the flower gardens through the "adopt a flower garden" program. They added a lot of color to the outside. What an awesome display of God's talent being put to good use.

Lastly, I want to thank the staff and the congregation for your support during this year and again it is my desire to serve you faithfully and diligently in my role here at EBFC. If you have any questions or concerns or would like to volunteer please feel free to contact me.

For His Glory,  
Kevin Kritzberger,  
Facilities Manager

# Kids Crossing Assistant

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Ministry Staff

Kids Crossing Children's Ministry was blessed to have a productive year in 2011 filled with continual growth. I am constantly blessed by the wisdom & leadership of Pastor Dick and his diligence to disciple & equip children in biblical truths. We have worked together to maintain and strengthen our children's ministry programs by staying in regular contact with volunteers & parents through email updates, department meetings, and parent meetings. We also have a "Kids Crossing Children's Ministry" page on Facebook to help keep everyone up to date and have promoted several events.

Highlights of the year include opportunities for growth & service through camp retreats and drama. We sent over 45 kids to camp at Victory Valley for Sno Valley, Day Camp, and overnight camp. I coordinated all 3 events for Ebenezer, delegated scholarship money, and chaperoned at Sno Valley. The kids' drama team continues to grow and use their talents to serve the Lord. It is exciting to see so many children committed to serving others enthusiastically, even when faced with bad weather on Sunday mornings.

In addition to camp & drama programs, I enjoy being directly involved with kids throughout the year. I continue to serve on Wednesday nights as a small group leader for seven 2<sup>nd</sup> grade girls at FaithWeaver Friends. This summer, I was a group leader during VBS and also taught a special lesson on Israel.

As Kids Crossing Assistant, I also fulfilled many administrative tasks in addition to helping the Pastor of Discipleship. I created agendas for leadership team meetings; facilitated quarterly department meetings; maintained attendance records, background checks, ID badges, & website pages; emailed volunteers & parents regarding scheduling & program updates; and created posters & inserts to promote events. I also coordinated events like the bi-annual parent meetings, volunteer training, Journey to Jerusalem (4<sup>th</sup> year), Bethlehem & Beyond (2<sup>nd</sup> year), and Bible Quizzing competition. I worked with the Missions Committee in promoting a combined children's Sunday School class during the Missions Emphasis week.

We ask that you continue to pray for Kids Crossing and all that God will do in the lives the children here at Ebenezer. Several ministry opportunities are available for teachers and helpers for our Sunday morning and Wednesday night programs.

Respectfully Submitted,  
Rachel Norris,  
Kids Crossing Assistant



# Office Administrator

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**Ministry Staff**

It has been my pleasure to serve as the Office Administrator of Ebenezer Bible Fellowship Church for the past seven years. I have enjoyed the opportunities to interact with many members of our church family through phone calls, emails, and office visits. It has also been a privilege to assist and support the staff and ministry leaders as much as possible.

A main focus of my job continues to be keeping the congregation well-informed about what is going on at Ebenezer. There is always room to grow in this area, but hopefully the email newsletter, bulletin, web site, online calendar, personal emails and phone calls have helped you stay informed and feel connected. I am constantly looking to keep the information we share up-to-date, with clearly-worded announcements and eye-appealing design, and keep it in line with our ministry's vision/purpose.

New for 2011:

- Headed up the project of mailing 10,000 Christmas cards to our neighbors
- Advertised our Easter Services on CAT Country Radio, Morning Call, and Express Times
- Attended a 1-day Finance & Accounting Class in October
- Gave a face-lift to the Community Bulletin Board (re-upholstered, new banner, etc)
- Gave increased assistance to ministry leaders with clerical tasks, designing flyers & posters, and doing publicity
- Started keeping minutes from Elder, Deacon, and Congregational Meetings available on our website
- Initiated Ebenezer's participation in an area-wide collection for tornado victims in Tuscaloosa, AL. (Thanks to all who donated items for the 10 cases of supplies we contributed.)

A huge thanks to Rachel Norris, our Office Assistant who helps in nearly all aspects of this work and makes it possible for the Front Office to accomplish so much.

Respectfully Submitted,  
Robbin Hunsberger,  
Office Administrator

# Women's Ministry Coordinator

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**Ministry Staff**

*See Women's Ministry Report, Page 34.*

# Worship Coordinator

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**Ministry Staff**

*See Worship Ministries Report, Page 37.*

# Current Elders and Deacons

## Church Leadership

### Elders and Their Terms: (each term is for 3 years)

2010 - 2012	2011 - 2013	2012 - 2014
Shawn Sommons	Mike Capaldi Andy Brimer Shawn Van Doren	Wayne Batten Scott Holwick*

\* Pending election on 1/29/12

The following men served on our Elder Board in 2011:

Dick Albright (through January of 2011) – Missions, Interim Treasurer  
Wayne Batten – President, Nominating, Missions  
Dick Bickings – Pastor of Discipleship, Membership & Discipline  
Andy Brimer – Assimilation, Co-Treasurer  
Mike Capaldi – Secretary, Pastoral Relations, Senior Pastor Hiring, Kinship, Co-Treasurer  
Mark Culton – Youth Pastor, Worship Committee  
Rick Davis (through February 2011) – President, Worship Committee  
Jason Hoy – Interim Senior Pastor, Elder Board Chairman, Nominating, Strategic Planning, Membership & Discipline  
Shawn Sommons – Vice President, Deacon Liaison, Senior Pastor Hiring  
Shawn Van Doren – Evangelism

### Deacons and Their Terms: (each term is for 3 years unless otherwise noted)

2010 - 2012	2011 - 2013	2012 - 2014
Mark Hardy George Hardy Joe Meier Rob Lofthouse	Bruce Eckel Kamba Kalubi Robert Smith (2012-2013) Otis Powell* (2012-2013)	Kevin Kritzberger John Romero Rob Christiansen

\* Pending election on 1/29/12

The following men served on our Deacon Board in 2011:

Bruce Eckel – Deacon Board Chairman, Counting & Community Concerns  
Kevin Kritzberger – Deacon Board Vice-Chairman, Activities  
Mark Hardy – Transportation  
John Romero – Ushers/Emergency Response  
George Hardy – Property  
Joe Meier – Benevolence  
Kamba Kalubi – Ordinances, Baptisms  
Jason Lee – ELM: Helping Hands, Deacon Board Secretary  
Eric Sherer – Church/School Liaison  
Rob Christiansen – ELM: Caregivers  
Rob Lofthouse – Security

<sup>1</sup> Here is a trustworthy saying: If anyone sets his heart on being an overseer, he desires a noble task. <sup>2</sup> Now the overseer must be above reproach, the husband of but one wife, temperate, self-controlled, respectable, hospitable, able to teach, <sup>3</sup> not given to drunkenness, not violent but gentle, not quarrelsome, not a lover of money. <sup>4</sup> He must manage his own family well and see that his children obey him with proper respect. <sup>5</sup> (If anyone does not know how to manage his own family, how can he take care of God's church?) <sup>6</sup> He must not be a recent convert, or he may become conceited and fall under the same judgment as the devil. <sup>7</sup> He must also have a good reputation with outsiders, so that he will not fall into disgrace and into the devil's trap.

- 1 Timothy 3:1-7

It's a weighty thing to be an overseer. The book of Hebrews tells us to "...keep watch over you as men who must give an account" (Hebrews 13:17). We take this charge from our Lord very seriously, so we strive with all of His energy to build up this church for His glory and your good. Phil Newton has broken down the duties of elders into four categories: **Doctrine, Discipline, Direction, and Distinction.**

We are charged with the task of holding our doctrine closely because it is a matter of life and death (1 Tim. 4:16). Paul tells Titus to "hold firmly to the trustworthy message as it has been taught, so that he can encourage others by sound doctrine and refute those who oppose it" (Titus 1:9). Since we are to be the primary teachers (Acts 6:2, 1 Tim. 3:2), we better know and handle the word of our Lord correctly (2 Tim. 2:15). Discipline entails more than just church discipline for Phil Newton. It includes church discipline but it also includes all of the "one anothering" that should be happening in a church, encouraging, correcting, training, and rebuking so that we all become fully mature and more and more conformed into the image of the Lord Jesus Christ. Direction includes setting the vision and mission of the church, but it also includes the "priestly" role of being involved in the sheep's lives, and the "kingly" role of governing the daily life of the church. Lastly, distinction is the most humbling category of all, modeling the Christian life. Peter told the elders to be "examples to the flock" (1 Peter 5:3). A tall order indeed! That's why we depend fully on our Chief Shepherd's grace to be faithful leaders of this local body. The practical out working of this are as follows:

The Elders met twice a month from February through November to worship, study, pray and conduct the business of the church. Pastor Dick has been teaching us the Bible Fellowship Articles of Faith so that we will be edified and knowledgeable of the church's doctrine. We have also had special meetings devoted to budget review and a joint meeting with the Deacons. This past July, we spent considerable time in prayer, vision casting, and formulating the next steps for hiring a Senior Pastor at our Elder's retreat, which we hope to continue doing on an annual basis.

The following congregational meetings were held in 2011:

- Annual Congregational Meeting – January 30
- Special Congregational Meeting – April 10
- Semi-Annual Congregational Meeting – July 31
- Congregational Budget Meeting – December 11

I praise God for all the brothers who served as Elders and Deacons in 2011 and for the various ministry and committee work that they accomplished. Please continue to pray for them and their families as they continue the work of our Lord in His local church. Pray for unity, strength and protection. All glory goes to God.

Respectfully Submitted,  
Pastor Jason Hoy,  
Elder Board Chairman

The past year was a tough one for our society as economic woes affected everyone. We pray to God that things will improve with the economy and he will bless us all with a brighter 2012. The church budget has been downsized over the entire spectrum of ministries so we will try to serve our congregation's needs with less funds as well as everyone else will. Many property projects have been placed on hold for the present time until we see how 2012 progresses financially.

Our Deacon board consisted of 11 men in 2011 with the resignation of Scott Tomlinson. We bonded even more in 2011 to continue our mission of serving the people of Ebenezer. We continue to ask for your prayers for us to have the wisdom to make the correct decisions on issues that we ponder in order to serve our congregation better. The dedication that I witnessed throughout the year from our Deacon board made me proud to be associated with this group of leaders and I thank them for their fine service to the Lord.

Please refer to the Current Deacon's page in the report to see the various ministries we provide for the church. As always we can use volunteers on all committees and ask you to join a committee to help serve your church in a positive way. In particular the ushering ministry is looking for people to serve and this is a good and easy way to become more involved in your church.

One of the biggest accomplishments for the Deacon board was the remodeling of the sanctuary with the installation of new carpet and new pews and chairs, remodeling of the stage, along with new paint in various areas. We will continue to make necessary repairs and improvements within the budget constraints. Even though the financial environment was uncertain the Lord provided us with the financial resources to implement the remodeling of the sanctuary. We also thank you the people of Ebenezer for your generosity in all areas including Benevolence where, with your resources, we were able to reach out and help many people in need. Thank you!

