



Prayer & Praise Service / Annual Congregational Meeting January 29, 2012

Prayer and Praise Service:

The meeting began with a 30-minute time of praise. Camrey Yeager and Grace Christiansen were baptized during this time of celebration.

Opening:

Jason opened in prayer.

Roll call:

Deacons Present: Rob Christiansen, Mark Hardy, Kamba Kalubi, Joe Meier, John Romero, Bob Smith

Deacons Absent: Bruce Eckel (excused), George Hardy (excused), Kevin Kritzberger (excused), Rob Lofthouse (excused)

Elders Present: Wayne Batten, Dick Bickings, Andy Brimer, Mark Culton, Jason Hoy, Shawn Sommons, Shawn Van Doren

Elders Absent: Mike Capaldi (excused)

Pastoral Reports:

1) Interim Senior Pastor -- Jason Hoy

- Jason reminded everyone that "Jesus bought this church with His blood," and that the Elders "do what we do." He shared his passions for what the church ought to be - The Four P's:
 - **Praise**
 - **Prayer** – pray continually, ways to spur on to more corporate prayer, like to see more times of prayer, wants this place to shake like in the book of Acts
 - **Proclamation** – preach the Word, share the Gospel
 - **People** – edification of the saints, so that we might present everyone mature (Col 1)
- The Elders have begun the process of looking at what we do around EBFC.
- On the personal side, Jason said that he has been doing less counseling, and he loves to study the Bible and commune with God. He thanked Pastor Dick and Pastor Mark for their commonality, close relationship, times to sharpen each other, and times of talking about the ministries – getting feedback, being transparent and praying together.
- Jason gave thanks to the Elders for the joy of being together. Often, there have been two meetings per month. The first is to discuss more typical ministry concerns, and the second has been to discuss mission and vision and spend time in prayer. The Elders have been studying the Articles of Faith this year.
- He thanked the Deacons for their work particularly in benevolence, property and as the liaison between EBFC and BCS.
- He shared his appreciation for the staff and for their help in keeping the place running. This past year the staff went through the first *Elephant Room* DVD series.
- Jason shared that he meets with Pastor Tom Shorb from Coopersburg on a monthly basis, and he gathers with area Lehigh Valley Pastors. He would like to see more partnerships to

further the Gospel.

- As for schooling