Romans 12:4-7 For as in one body we have many members, and the members do not all have the same function, so we, though many, are one body in Christ, and individually members one of another. Having gifts that differ according to the grace given to us, let us use them: if prophecy, in proportion to our faith; if service, in our serving; the one who teaches, in his teaching.

In the Lord's Faithful Service,  
Bruce Eckel  
Chairman of Deacon Board

# Activities Committee

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## Deacon Ministry

The Activities Committee is here to promote fun and fellowship. In a church our size we understand that it is harder to get to know people, so by planning different social and sporting events we are able to move people one step closer to each other. This in turn will promote harmony and unity amongst the church.

We plan many different events throughout the year. Each winter we plan ski outings, bowling nights and some years a Valentine's Banquet. In the spring and fall we have camping trips and hikes. During the summer we plan two day-trips to the beach. We also help organize our church picnic. On the sports end of this committee we have a softball team and a dart baseball team. We also have intramural basketball, floor hockey, ultimate Frisbee (coordinated by young adults) as well as flag football days. This year we have continued our partnership with Athletes for Christ for boys and girls basketball and soccer programs.

There are so many new faces here at the church that we are constantly mixing up our events so that we can try to touch each and every interest that you may have. Please feel free to contact one of the members on this committee if you have any questions or ideas for an event or would like to serve on this committee.

For His Glory,  
Kevin Kritzberger, Chairman

### Committee Members:

- Mike and Donna D'Imperio
- Fred and Linda Tona
- Sharon Kritzberger
- Lamont and Judy Seyfried
- Steve and Kathy Magditch
- Rob and Anne Christiansen

# Adult Electives

## Discipleship Ministry

Adult Electives are our Adult classes that run at 10:05am Sunday mornings. On average we have around 130 people regularly attending these teaching sessions. Unlike Kinships that are usually focused more on relationships than teaching, the Adult Electives focus more on teaching than on relationships. It is one of the main teaching arms of Ebenezer Bible Fellowship Church.

### Review of 2011:

In 2011 we held 17 classes. During this year we completed the yearlong study on the book of Luke.

Led by Scott Holwick, this was our first class that went for a full year (instead of a single semester). Feedback was positive, and so we are continuing that concept with the following books: Genesis (begun in the Fall of 2011), Numbers, Romans, Acts, and Revelation. These “yearlong” studies will begin in the fall and conclude in the spring (feedback from the Luke class suggested we avoid the summer semester). The goal of these will be 1) to go slower through the details of the book and 2) provide an opportunity to bring in more references to other passages of the lessons taught in the book.

Spring 2011	Summer 1, 2011	Summer 2, 2011	Fall 2011
Grief Share Daniel Marriage Luke (part 2)	Hebrews (Part 1) Membership Bible Survey (Part 1) Luke (Part 3) Basic Theology (Part 1)	Hebrews (Part 2) Networking Bible Survey (Part 2) Luke (Part 4) Basic Theology (Part 2)	Galatians/Ephesians/Philippians Genesis (Part 1) Discipleship Essentials

### Planning 2012:

As we began planning for 2012 we were looking to improve on the following items:

- 1) The usefulness of our online sites for access to materials
- 2) Build up and be more consistent with our New Believers track (Discipleship Essentials, Basic Theology, Everyday Evangelism (EV2), Spiritual Formation, OT Survey, NT Survey).
- 3) Developing additional teachers through the Teacher Training Process

Some Classes Tentatively Planned for 2012 Include:

Genesis (Part 2)	Church History
Romans	Spiritual Formation
James	The Pentateuch
EV2	Marriage
Philemon	Jonah

Thanks to the following teachers who diligently work to study God’s Word in order to provide it to the congregation each Sunday morning:

Dick Bickings	Joe Maddock	Shawn Sommons
Mike Capaldi	Richard Mastronardo	Shawn Van Doren
Scott Holwick	Josh Nye	
Jason Hoy		

Lastly, thank you to all who regularly attend the Adult Electives. All of us are humbled by your trust in us, and are very thankful for the opportunities to assist in aiding everyone in growing to be more like our Lord Jesus.

In His Service,  
Richard Mastronardo,  
Leader of Adult Electives

Over the past year, we have been continuing to develop and work on a way to help those new to Ebenezer get better acquainted and connected with the church. These efforts have focused on everything from helping them understand who we are as a local body and what we believe to better connecting with people so they truly feel like they *belong*. Two components of this process have been *Welcome Desserts* and *Networking*.

## **Welcome Desserts:**

These desserts are scheduled about once per quarter. They are an informal time where a smaller group of people can learn more about the church and meet others. They are also a way for us to find out how to better serve those new to the church and how we can present ways to connect them to the church body. The Maderas family has opened their home this year for these marvelous times of refreshment, fellowship and encouragement.

## **Networking:**

“The Right People in the Right Places for the Right Reasons” is something we should all keep in the forefront as we continue to work out where God has called us to uniquely serve Him in order to build up the Kingdom based on our God-given Passion, Spiritual Gifts and Personality Style.

At Ebenezer, we are using Networking as the primary approach to connect people with service opportunities within the various ministries of the church. This is accomplished by aligning an individual’s profile with ministry position descriptions that are provided by ministry leaders. This process is divided into two sections. The Discovery Session is the group setting in which the material is presented. After completing the profiles in the Discovery portion of the process, each person has an individual session with a consultant to talk through the Ministry Profile and make the best person-ministry match. In order for this to be most effective, it is critical that each member of the congregation go through the Network process. It is also important that ministry leaders communicate the service opportunities within their ministries so that the best fit can be found.

During 2011, three Discovery Sessions were scheduled, but only one was actually held because of lack of participation.

If you have not yet been through the Network Discovery Session, please prayerfully consider attending one in 2012. Even if you are already serving in the ministry which you know you are gifted in and called to, you will benefit from having your Passion for ministry, your Spiritual Gifts and your Personality Style affirmed. The result will be the confirmation that where you are serving is the place you should be to fill the unique role that God has designed for you, equipped you for and prepared for you to do.

## **Final Remarks:**

We continue to work at building and sustaining a process where people will develop the sense of *belonging* to the life of the church. We believe that as God works in people's hearts, one of the outward signs that He is transforming them to *become* more like Him will be a desire to serve Him by serving the church body.

*Be completely humble and gentle; be patient, bearing with one another in love. Make every effort to keep the unity of the Spirit through the bond of peace. There is one body and one Spirit—just as you were called to one hope when you were called—one Lord, one faith, one baptism; one God and Father of all, who is over all and through all and in all... Instead, speaking the truth in love, we will in all things grow up into him who is the Head, that is, Christ. From him the whole body, joined and held together by every supporting ligament, grows and builds itself up in love, as each part does its work. Ephesians 4:2-5,15-16 (NIV1984)*

Serving with you,  
Andy Brimer

# Benevolence

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## Deacon Ministry

We want to thank heartily the members and attendees EBFC who contributed \$23,042.54 to the Benevolence Fund. The Benevolence Committee approved and distributed \$23,182.76 to those in need both inside and outside our congregation. At the end of December, we have a balance of \$14,178.15 in the Benevolence Fund. In 2011, EBFC gave financial assistance to many families.

Besides helping out financially, we have provided financial counseling on several occasions. We require anyone who needs assistance more than once to meet with one of the financial counselors on the Benevolence Committee to help them create a sustainable budget and teach them the basics on how God wants us to handle our money.

In 2011 we again gave out over \$1,300 in Giant Gift cards at Thanksgiving and Christmas. At Christmas time, the YACS also provided turkeys and other fixings for these families. Without the generous financial support of those giving to the Benevolence Fund, none of these support efforts could have happened. And of course, neither could the significant financial support we have given to many people in their time in need.

The members of EBFC and the Benevolence Committee are following God's principle that he laid out for His chosen people in Leviticus 25: 35 – 36, "If any of your fellow Israelites become poor and are unable to support themselves among you, help them as you would a foreigner and stranger, so they can continue to live among you. Do not take interest or any profit from them, but fear your God, so that they may continue to live among you."

On behalf of those serving on the Benevolence Committee, it is a privilege to serve in this role, carrying out for the members of EBFC the charge that God gave us in helping those in need.

I would like to thank both current and past members of the Benevolence Committee for their time and dedication in serving our Lord and the EBFC congregation in this capacity. It certainly is a privilege and an honor to serve with each one of them.

In Christ,  
Joe Meier

### **Benevolence Committee Members**

**Current Members:** Bruce Eckel, Kevin Kritzberger, Eric and Maria Sherer, Joe Meier

**Past Members:** Bob and Chris Erland



# Children's Ministry: Kids Crossing

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## Discipleship Ministry

### **Bible Memory Program:**

The Bible Memory Program's goal is to encourage and motivate students in Kindergarten through eighth grade to memorize the Word of God so that they will carry it with them the rest of their lives. The program is open to those students who attend Ebenezer Bible Fellowship Church's Sunday School. It took place January 23 through May 15, 2011.

This year 21 children successfully completed the Bible Memory Program. Seventeen of the children chose the \$35.00 Hackman's Bible Book Store gift certificate as their award. Two chose the \$70.00 camp scholarship to Explorer Girls' Camp and two chose the \$70.00 camp scholarship to Victory Valley Camp. Nine of the children participating earned an extra bonus (\$10.00 Hackman's gift certificate) by memorizing the books of the Bible and reciting them to us.

This year, Sarah Hardy stepped down as leader of the Bible Memory Program after several years of faithful service. Lori Bernhardt and Robin Laudenslager have taken over as leaders of the program.

It is our hope and prayer that in the coming year there will be an even greater participation of the children to "hide God's word" (Psalm 119:11) in their hearts.

In His Service,  
Lori Bernhardt and Robin Laudenslager

### **Children's Church:**

The Children's Church program continues to go well. Volunteers serve on an 8 week rotation where they teach for 2 weeks and have 6 weeks off. We currently offer Children's Church for age 3 through kindergarten during the 11:15 am service on Sundays. Adding the 3-year-olds to Children's Church is hopefully a temporary change until we can get enough volunteers to fully staff the 2 & 3 year old (toddler) class during the 11:15 service. We continue to use Group Publishing's material "Kids Own Worship" and are blessed to serve 10-15 kids each week. As always, we would love to have you consider being a part of this ministry!

Respectfully Submitted,  
Rachel Norris  
Children's Church Coordinator, Kids Crossing Assistant

### **Cross Time Sunday School:**

Cross Time Sunday School is blessed to have a team of dedicated teachers and assistants who willingly give of their time, energy, and effort to serve the children at Ebenezer. Our teachers serve on a rotating schedule which allows them to attend Adult Electives since they have every-other month off. We are especially blessed to have several teen volunteers who have done an excellent job in aiding teachers and building relationships with younger children!

We continue using Group's FaithWeaver material since it is chronological, comprehensive, and builds continuity between the various age groups. So that parents can more easily discuss with their children what they are learning at church, we now have lesson summaries & daily devotions available online and in the literature display rack. We are grateful for the many volunteers who faithfully serve in this ministry.

We look forward to seeing a new generation of young people grow in the grace and knowledge of God and His Word as they will be well grounded in Bible truths taught by godly teachers and parents. Although we currently are fully staffed, we will need several volunteers (teachers & assistants) to staff the 5<sup>th</sup> grade class starting in the summer.

Respectfully Submitted,  
Rachel Norris  
Cross Time Sunday School Coordinator, Kids Crossing Assistant

**FaithWeaver Friends MidWeek:**

This is year two of FWF Midweek discipleship program utilizing Group Publishing's FaithWeaver® Midweek curriculum. This curriculum addresses every major theme throughout the entire bible in three years. This program, much like our VBS program, does challenge children in their walk with Christ and provides a gender specific small group setting for personal growth and mentoring. This program continues to reinforce what was learned the previous Sunday in Sunday School and Children's Church.

We have two age specific groups comprising of a preschool group, ages four through kindergarten, and an elementary group, grades one through five. We start and end our Wednesday evenings in a large group setting, but break the children into small gender specific groups for activities and mentoring. We currently minister to 50 children in the 1<sup>st</sup> – 5<sup>th</sup> grade age group and 18 in the preschool age group.

This program would not be possible without the commitment of adult leaders. We have been blessed to have twenty-two adult leaders and one teen to mentor the children and run the activity centers.

In addition to our usual Wednesday evening program, the children had a few special events. In February, they had a roller skating outing at the Bethlehem Skateaway and in December, they ministered to residents at Country Meadows by singing Christmas carols and giving cookies and hand-made cards.

It is with a humble and loving heart that we thank you for all the support in prayer and participation.

Respectfully Submitted,  
Megan Gasho (pre-school), Shawn and Jennifer Van Doren (elementary)

**Nursery:**

The Nursery is a vital ministry at Ebenezer Bible Fellowship Church. Our purpose is to provide a safe, fun, and loving environment for children ages 0-3 years of age. Our ministry continues to grow every year. Nursery is a ministry that goes beyond just Sunday mornings. We have a loving staff that provides care throughout the week as well. We are excited about being a part of the FaithWeaver curriculum by teaching the children about God's love even as early as nursery age. It takes a lot of volunteers to make this ministry work effectively and I would like to take this opportunity to thank them for building God's kingdom and serving our Jesus so faithfully.

In His Service,  
Respectfully Submitted.  
Sharon Kritzberger, Nursery Coordinator

**Early Childhood:**

The Early Childhood Department ministers to approximately 20-25 children ages 2-3 years old and their families every week during first service and the Sunday School hour. During our time together, children play, read stories and enjoy time with each other and our adult volunteers. We worship God through lively songs and hymns. We spend time in prayer, Scripture reading and memorization. Our Bible lessons come from the FaithWeaver curriculum, which allows the entire family to focus on the same Bible point and verse each week.

I am thankful for all the volunteers who continue to give their time and open their hearts to these precious children and their growing relationship with Jesus.

We are always looking for more helpers (either as substitutes or permanent volunteers). Please consider being a blessing to these little ones and their families. You will be blessed in return.

Respectfully Submitted,  
Anne Christiansen

College - quite possibly one of the most stimulating, pivotal and influential time periods of one's entire life. I am continually reminded that the college years can be a period where young adults tend to be the most open to new ideas and exploring new ways of life and opportunity. It can also be a huge time of doubts and questions. What a ripe time to reach out and seek to touch the hearts of students through God's grace and strength.

It is so humbling to have the opportunity of fellowship, studying the Word and praying with our college students. As with all ministries, as we seek to serve and minister to others, the Lord works in a mighty way to shape and mold us. What a blessing that is and something I pray we never take for granted.

During the spring semester this year, we had the privilege of studying many Old Testament characters. As we studied the lives of these men and women, we were continually reminded these followers of God were fallen, flawed and weak individuals in the flesh but by the grace of God and His Spirit were used mightily for His sake. Not so different at all from our own lives. And yet so often we feel we can't relate or connect with Biblical characters.

"...My grace is sufficient for you, for my power is made perfect in weakness. Therefore I will boast all the more gladly about my weaknesses, so that Christ's power may rest on me. <sup>10</sup> That is why, for Christ's sake, I delight in weaknesses, in insults, in hardships, in persecutions, in difficulties. For when I am weak, then I am strong." **2 Corinthians 12:9-10**

This past fall semester we did a course study by Pastor Tim Keller of Redeemer Presbyterian Church called Gospel Christianity. We took a journey through the foundations of the Gospel message. While some may consider studying the Gospel to be quite basic, I believe it was a major wakeup call that these deep fundamental truths should be alive and well in our lives each and every day. How much of our lives are filled with Jesus and what are we doing with Him and for Him? It's been quite convicting, to say the least.

We ask that you please keep us and the students in your prayers. Please pray for creativity and diligence as we seek to reach out and minister to graduating high school seniors and also to current college students at Ebenezer and our area colleges and universities.

In His Service,  
Kevin Hardy

*(For the College Ministry Leadership Team of Kevin Hardy, Chris Jones and Sam Eatmon)*

# Community Concerns

## Deacon Ministry

It was another year of transition for the Community Concerns ministry as the new Deacon resigned and I filled the position on an interim basis in 2011. This year was more of a maintenance year keeping current ministries running strong and providing support for the various ministry leaders in Community Concerns. We look to have a new Deacon of Community Concerns in place in January and we hope that he will lead this ministry forward with new ideas while maintaining the current programs that are in place. Below you will find the current and one shuttered ministry and their activities in 2011. We are always looking for volunteers in each of these ministries, so feel free to contact the ministry leader if you feel this is something you would enjoy helping out in.

### Care Net:

- Ministry Leader: Sandy Barron
- Ran Baby Bottle Campaign between Mother's Day and Father's Day, collecting \$1284.35 which was donated to Care Net.
- Ebenezer sponsored a table in support at the Care Net Gala.

### Manna Ministry:

- Ministry Leader: Linda Tona
- Former ministry leader Maryann Buttillo stepped down & Linda Tona stepped forward to continue the ministry.
- Regular donations of day-old bread, pastries, and groceries are received from Panera Bread, Weis Market, Flour Bakery, Starbucks and Wegmans. They are handed out at EBFC every Tuesday, Wednesday and Sunday to those that can use them.

### Angel Food Ministry:

- This fine and important ministry was discontinued as participation decreased and eventually the national organization folded also.
- I would like to Thank Ruth Romero for her tireless effort coordinating this ministry and also to all those who helped her.

### Hosting African Refugees:

- Our African family is coming along fine and moving closer to being self-supported.
- Several individuals provide financial advice to the family working hand in hand with the Benevolence committee.

### Food Collection:

- Ministry Leader: Ben Kusiak
- Canned food was collected for the 8th year from October 9th to November 20th with 734 items turned over to the food bank at the Bethlehem Salvation Army. In the eight years that Ben has chaired this ministry a total of 8318 items have been collected and distributed.
- Thank you Ben for your fine leadership

### Lifeline Screening:

- Ministry Leader: Bruce Eckel
- This service has been offered for two years now with 50 people total taking advantage of the preventive testing.
- Tests for such things as Carotid Artery Disease, Aneurysms, Atrial Fibrillation, Peripheral Arterial Disease and Osteoporosis were given at reduced rates

Yours in the Lord's Service,  
Bruce Eckel,  
Interim Community Concerns Deacon

*1 Peter 4:10-11 - Each one should use whatever gift he has received to serve others, faithfully administering God's grace in its various forms. If anyone speaks, he should do it as one speaking the very words of God. If anyone serves, he should do it with the strength God provides, so that in all things God may be praised through Jesus Christ. To him be the glory and the power for ever and ever. Amen.*

# Counting Offering

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## Deacon Ministry

The six team (12 people) concept was followed in 2012 with good results. This schedule cuts down on the amount of time that anyone has to be absent from a Sunday service. The teams worked well in contacting each other for any conflicts in the schedule and people were able to switch weeks when needed. My thanks goes out to everyone who served in 2012 in this important ministry with much dedication and accountability. Also I would be remiss if I didn't send out my gratitude to the four subs who filled in admirably when the occasion arose which in certain cases was at the last moment.

One person has stepped down in 2011 but another former counter has stepped forward to fill the void. I look forward to a glorious 2012 working with the six teams assembled to provide our other ministries with the needed funds to implement their activities.

In God's Service,  
Bruce Eckel  
Deacon of Counting

# ELM (Ebenezer Loving Ministry)

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## Deacon Ministry

The purpose of Ebenezer Loving Ministries is to connect those in the church who have a basic need with those in the church willing to serve. These needs tend to require little or no skill –just the desire to help. These tasks typically involve making meals, funeral luncheons, driving, errands, yard work, and occasional home repairs. ELM is broken down into several sub-ministries which include:

### Caregivers:

This is a young ministry focused on serving widows, widowers and single parents within our church family. I, Rob Christiansen, continue to have had opportunities to talk to others about the vision of Caregivers in serving those in need. In a serving capacity, we have had some opportunities to serve congregants either from reference, from pastors or requests made by members. Looking forward, we will be seeking servants available to meet the needs and walk along side of Ebenezer's widows, widowers and single parents. Please pray that more members of our congregation would volunteer to serve in this ministry. Also, please prayerfully consider a member of our congregation who might benefit from having this ministry group volunteer to work with them on a quarterly basis.

### Meals Ministry:

- **Meals for Moms w/ Newborns (Cheryl Hutchinson)**

We have had a large number of newborn meal requests in 2011 to the point of needing much more volunteer support in coming months.

- **Funeral Luncheons (Norma Hall)**

There were two funeral luncheons served this year: Don Matz and Marianne Roth. While evaluating budget needs for the upcoming year we have discussed and solidified a new policy regarding funeral luncheons. It is the expectation from here forward that funeral luncheons will not be seen as a church service requiring reimbursement but instead a gift of service to congregation members. Reimbursement is accepted but not assumed when offered to a family. The joy of this committee to bless others in service is amazing!! They truly have a heart to bless.

- **Emergency Meals (Judy Lasso)**

We have had no emergency meal requests in 2011. This is due in part to fluctuations in changing pastoral responsibilities and assumed kinship involvement. The process should continue to be evaluated in 2012.

- **Kitchen Events (Beth Hoppes, Linda Tona)**

The Kitchen continues to be stocked and maintained by Beth Hoppes. Linda Tona continues to fill the role of kitchen event coordinator. 2 events required kitchen assistance this year.

### Helping Hands:

We have not had any requests for helping hands assistance in 2011.

With the end of Jason Lee's 3-year deacon term he has considered the trends of Meal Ministries and Helping Hands. Due to minimal volunteer support it has become evident that Helping Hands is no longer a good serving format for our church and will be dissolved as a result. Kitchen responsibilities will begin to fall under the property committee. Kitchen Events will fall to the activity committee. Meals are still being discussed and may fall under the leadership of the Woman's Ministry or another Deacon committee.

Please consider serving in Caregivers or one of our Meal Ministries as we move on to 2012.

Respectfully Submitted,  
Jason Lee, Deacon of Helping Hands & Meals  
Rob Christiansen, Chairman of Caregivers

# Evangelism Committee

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Elder Ministry

*Go ye therefore, and teach all nations, baptizing them in the name of the Father, and of the Son, and of the Holy Ghost, teaching them to observe all things whatsoever I have commanded you: and, lo, I am with you always, [even] unto the end of the world. Amen.*  
~ Matthew 28: 19-20 (KJV)

How comforting to know Jesus the Christ is with us every minute of every day. As born again believers it is our new nature to proclaim the Gospel of Jesus the Christ. It is to be a joy for us to share what Yeshua has done in our lives. I submit to you that our first priority, once born again, is the mission laid out for us by Jesus himself as written above. According to scripture we are pilgrims, not of this world but in this world. Our calling is missions. Some called to far lands, some called to stay and hold the rope for them in prayer and other provisions. All of us called to reach those that God has placed in our lives in this moment. Our neighbors, family, friends, co-workers, and those we cross paths with as we go about our day. God called Abram in Genesis 12 to "go" so that others will see his faith in God and they too would be blessed. So I say, "GO", be a blessing by doing as we are commanded so others may be blessed with God's saving grace in the knowledge of Jesus the Christ!

We have been using the EV2 (Everyday Evangelism) curriculum for two years now at Ebenezer. This is a program designed to help draw out the scriptures to aid and encourage the Gospel sharing in your life. We also held a Share Your Faith workshop in the spring. Twenty-two people, who were eager to learn and share their faith, attended the event. The candy carnival, an evangelistic outreach, was well attended despite the odd October snowstorm that forced us to change the date at the last minute. This past summer's VBS was, as usual, heavily attended with lots of volunteers making this a wonderful outreach event for the local community.

Respectfully Submitted,  
Shawn Van Doren

## Greeters

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Elder Ministry

The Welcome Center continues to serve as a focal point of the main lobby where newcomers and long-time attendees congregate to find current information about our church, receive Welcome Packets, sign up for events and most importantly receive the warmth and care of Jesus Christ through the faithfully committed Greeting Team.

This year, we added several greeters to our team of loving individuals and said good bye to 2 very special friends, Marianne Roth and Don Matz, who made the Welcome Center what it is today, loving.

We handed out over 800 individually wrapped chocolates at Easter and Christmas as well as 200 candy canes which brought a smile to many faces making the season just that much brighter.

Please continue to stop by, looking for information and asking questions, we will gladly try to help orient you in the right direction and practice 3 John 14, "Greet the friends there by name."

Respectfully Submitted,  
Patricia Lofthouse

*“<sup>42</sup> And they devoted themselves to the apostles’ teaching and the fellowship, to the breaking of bread and the prayers. <sup>43</sup> And awe came upon every soul, and many wonders and signs were being done through the apostles. <sup>44</sup> And all who believed were together and had all things in common. <sup>45</sup> And they were selling their possessions and belongings and distributing the proceeds to all, as any had need. <sup>46</sup> And day by day, attending the temple together and breaking bread in their homes, they received their food with glad and generous hearts, <sup>47</sup> praising God and having favor with all the people. And the Lord added to their number day by day those who were being saved.” (Acts 2:42–47 ESV)*

The purpose of Kinship Groups is to be a microcosm of our local church to provide smaller informal gatherings for growing in our faith in God and friendship with one another. Our goals are to nurture, fellowship, worship, care, train, serve, and grow. Kinship strives to take various people with different experiences and backgrounds and simulate them into one body and one faith. This encourages growth and community at different age groups, family status, and genders.

Currently, there are 251 involved in 14 Kinship Groups, 164 adults and 87 children. These groups are led by men gifted by God to shepherd, such as, Wayne Batten, Tom Galloway, Bob Smith, Rich Mastronardo/Dick Bickings, Jason Hoy, Dennis Flanagan, Bob Gill/Neil Cowley, Andy Brimer/Dan Hutchinson, Mike Capaldi, John Elston, Chris Jones, Scott Holwick, Fred Tona, and Shawn VanDoren.

What are some of the challenges with groups? Kinship is one of the major threads of our church. Having enough group leaders continues to be difficult. As new people come into the church and seek to join a group, we have very limited space for them within the existing Kinships. Work is being devoted to identifying and training new leaders so that more groups can be formed to increase our capacity.

For 2012, we continue to view Kinship groups as one of the core ministries here at EBFC. Therefore, we will continue to train leaders to provide the watch-care necessary to meet the needs of each group, and in turn this should reflect in a congregation who is being fed, having their spiritual, physical, and emotional needs met, and are reaching out to help others with the love of Christ.

Mike Capaldi and I will be collaborating with our existing Kinship leaders to recast this vision for Kinships this spring and implement our vision. The beauty of Kinships is that we can increase the church body in fellowship and in the spirit of Jesus without being restricted to building space. Please continue to pray and even consider being a group leader.

I would like to personally thank Mike Capaldi for his diligence and vision for this most important ministry!

Respectfully Submitted,  
Dick Bickings,  
Pastor of Discipleship Ministries



# Liaison – School/Church

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## Deacon Ministry

This committee consists of Eric Sherer, Kevin Kritzberger and Janie Hughes, BCS Principal. We were also joined at most committee meetings by Steve McDaniel who handles the financials for BCS.

Janie Hughes expressed a heartfelt thanks for the blessings God has provided to BCS this year as well as thanks to the staff and congregation of Ebenezer BFC. EBFC has supported the school with their prayers, time, and money. 2011 was a better year than 2010. EBFC had waived BCS's fees for 2009 and part of 2010 in order to help ensure their survival. In 2011 BCS once again began paying fees to EBFC for use of the building. BCS continues to run a number of fundraising events in order to boost their finances including a new summer program which launched in 2010.

New for the 2012/2013 school year, the Preschool program will be moving to the Ebenezer campus since Steel City is no longer able to host them. They will probably use rooms 4 & 5. Logistics are being coordinated with the Elders, Deacons, and Liaison Committee.

Both BCS and EBFC continue to work well together with no major issues. Kevin Kritzberger and Janie Hughes do a great job in handling most of the problems before they become issues. I personally would like to thank the entire committee for the way both sides are willing to work for a peaceful co-existence.

Respectfully Submitted,  
Eric Sherer, Chairman of Liaison Committee

# Library

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## Discipleship Ministry

In 2011 we marked the 25th anniversary of the Ebenezer Growth Garden Library. Please partner with us in praying for God's guidance for the coming year.

The Library was able to purchase about \$3,000 worth of non-fiction and fiction books, DVDs and audios for children, teens and adults this year. We have continued to add to our audio books and compact discs area. The library strives to maintain a selection of the newest Christian materials and to make selections that appeal to all ages and levels of spiritual maturity. Each week approximately 75 items are checked in and out, increasing to as many as 100 during the summer months. Our church families continue to take advantage of our Sunday hours to browse and borrow from our selection.

As of 2011 we have discontinued our Wednesday hours. If our membership increases again and the need for Wednesday nights is once again called for we will revisit the issue. Also discontinued was our summer reading program due to lack of interest.

The children's area, despite our decrease in membership, continues to flourish and is the most heavily used part of the library. We have made a conscious effort to make the library as child-friendly as possible, providing a space furnished especially for our smaller patrons.

Our library staff is comprised of 15 wonderful volunteers. Without these giving and faithful people we would not be able to have such a great library. We are busy each Sunday morning as well as during the week when books are processed for computerization. We are still valiantly working on computerizing our collection but this continues to be a work in progress as we conquer computer glitches – the process has been delayed due to severe program issues.

We moved to our new library quarters in December of 2009 and the increased space has allowed us to provide more services to our church family. The added space has also eased the congestion we experienced in the old library. We owe many thanks to those who donated time and resources to help us transition to our beautiful new library. The hard work that was provided has made it possible for us to continue our mission. We praise God for all that the congregation and church leadership has done to help the library flourish. Our goal is to be a ministry that is a warm welcoming environment where everyone can come and find resources to help their spiritual growth. Our church has a valuable ministry in its library. If you haven't utilized the resources it provides, we strongly encourage you to stop by and check out your church library.

The library has many wonderful volunteers; we however find ourselves this coming year in need of more individuals willing to work an occasional Sunday morning. Please contact me if you are interested in helping.

Respectfully Submitted, Maria Sherer

# Membership and Discipline

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## Elder Ministry

We thank the Lord that 2011 was another year for many to seek membership in our church. We held 2 membership classes with around 20 attendees, one on Sunday afternoons in the spring, and the other on Sunday mornings in the summer.

- We started the year with 516 members and added 9 new members throughout the year.
- We had 18 baptisms this year.
- We dedicated 6 children to the Lord this year.
- There were no weddings this year.
- Sadly, we had 1 family dropped from membership because of disciplinary action.
- Sadly, we had 49 people officially withdraw or transfer their membership this year.
- 4 from our church family went home to be with the Lord this year. They are: Charles R. Shannon, Donald W. Matz, Kathryn Hinnerschietz, and Marianne Roth. Although they are rejoicing in heaven, we miss them.

This brings our membership total for 2011 to 471. Even though we have seen a decline in attendance over the past year, our church continues to grow spiritually. God is still building up Ebenezer Bible Fellowship Church during this time of transition through committed followers of His Son, the Lord Jesus Christ. We have much to be thankful for as the Kingdom of God advances through Ebenezer.

Together in Ministry,  
Pastor Jason Hoy and Pastor Dick Bickings

# Men's Ministry

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## Discipleship Ministry

The Men's Ministry exists primarily to disciple men to become devoted followers of Jesus Christ. In order to do this we focus our efforts on training men how to be the godly leaders and examples that Christ commanded in their homes, jobs, society, and church. This training is done in the following ways:

- Bible Studies – Weekly Men's bible studies were held throughout the year, on Saturday mornings (became "The Bethel Series" for men & women in October 2011), Wednesday evenings ("The Bethel Series" for men & women began October 2011), and early Thursday mornings (study of Romans and the life of David).
- BattleZONE – A premier powerful discipleship tool for our men here at EBFC. A number of men in our congregation have worked through their own internal struggles and have emerged as victorious, spiritual leaders.
- Breakfasts – Well-attended men's breakfasts were held quarterly, providing fellowship, teaching, worship time, and prayer. This year's theme was, "What Does the Lord Your God Require," from Deuteronomy 10:12 which was taught by Pastor Dick Bickings.
- Community/Church Outreach – The men were called upon frequently throughout the year to lend a hand whether it was for someone who was moving, or some other physical labor.
- Men's Retreat – On March, 25-27, we had an EBFC sponsored Men's Retreat at Pinebrook Conference Center with our featured speaker, Michael Pouliot, Founder & President of BattleZone Ministries. He presented the theme by asking the question, "How does a man STAND TALL in this fallen world?". The answer, "...by sitting down and searching God's Word", was driven home to all who attended through group discussion and object lessons. Along with this teaching, we had great fellowship, food, and worship presented by Randy Shelly.

Praise the Lord for providing an excellent men's leadership team to provide ideas and implement plans to keep this vital ministry on track.

Respectfully Submitted,  
Dick Bickings, Pastor of Discipleship

# Missions Committee

Elder Ministry

## Committee Members:

Emily Barry	Marianne Gable
Wayne Batten, chairman	Shelley Penchick
Tom Carlstrom	John Romero
Doug Chen	

## Committee Meetings:

The committee meets once per month and has recently adjusted its meeting night to the first Monday of each month at 7:00 pm so that all members are available to attend (except for July and August).

## 2011 Missionary Support through Budget Giving:

### **Bible Fellowship Church Board of Missions:**

BFC-BOM Administrative Support .....	2,000.00
Davies, Larry and Michelle - Czech Republic .....	3,800.00
Elias, John and Karen - England .....	2,400.00
Ethnic Church Planting .....	1,600.00
Head, Jim and Lynne - World Team .....	7,000.00
Knaub, Kim - Tanzania .....	1,200.00
Masessa, Becky - Tanzania .....	4,800.00
Missionary Retirement Fund .....	2,000.00
Moyer, Duane and Joetta - Guadeloupe .....	3,200.00
Pastoral Scholarship Initiative .....	2,000.00
Reyes, Art and Vickie - Mexico .....	4,320.00
Riddell, David and Rebecca - France .....	7,480.00
Solt, Lillian - Costa Rica .....	5,720.00
Weller, Dana and Lanette - Director, BFCBOM .....	2,400.00
Wimble, Mark and Cathy - Thailand .....	10,000.00
Widman, Scott and Joanna - North Ireland .....	3,000.00
Ziegenfuss, Carrie - Tanzania .....	4,800.00
Zurbrick, Rebecca - Uruguay .....	3,000.00

### **Bible Fellowship Agencies:**

Bible Fellowship Homes .....	3,500.00
Church Extension .....	9,230.00
Pinebrook Bible Conference .....	3,500.00
Victory Valley Camp .....	3,500.00

### **Special Missions: (Non-BFC Board of Missions)**

Albright, Dick and Pat - Fellowship International Mission .....	2,700.00
Bovard, John and Joanie - Youth for Christ .....	2,300.00
CareNet - Lehigh Valley .....	4,800.00
Child Evangelism Fellowship – Benjamin Triestman .....	2,000.00
Fodale, Mark and Shannon - DiscipleMakers .....	1,800.00
Hanna, Ed and Christy - Cru .....	6,000.00
Napier, Al and Nancy - Italy .....	8,300.00
Poysti, David and Ute - European Christian Mission .....	2,400.00
Ritchie, Josiah and Rachel - Fellowship International Mission .....	1,800.00
Russian Christian Radio .....	3,400.00
Trans World Radio .....	2,800.00
Truth for Women - Lehigh Valley .....	1,200.00
Young Life - Eric Johnson .....	1,500.00
Young Lives .....	1,200.00

**Missions Giving through Faith Promise:**

Mark and Cathy Wimble – medical and home assignment needs.....	3,000.00
Dale and Gail Tshudy – Fellowship of Christian Athletes.....	1,200.00
Joe and Ruth Meier – short term mission, Russia .....	600.00
Mike Waldvogel – summer ministry Pinebrook BC.....	250.00
Nelson Randolph - honorarium .....	150.00
Dick and Flo Gehman – six weeks in Kenya 2012 .....	800.00
Tanzania Community Project .....	1,200.00
CareNet Lehigh Valley - banquet .....	300.00
Jamie Zackavitch – Coalition for Christian Outreach .....	1,200.00
Russian Christian Radio – publication of Gospel Behind Barbed Wire .....	1,000.00
Lillian Solt – CEDCAS Clinic .....	1,000.00

**Missions Emphasis 2011 – March 13 & 20**

- Worship – Special presentations were given by short-term, mid-term and long-term missionaries who have served in different parts of the world. Also a panel of local missionaries, focused on youth and college ministries, answered questions and shared their challenges in today's culture.
- Sunday School – Adults met in the fellowship hall to learn specific needs and pray for our missionaries. Fellowship Community gave a presentation of its ministries. Children met in joint sessions with a presentation given by Benjamin Triestman of Child Evangelism Fellowship, and a puppet presentation given by the Ebenezer Youth Group.
- Evening – An all-church international pot-luck dinner was enjoyed along with presentations by missionaries.

**Changes in 2011:**

This year the elders determined that they wanted to see greater emphasis in church planting and evangelism. With one of our own families becoming church planters in Cape May, NJ, the elders provided funding in addition to what is noted in this report for a total allocation for the Strunk family (Church Extension) of \$25,000.00. Over the next few years it is the elders' intent that the amount for church planting at a distant location be ramped down while financial commitment to a local church plant be increased, keeping the total financial commitment approximately the same.

Respectfully Submitted  
Wayne Batten, Chairman  
For the Missions Committee

# Pastoral Relations Committee

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**Elder Ministry**

The 2011 Pastoral Relations Committee (PRC) was composed of Elders: Wayne Batten, Shawn Sommons and Mike Capaldi.

The purpose of the PRC is to (1) Encourage the pastors in their endeavors to minister to the congregation and (2) to promote good relationships between the pastors and the congregation. In doing so, we meet periodically with each Pastor informally throughout the year. We also meet with them formally to conduct annual reviews.

During the month of October the committee publicly recognizes each pastor, expressing the church's love and appreciation for them and their ministry. The congregation is encouraged to do the same and many of you followed through so we thank you.

2011 was a fairly uneventful year for the PRC. The committee was consistent in membership and we had no changes to our pastoral staff other than Pastor Jason's appointment by the Elders to Interim Senior Pastor.

As mentioned, the committee also seeks to promote unity in the church through our work. At times, conflicts and differences can arise. The PRC mediates such conflicts and supports reconciliation. We are always open to questions or concerns from the congregation as it relates to our pastors so do not hesitate to contact any of us.

We are truly blessed to have such godly men serving as our Pastors here at Ebenezer. Please make it a point to encourage Pastors Jason, Dick and Mark when you see them.

In His Service,  
Mike Capaldi  
Chairman, Pastoral Relations Committee

### **Committee at Year-End:**

Gordon and Elaine Baker  
Ron and Pat DiStefano  
Otis and Carolyn Powell  
Bob and Hazel Smith  
Lee and Jean Tress

The Prime Timers ministry provides three types of activities and services. Senior members and friends of Ebenezer have the opportunity to enjoy fellowship, serve others, and bond and care for one another.

**Lunches:** Monthly lunches were attended by an average of 34 people. Lunch programs included a presentation of a photographic safari in Kenya and Tanzania, 18<sup>th</sup> and 19<sup>th</sup> century Moravian life, a trip to Israel, and an Oktoberfest with live entertainment. The June picnic was at Louise Moore Park with an attendance of over 40 and warmer weather than last year. Our Christmas Dinner had 60 attending with a wonderful program from the Hall family including music and testimonies.

**Special Events:** We held one theme dinner (Oktoberfest) and four movie nights with an average of 35-40 each movie night. 40 people attended the dinner theater held at DeSales University. 53 people enjoyed an Iron Pigs baseball game on Faith night in July. Our yearly trip to Shady Maple was attended by 32 where we enjoyed their wonderful buffet.

**Service Projects – 5:** Activity continues in this important area.

- 1) Samaritans Purse – 300 shoe boxes were wrapped and gifts for boys and girls were collected for world distribution.
- 2) Money collected for supplies for Soldiers in Afghanistan – by selling Boscov's "friends helping friends" coupons
- 3) Wheels for the World – wheel chairs, walkers, and metal crutches were collected and shipped
- 4) Stitches of Love – baby blankets, gloves, hats and sweaters were knitted by a group of active ladies for part of the year
- 5) Clothing Drives – over 60 bags of clothing were collected and transported to New Bethany church in Allentown.

### **We are planning many activities for 2012:**

- Group tickets have been reserved for an Iron Pigs baseball game on Thursday, July 26.
- DeSales dinner theater will be held on April 25th. The show is "Anything Goes". Mark your calendar. 40 tickets are available.
- Plans are being made for another Shady Maple trip in the summer.
- Monthly lunches will continue
- Plus other interesting and surprise events.

We are blessed to have many volunteers from within the Prime Timers group who help us with setup and cleanup after our meetings and programs.

Ron and Pat DiStefano  
Co-Chairs of Prime Timers Committee

# Property Committee

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## Deacon Ministry

Property Committee members: George Hardy (chairman), Kevin Kritzberger, Doug Files, Dave Van Schoick, Otis Powell, Don Lynch and Wayne Batten

2011 has been another tough year with ongoing problems due to the age of our church building. We have had persistent leaks in our roofs and more HVAC issues and repairs.

Some of the projects completed this year were:

- Final planning, ordering and installation of our new carpeting, pews and pulpit area expansion
- Painting of the sanctuary
- Most of the lighting occupancy sensors have been installed and the remaining problem areas (which needed wiring upgrades to install sensors) will be done sometime soon
- The video security system upgrade is up and running with a couple of cameras left to be installed sometime soon
- Leaking screw holes in the sanctuary roof were sealed
- The heating/hot water furnace for the parsonage was replaced
- Several classrooms have had Smart Board interactive whiteboards installed that were donated by Bethlehem Christian School
- The consistent ongoing leak in the north ladies bathroom has finally been fixed and we hope to have the ceiling replaced soon and the vanities in both ladies rooms replaced in the near future

I would like to thank everyone who helped make the sanctuary renovations possible through your contributions, help on committees and support for this major project. We have received many compliments on it and everyone seems to be enjoying this improvement.

Thank you to the many volunteers that helped Kevin Kritzberger and the property committee throughout the year with hundreds of hours of donated labor to help maintain and improve our building and grounds.

I would also like to thank the committee members who served with me this year on the Property Committee. It was a pleasure working with you, and I look forward to serving with you on the committee for 2012.

We greatly appreciate all those who signed up to take care of the various flowerbeds. It was a tremendous help and they looked great.

Respectfully Submitted,  
George Hardy  
Property Committee Chairman

# Security Committee

## Deacon Ministry

The Security Committee was formed to provide greater security awareness, identifying the need to provide a safe worship environment at Ebenezer.

We are honored to see the work God has done this year through His faithful servants on this committee and look forward to how He will provide grace and mercy throughout the coming year.

Two Deacons, seven active-duty law enforcement officers, and three other volunteers serve on the Security Team. Our primary function is to provide an atmosphere of comfort, refuge and worship, where congregants and visitors are able to worship God in prayer, song and learning. We work in concert with the ushers and greeters to respond more quickly to potential breaches or disturbances while enabling the Sunday morning worship to continue at full strength without meddlesome interruption.

We monitor activity inside the building and in the parking lot before, during and after Sunday morning worship services, and serve as the primary contact with local first responders (law enforcement, fire, EMS) in the event of a disruptive incident. This includes, but is not limited to individual suspicious behavior, theft, disorderly conduct, acts of violence, and/or the need for professional assistance.

Basic functions provided by the Security Team at each Sunday morning service include:

- Maintenance of a physical presence, patrolling the grounds in an effort to deter crime or mischief;
- Remaining alert for and reporting on suspicious behavior or circumstances that may attend property loss or personal injury;
- Limiting access to areas of the church (such as offices) where visitors are not allowed on Sunday mornings;
- Monitoring and escorting staff & volunteers carrying money, such as tithes, offerings or other gifts;
- Primary point of contact between EBFC and local first responders (police, fire, EMS, etc.);
- Investigating and communicating security breaches to church leadership in a formal manner;
- Maintenance of a current log of security incidents;
- Verifying select doors and windows are secured during Sunday morning services;
- Working in concert with the on-duty Head Usher in support of the Security Policy.

During 2011:

- Continued work on a Standard Operating Procedure draft which will be routed for review.
- Maintained a security team schedule and presence for Sunday morning services.
- Delivered security orientation for all Security Team Members and Head Ushers; will be introduced for all Ushers and Greeters in 2012.
- Working in concert with the Property Committee, Facilities team and Fox Alarm, we upgraded our surveillance system to enable the flexibility of video capture, recording and playback features.
  - In 2012 the building alarm system will be integrated with the surveillance system, enhancing our ability to assist local law enforcement in the event of any criminal activity.
- Due to a number of factors, including our continuing presence, no notable incidents occurred in 2011.

Members of the team include: Tom Galloway, Blake Kuntz/co-chair, Joe Maddock, Leroy Marsh, Andy Meeks, Dave Messinger, Tom Murphy, John Romero, Juan Torres, Dean Wilson & Gary Young

Respectfully Submitted,  
Robert Lofthouse, Chairman

*"But I will defend my house against marauding forces. Never again will an oppressor overrun my people, for now I am keeping watch." Zech 9:8*



# Strategic Planning Committee

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Elder Ministry

Two major tasks for this year were to execute our plan to remodel the sanctuary, and solidify our Worship and Sunday school times for Sunday morning. And praise God, we accomplished both of those!

The Lord graciously provided the funds needed through his people to safely seat worshippers along with giving us so much more in an extended stage and a new paint job. We were also extremely blessed to be able to provide another local church with our old pews. Praise God! In March, we transitioned from three services to two, and in September we adjusted our Sunday morning schedule to the times we are currently using:

8:45 - 9:50 – Worship Service

10:05 - 11:00 – Sunday School

11:15 - 12:20 – Worship Service

I want to thank the members of the Strategic Planning Committee, Wayne Batten, Kevin Kritzberger, Rich Mastronardo, and George Hardy for their tireless efforts in accomplishing these projects.

While the Strategic Planning Committee is currently on hold until we nail down our vision and mission as a church going forward, the brothers are on stand-by if called upon to help execute that vision.

Respectfully Submitted,  
Pastor Jason Hoy, Chairman

# Student Ministry

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Discipleship Ministry

*But as for you, teach what accords with sound doctrine.<sup>2</sup> Older men are to be sober-minded, dignified, self-controlled, sound in faith, in love, and in steadfastness.<sup>3</sup> Older women likewise are to be reverent in behavior, not slanderers or slaves to much wine. They are to teach what is good,<sup>4</sup> and so train the young women to love their husbands and children,<sup>5</sup> to be self-controlled, pure, working at home, kind, and submissive to their own husbands, that the word of God may not be reviled.<sup>6</sup> Likewise, urge the younger men to be self-controlled.<sup>7</sup> Show yourself in all respects to be a model of good works, and in your teaching show integrity, dignity,<sup>8</sup> and sound speech that cannot be condemned, so that an opponent may be put to shame, having nothing evil to say about us.*

~ Titus 2:1-8 ESV

As we have ministered to students during the past year, this passage of Scripture has been one that our youth staff has rallied around. Titus 2 makes it clear that all the men and women in the church body should be ministering to the younger men and women. This is really the heart of student ministry - men and women who love Jesus spending time with young men and women who we desire to love Jesus.

Youth ministry shouldn't be as complicated as we make it out to be sometimes. It is not about the flash and hype, but about relationship. If we as men and women will live the way that Titus 2 calls us to, and spend time "doing life" with the teenagers that God has entrusted to us - we will see real discipleship happen.

One of our biggest heartbeats as youth workers is to see our ministry become increasingly more relational than attractional. Do we want to be a place that attracts young people? Absolutely. But that is not our focal point, and that is not where we want to invest the bulk of our time. The truth is, more student ministry happens outside of the large group setting than inside.

This is why two of our biggest pillars are mentoring and growth groups. These are times when our students get to experience a discipleship relationship, and where the truths that they learn in youth group are fleshed out.

Pray for us as we continue to seek what God has for the student ministry, and pray for mentors to be raised up for God's glory!

**Some of the things God has accomplished through us this past year are:**

- The continuation of a mentoring ministry which has been successful with students.
- A growing awareness of a need to partner with parents and minister to them. This endeavor will have exponential effects on our students.
- A productive mission trip to New Mexico. Despite unforeseen events in my family which prevented us from going, the team had an excellent trip and were quite a blessing to the Allen's.
- Our youth staff has grown even closer through staff meetings, a staff retreat, and a staff training weekend.
- Our Invert group (student leadership) has grown through a retreat and has started to focus on evangelism - seeing those God has put in our sphere of influence come to know Christ.
- We have spent a good deal of time in middle and high school youth group focusing on evangelism - this is central to our calling as Christians, and we have not given this the attention it deserves before now.
- An increasing unity with the other evangelical churches and their youth ministries through Lehigh Valley Unite.
- A more regular small group time, where just about every week growth group leaders are able to connect with their students and personalize what they are hearing in teaching time.

**Some of the goals that we have for the coming year are:**

- Guide the mentoring ministry so it grows and becomes more of a focal point.
- Have successful mission trips to Guadeloupe and Cape May where God is glorified!
- Further develop our volunteer MS and HS staff – they are the life-blood of our student ministry!
- Further develop our student leadership – this will also involve another retreat where we will serve all weekend. One of our big goals is for our student leaders to share their faith more and for us to see some of their friends come to know Jesus as Savior!
- Build synergy by seeing our youth parents and youth staff become more connected.

**Our Purpose Statement:**

Our student ministry seeks to partner with parents as we enable students to become more like Jesus.

Thank you to all those who partner with us as we seek to fulfill this high calling.

**Opportunities to serve with the student ministry:**

In our ministry we are praying that God will raise up -

- male and female mentors
- female middle school staff
- male high school staff

Please let me know if you are interested, and we can talk more about what this involves.

Respectfully Submitted,  
Mark Culton,  
Youth Pastor

*“Carry each other's burdens, and in this way you will fulfill the law of Christ.”  
~ Galatians 6:2*

As David Powlison says, the church needs to “reclaim the ‘cure of souls’ ministry.” He says, “According to the Bible, caring for souls – sustaining sufferers and transforming sinners – is a component of the total ministry of the church, however poorly the contemporary church may be doing the job. The Lord whose gaze and will the Bible reveals lays claim to the cure of souls.” My vision and goal for the care of EBFC is to close the gap between the Christ of Scripture and every facet of life lived, including the “care of souls.”

Support groups are one way to do this. And I am thankful that our church recognizes that this is a vital ministry for the church of Jesus Christ. Too many churches are running away from the things that we hit head on in our churches. Things like addictions, depression, bi-polar, suffering, divorce, grief, pregnancy loss, etc., should be addressed from a biblical perspective where we try to “comfort the disturbed and disturb the comfortable.” The God of the Bible really does have something to say about the various diagnoses and issues that we all face. Our task is to make the “teaching about God our Savior attractive” in this area.

I am grateful for all the people who share my vision. Peggy Cook and Shawn Sommons have blessed many people in our DivorceCare and Griefshare groups. Not only do our people come to these groups, but folks from the community have come as well. What a wonderful opportunity to share the gospel of Jesus Christ and the hope that the redeemer brings to lives that have been shattered by divorce or loss of a loved one.

A vision that the pastoral staff had for 2011 was to ask our kinship group leaders to engage in the “cure of souls” ministry, which we have seen them do first-hand. Many of our leaders have done counseling and mentoring, on top of regularly scheduled kinship time. I praise God for this. And I praise God for those of you whom I have asked to informally mentor, counsel, or come alongside another brother or sister in Jesus Christ.

That’s what ministry in the body of Christ is all about.

Resting in His love, which is better than life!  
Jason Hoy,  
Pastor of Congregational Care

**Purpose:** The Technology Team is charged with planning, purchasing, installing, and maintaining the IT (information technology) systems at Ebenezer.

**Responsibilities:** Our team is responsible for supporting the Church Staff with the tools they need to serve the church and the Lord with the most efficient and up to date systems possible. These responsibilities include, but are not limited to:

- Hardware and software support for 20 workstations
- Maintaining a server network and internet connections
- Web Site – [www.aplaceforyou.org](http://www.aplaceforyou.org)
- Troubleshooting and problem solving
- Technology planning for the future needs of a modern church

**In 2011:** This was a quiet year from a hardware standpoint, having one major PC upgrade and several other PCs with minor upgrades. The most substantial achievement was the installation & implementation of our new server and the associated software. Some other accomplishments included but were not limited to:

- Installation, configuration and implementation of Windows Small Business Server 2008
- Upgrade to Windows 7 on multiple PCs
- System upgrade to Office 2010
- Upgrade from QuickBooks 2008 to QuickBooks Pro 2011
- Centralization of the proprietary church software & the library software to the server
- Kim White and her Web Team were hard at work rolling out, refining & maintaining the new and improved website “Aplaceforyou.org”
- Continued improvement of our wireless network

**In 2012:** We will continue to help our staff serve our Lord by providing an efficient, reliable and secure computer network. We also continue to maintain and improve our website; “Aplaceforyou.org”.

**Challenges:** Our biggest challenge continues to be troubleshooting network, hardware, and software issues during business hours. When the network is down, staff productivity can grind to a halt. This makes it imperative that solutions be found as quickly as possible, so finding a team member available at the time a problem occurs is imperative, yet often difficult.

**Acknowledgement:** I would like to offer recognition, praise and gratitude to Mark Hardy for his contributions to Ebenezer regarding technology. Mark has sacrificed an inordinate amount of time to all the above mentioned tasks. He has also self educated himself on much of the software applications, most significantly the server OS. This has saved our congregation thousands of dollars that would have otherwise been needed for professional IT support. Mark single handedly WAS the technology team in 2011. Thank You Mark!

Respectfully Submitted,  
Tom Murphy,  
Chairman, Technology

# Transportation Committee

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Deacon Ministry

During 2011, we saw consistent use (equivalent to 2010) of the church vehicles (2008 Ford Omnibus, assembled by ElDorado National; and a 1997 Ford E-350 Econoline van). However, the need for rental vans was significantly less than in 2010. Rental vehicles are used (in addition to EBFC's vehicles) when the ministry in need of transportation requires more seating than EBFC's vehicles provide, and when it is impractical for multiple volunteer vehicles to be driven.

## 2011:

- The van had some transmission work, as well as some 'Tune-up' maintenance items, performed at the end of 2011; thanks to Don at Hillside Auto for his continued service and generosity in providing service with significant savings to the church.
- The mini-bus had a few minor recall items repaired over the summer.
- The committee continues discussion of viable options for replacement of the van. Purchase of a new van is being pursued due to specific concerns regarding the reliability of the current van; decreasing rental availability in the Lehigh Valley and increasing rental costs, are also a factor.
- Transportation Fund (for purchase of additional/replacement vehicles) is now over \$16,000. If you desire to contribute to this fund, simply write "Transportation Fund" along with the amount given, under the "Special" section of an offering envelope.

Thanks to Kevin Kritzberger, Swannie Griffin, and Fred Parris, for their service on the Transportation Committee and insight in 2011.

Mark Hardy,  
Transportation Chairman

# Ushers

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Deacon Ministry

This year again I have been blessed with men who have a desire to serve the Lord. The ushers at the church are dedicated men who not only work on their assigned crews but also fill the void where needed on other crews. This year we went to two services which enabled the ushers to be placed on different crews to meet the needs of both services. Head ushers and ushers both step up to fill all crews. Right now all crews are full and ministering to the congregation. We still could use a couple of men to help or fill in when the need arises. God has provided and has continued to provide. We will continue with ministry moments and look at networking to fill the voids where needed. A meeting will be scheduled with head ushers and ushers to go over evacuations and to communicate security concerns along with usher needs. This meeting will be a joint meeting with security. The sanctuary's speaker system has been expanded to more hallways and rooms, and this has been met with much appreciation. We continue to be the eyes and ears of the church.

Respectfully Submitted,  
John Romero

Ebenezer's Women's Ministry has experienced many exciting changes to meet the needs of today's woman. Our focus is to equip, empower and encourage women so they can reach their God-given potential to serve their Lord, their family, and their community. Our goal is to help women feel accepted and minister to them right where they are in their walk of life. This is done by:

1. **Leading** women to know who Christ is as their Savior, to know how to build their entire lives on God and His Word, and to live their lives out of that relationship.
2. **Helping** women to discover their God-given gift and find their place in ministry.
3. **Teaching** women how to reach out to other women.

*"The Lord your God is with you, He is mighty to save. He will take great delight in you, he will quiet with his love, he will rejoice over you with singing." ~ Zephaniah 3:17*

I love this verse as I claim the fact that the God of all heaven delights in me and rejoices over me with singing. My heart's desire is and has been that God would enable me to share God's truth to the women of EBFC.

I am so very thankful for the opportunity to be on staff here and begin the journey of moving into the lives of women here at this church. I have had the opportunity since July to meet with close to 30 women individually. This aspect of ministry has been both wonderful and eye opening as I realize the many needs of the women here. Through many one-on-one meetings, God has allowed me the opportunity to begin a mentoring relationship with a couple of women. Although this is not an "official program" sometimes God moves in "unofficial ways." My prayer is that the women here would not just know the many facts about God, but know him in a deeper and more intimate way, and in this be able to move into the lives of others, saved or unsaved, with the gospel of Jesus Christ.

With that being said, I am blessed with a great ministry team of women. They have made me feel so welcomed and have helped make my transition here a smooth one. Our leadership team consists of Coordinators and a few Ministry Partners. As we are very thankful for the leaders we have in Women's ministry, we do have a great need for additional women to rise up to help disciple the women of this church. Below is a list of our current team:

**Women's Ministry Leader: Laura Sommons (staff position)**  
**Hospitality: Debbie Flannigan (ministry partners: Lisa Pyles, Heather Thompson)**  
**Team Members: Amy Hardy, and Jennifer Yeager**  
**Secret Sisters: Debbie Flannigan and Alyssa Nye**  
**Outreach: Christy Eatmon**  
**MOPS: Doris Lynch, Coordinator**

### Women's Bible Studies:

In 2011 we offered numerous Bible studies, reaching out to the many needs of the women here and outside of our church. Below is a list of the studies we offered:

#### Winter/Spring:

Bethel Series OT, led by Peggy Brimer  
Bethel Series NT, led by Gail Tshudy  
Jonah: Navigating a Life Interrupted, led by Emma Krammer

Summer: The Inheritance Study by Beth Moore, led by Jessie Seneca at Calvary Baptist

Fall: Captivating by John and Staci Eldridge, led by Vicki Cowely

Bethel Series OT, led by Peggy Brimer (this was a new session)  
Bethel Series NT, led by Gail Tshudy (this was a new session)  
The Secret is Out a study in Colossians, led by Jessie Seneca  
The Fruits of the Spirit, led by Debbie Flannigan  
Becoming More than a Good Bible Study Girl, led by Laura Sommons

**Speaking Engagements:**

I was given the opportunity to speak at our ladies' Spring Brunch here at EBFC. I spoke of the Pearls of a Woman's Heart based on Proverbs 31. I have also been able to speak at our MOPS groups. I spoke there this past March on Friendship. I have also led devotions at MOPS as well. This is always a great privilege for me and one that I do not take lightly. I love studying God's word and sharing my excitement over what He has taught me with other women.

**Women's Special Events:**

**March:** Sweet Talk Café

**May:** Ladies Spring Brunch, "Pearls of a Woman's Heart," speaker Laura Sommons

**July:** Backyard Fellowship at Debbie Flannigan's

**September:** Kick-off to Fall Game Night

**October:** Comedy Café

**December:** Ladies Christmas Banquet -- We were very excited to have our first ladies' Christmas banquet this year. We enjoyed special music, testimony by our own Ruth Meier and wonderful fellowship celebrating our Savior's birth. We had over 50 ladies attend, and some really good men help us out that night.

We as women love to fellowship with one another. These special events make it possible to build and strengthen relationships with one another and give the opportunity to move into the lives of each other.

**Outreach:**

We realize the vital importance of outreach as women of EBFC. We had the privilege of partnering alongside of Truth for Women again this year at their 3<sup>rd</sup> annual Fall Fashion Show. We also hosted the Nehemiah Wall dinner here in October and are looking forward to having them again in the fall of 2012. We are very excited to have Christy Eatmon take on the role of Outreach Coordinator. We are looking forward to seeing how God can use her and the women in our church to be more passionate in outreach endeavors, and what that would look like in our community.

**Women's Small Groups:**

We still continue to offer small groups in our ministry. These include: Crafting and Cooking and our homeschooling groups. We also ventured into the world of Jazzercise which was a lot of fun as well. I would really love to see us take a different path in regard to small group ministry with an emphasis more on discipleship, a time where women can come together to meet, meditate, and memorize. We are looking forward to a new year and I thank you for the opportunity to serve the women of this church.

Respectfully Submitted,  
Laura Sommons  
Women's Ministry Coordinator

### **MOPS (Mothers of Preschoolers):**

MOPS International exists to encourage, equip and develop every mother of preschoolers to realize her potential as a woman, mother and leader in the name of Jesus Christ.

MOPS stands for Mothers of Preschoolers. MOPS International exists to meet the needs of every mom - urban, suburban and rural moms, stay-at-home and working moms, teen, single and married moms - moms with different lifestyles who all share a similar desire to be the very best moms they can be. MOPS recognizes that the years from infancy through kindergarten are foundational in a mother-child relationship and are filled with unique needs. MOPS helps moms through relationships established in the context of local groups that provide a caring atmosphere for today's mother of young children. Our group here at Ebenezer reaches out to more than 46 moms, more than half of whom do not attend Ebenezer. We meet on the 1<sup>st</sup> and 3<sup>rd</sup> Thursdays each month from September through May.

We have over 80 children in our MOPPETS program led by approximately 20 wonderful helpers who teach our children about Jesus, love them and care for them. MOPPETS is still our biggest struggle and greatest need. Trying to find volunteers to help in each of our classrooms is an area we continually lift in prayer. However, God is good and the workers we have are faithful. We continue to offer a room specifically dedicated to homeschooled children. This room continues to grow and is now comprised of approximately 10 children.

Our current theme is "Momsense" and our theme verse is "God doesn't want us to be shy with his gifts but bold and loving and sensible." 2 Timothy 1:7

We are learning how children change the relationships we have with our husbands, our friends, their siblings, and with God. We are learning to share MOPS wherever we go so no mom is alone.

We continue to have fine and engaging speakers come and share God's Word and offer solid teaching on marriage, parenting, and the passing of our faith as a legacy to our children. We anticipate hearing topics ranging from sound financial advice, organizing our homes, healthy menu planning, and maintaining physical fitness.

We have 14 moms in leadership positions, five of whom are Discussion Group Leaders (some also steering), five Assistant Discussion Group Leaders, and six Steering Team Members.

In April 2011, we had a couple of Steering Team Members attend a MOPS training seminar, and in August 2011 we had four leaders attend the annual MOPS convention in Nashville, Tennessee. We look forward to possible attendance of future MOPS training seminars as they become available.

Specifically, we request prayer for the MOPS ministry for next year. Several, if not all, of the steering team may or will not be returning next year. Doris Lynch and Anne Christiansen will be graduating from the MOPS program and other vacancies may exist. This ministry is so vitally important and necessary and so loved by so many. Ebenezer has created and established a well run MOPS ministry that has blessed many, many women over the years.

Our current Steering Team is Doris Lynch - Coordinator, Heather Elston- Discussion Group Coordinator, Anne Christiansen – Hospitality Coordinator, Cheryl Hutchinson- Finance Coordinator, Jody Bogar – Creative Activities Coordinator, Jessica Donnelly – Publicity Coordinator, OPEN – MOPPETS Coordinator, and Lisa Pyles - Mentor.

Respectfully Submitted,  
Doris Lynch,  
MOPS Coordinator



# Worship Ministries

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## Elder Ministry

### **Worship Committee Members:**

Pastor Mark Culton – Committee Chair  
Jennie Flicker – Worship Coordinator

### **Adult Choir:**

The adult choir sings every other Sunday morning during the worship services, Sept-May. In 2011, the choir also led the Palm Sunday and Easter Sunday services. The student choir joined us on Palm Sunday.

We could use a few more voices in the choir, so if you're interested in giving choir a try, let us know! The ministry is open to anyone in 9<sup>th</sup> grade or older.

We are also in need of a regular accompanist. We're so grateful for a few musicians who have stepped in for the past few months, but let us know if you're interested in helping out on the piano.

The Choir Committee currently consists of the following Choir Members: Beth Bozes, Jennie Flicker (chair), Nicole Huie, and Doug Pyles (co-chair).

### **Sound Room:**

Volunteers are still needed to man the sound room. It has been a struggle to fill the positions on the sound board and on the computer for projection. If you're interested in becoming trained, we'd be happy to show you around.

Thanks to Mark Hardy on the Tech Team for helping our computers run smoothly!

Dale Sine mans the CD duplication ministry. We appreciate his time. Sermons are still available on the church website for free download.

The Sound Room Committee currently consists of the following members: Jennie Flicker (chair), Kevin Gascho, and Jim Hans.

### **Worship Team:**

We added a few new musicians to the team this year and welcome anyone to audition. The Worship Team Committee meets as needed and is a great support to the ministry – seeking God's desire in our worship of Him. This Committee is currently made up of Jennie Flicker (chair), Matt Flicker, Jim Hans, John Huie, and Dan Hutchinson.

### **Worship Coordinator:**

This past Easter, we had a Sunrise Service for the first time in many years. It was followed by a pot-luck breakfast. Worship Ministries sponsored the All-Church Christmas Caroling. We were able to visit with some of our shut-ins and hopefully bless them. Every three months, we plan and carry out a service at Fellowship Manor alongside LeRoy Wilcox. This has also been an opportunity for some of our children and families to serve the Lord. If you are interested in participating, let us know. We'd love to have you! Heather Hunsberger is the Worship Assistant. Her work is crucial to this ministry.

For 2012, I would love to see our students more involved. We had many involved in the worship services (youth praise team, sound room, special music, and student choir) in 2011. It is so exciting to help them learn to serve in this way. Also, the sound room and choir ministries are in need of more people. So, it is important that we focus on finding folks who would like to participate in these places.

*"Let the name of the Lord be praised, both now and forevermore." Psalm 113:2*

Respectfully Submitted,  
Jennie Flicker,  
Worship Coordinator

# Young Adult Ministry (a.k.a. **YACS**, *young adult couples and singles*)

## Discipleship Ministry

A year can contain a lot to remember, and sometimes we forget all the blessings God has given us - both the good times and the tough times that he has brought us through. Here is a look at 2011, lest we not forget what the Lord has done:

### SOME FORMAL EVENTS:

Jan - BFC young adult coffee house  
Feb - Winter retreat at the Spade Inn  
    Doctrine & Dessert - seeking God's will for Ebenezer BFC  
Mar - Maple sugar harvesting  
    Supported the senior class at LVCHS with a movie night gift basket  
Apr - BFC Day of Fun at Victory Valley  
    Care package for Becky and Carrie  
    Journey to Jerusalem on Good Friday  
    Work day at Pinebrook  
May - YACS rough film festival  
    John's Day of Sports  
Jun - Young Adult Retreat at Pinebrook  
Jul - Tanzania report - Doug, Beth, and Ali  
Aug - YACS Beach Trip  
    Carrie visited from Tanzania  
    Knoebels & cookout at Bethany BFC  
Sep - Special prayer night for YACS  
Oct - Harvest Festival at the Warners'  
    Ebenezer's Candy Carnival  
Nov - Planned work day at Pinebrook, prevented by act of God!  
Dec - YACS Christmas party at the Hardy's  
    Caroling at Good Shepherd  
    Christmas food boxes for families  
    Ebenezer's Bethlehem & Beyond Christmas program

### HAPPENINGS TO PEOPLE WE LOVE:

Amy and Kevin had their first baby  
Sent Douglas to university in Scotland  
Sent Stacy to seminary in Texas  
Sent Trevor as a missionary to Mexico  
Sent Kristen as a missionary to Lehigh U  
Continued to pray for Becky and Carrie who are in Tanzania  
God answered our prayers when Shannon got Clover, her service dog  
Prayed for Ray's mom when she disappeared and saw the answer when she was found  
Visited and prayed for Keith's mom in the hospital and saw her recover  
God gave Ted a job (though sent him to KY)  
God gave Janet a job  
Rejoiced for Michelle's tenure at Lehigh  
Prayed for Sean when he lost his step-Mom  
Said goodbye to Pam, who is now in heaven  
Said goodbye to Christian, a frisbee friend, when he moved back to Germany  
Kelly and Dave got engaged  
Eric and Briel got engaged  
Dan and Rachel got engaged  
Becky and Scott got married (but moved to northern PA)

### CONTINUING EVENTS:

Thursday night studies on I&2 Peter, Malachi, and John MacArthur's "Heaven" series. See [www.yacsparables.weebly.com](http://www.yacsparables.weebly.com) for our current series on parables  
Saturday morning "Read your Bible or something Good"  
Sunday afternoon frisbee and dinner at the Hunsbergers'

### AND MANY INFORMAL EVENTS:

Rock Climbing, plays & musicals, movies at people's houses and in the theater, helping people move, eating out at Applebees, Hibachi Grill & Chik-fil-A, bowling, hiking, yardsaling, pounding the pavement over 5K, prayed together, attended lectures at Lehigh, dressed up for a costume party, dressed up for a murder mystery, had potlucks (PotProvidences), went swimming, games nights, a theology conference, interior painting projects, cried together when the Phillies lost (well, some of us), and helped with the International Picnic

### AND IN 2012...

We look forward to a year filled with grace & goodness from God!

YACS Leadership Team: Ian Thompson, Beth Chen, Janet Kichline, Rachel Norris

YACS Assistants: Doug Chen, Lisa Harrison, Robin Paul

YACS Scribe (*thanks for helping us remember all that the Lord has done*): Jeff Frei

## **EBFC Financial Report for 2011**

Our general fund income of \$877,109.46 was below the anticipated budgeted amount by \$42,804.54. This giving is at 95% of the 2011 budgeted amount, and this difference may be attributed to a decrease in attendance over the year. We had a substantial donation come from one person who is not part of our congregation which helped close the gap.

Thanks to the ministry leaders who were diligent in managing the individual budget lines as the budgeted expenses were at \$829,888.96 (90% of projected).

Giving to designated funds was steady for 2011, and this specifically enabled the upgrades to be carried out in the sanctuary through the Building Fund. The two other significant funds for the year were Faith Promise, which is used for the needs of missionaries and short-term missions requests, and the Benevolence Fund, which is used to help those in need in our community.

The financial status throughout 2011 and going into 2012 is positive with a stable outlook. There was a decrease in assets of \$38,570.54. Our current assets going into 2012 are \$590,654.47 which includes \$74,693.52 as cash in the designated funds.

Let us continue to be thankful to God for providing for our needs. May we prayerfully seek how we worship through our individual giving, and let us ask Him to help us to be good stewards to build the Kingdom as God leads.

Serving with you,  
Andrew Brimer and Mike Capaldi  
Co-Treasurers

# EBENEZER BIBLE FELLOWSHIP CHURCH - 2011 FINANCIAL STATEMENT

## BALANCE SHEET REPORT / COMPARISON

## GENERAL FUND - BUDGET vs. ACTUAL

ASSETS	31-Dec-11	31-Dec-10	\$ Change	Income	Dec YTD	Budget	Variance	%YTD
<b>Assets - Checking/Savings</b>								
18000 · Checking (KNBT)	404,429.87	410,075.92	-5,646.05	1100 · Offerings / Gifts	868,483.45	909,999.96	-41,516.51	95%
18001 · CDs (KNBT)	66,769.97	66,305.83	464.14	1400 · Interest	950.62	1,800.00	-849.38	53%
19000 · Savings (M&T Bank)	116,347.12	140,997.57	-24,650.45	1700 · Memorials	690.00	1,200.00	-510.00	58%
19001 · Checking (M&T Bank)	3,107.51	11,845.69	-8,738.18	1900 · BCS / Bldg Use	6,985.39	6,914.04	71.35	101%
<b>Total Checking/Savings</b>	<b>590,654.47</b>	<b>629,225.01</b>	<b>-38,570.54</b>	<b>Total Income</b>	<b>877,109.46</b>	<b>919,914.00</b>	<b>-42,804.54</b>	<b>95%</b>
<b>TOTAL ASSETS</b>	<b>590,654.47</b>	<b>629,225.01</b>	<b>-38,570.54</b>	<b>Expenses</b>				
<b>LIABILITIES</b>				2000 · General Finance	36,613.79	47,679.96	-11,066.17	77%
<b>Current Liabilities</b>				3000 · Discipleship	33,314.19	35,520.00	-2,205.81	94%
901 · Building Fund	-1,123.39	66,638.86	-67,762.25	5000 · Evangelism	3,573.18	3,399.96	173.22	105%
902 · Capital Improvements	5,746.54	10,338.00	-4,591.46	6000 · Missions	158,936.63	137,450.04	21,486.59	116%
903 · Transportation Fund	17,243.00	14,555.00	2,688.00	7000 · Deacon	90,651.51	110,090.04	-19,438.53	82%
904 · Scholarships	2,090.20	3,602.41	-1,512.21	8000 · Worship	4,893.30	7,850.04	-2,956.74	62%
905 · Faith Promise	19,656.44	17,708.65	1,947.79	9000 · Office/Admin	20,055.54	22,190.04	-2,134.50	90%
907 · Benevolence Fund	13,340.27	14,198.34	-858.07	10000 · Congregational Care	2,098.82	4,800.00	-2,701.18	44%
908 · Music Fund	-71.80	1,136.45	-1,208.25	11000 · Compensation	479,753.40	550,933.92	-71,180.52	87%
910 · Angel Food Ministries	0.00	1,049.46	-1,049.46	20000 · Other	-1.40	0.00	-1.40	0%
911 · Year End Accruals	11,536.85	11,542.09	-5.24	<b>Total Expense</b>	<b>829,888.96</b>	<b>919,914.00</b>	<b>-90,025.04</b>	<b>90%</b>
912 · Run For The Children	700.23	700.23	0.00	<b>Net Ordinary Income</b>	<b>47,220.50</b>	<b>0.00</b>	<b>47,220.50</b>	
914 · HRA	-118.43	125.77	-244.20	<b>Net Fund Transfer between Accts.</b>	<b>8,000.00</b>	<b>0.00</b>	<b>8,000.00</b>	
100 · Payroll Liabilities	5,690.65	6,074.34	-383.69	<b>Net Income</b>	<b>39,220.50</b>	<b>0.00</b>	<b>39,220.50</b>	
<b>Total Other Current Liabilities</b>	<b>74,693.52</b>	<b>147,672.56</b>	<b>-72,979.04</b>					

## DESIGNATED FUNDS

Long Term Liabilities	Income	Expenses	Net
810 · Building Mortgage	15,878.00	83,640.25	-67,762.25
<b>Total Long Term Liabilities</b>	<b>2,688.00</b>	<b>903.00</b>	<b>1,785.00</b>
<b>Total Liabilities</b>	<b>74,693.52</b>	<b>147,672.56</b>	<b>-72,979.04</b>
<b>EQUITY</b>			
900 · Retained Earnings	888,479.69	855,140.44	33,339.25
<b>Net Income</b>	<b>35,360.06</b>	<b>34,290.81</b>	<b>1,069.25</b>
1000 · Opening Bal Equity	-407,878.80	-407,878.80	0.00
<b>Total Equity</b>	<b>515,960.95</b>	<b>481,552.45</b>	<b>34,408.50</b>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>590,654.47</b>	<b>629,225.01</b>	<b>-38,570.54</b>

## OTHER FUNDS

902 · Capital Improvements	63,772.53	70,869.38	-7,096.85
910 · Angel Food Ministries	0.00	0.00	0.00
911 · Year End Accruals	1.40	17,894.22	-17,892.82
912 · Run For The Children	0.00	0.00	0.00
914 · HRA	8,000.00	6,590.65	1,409.35
<b>Total Other Current Liabilities</b>	<b>135,266.07</b>	<b>227,342.21</b>	<b>-92,076.14</b>

*Andrew M. Bunker*  
Treasurer

1/27/12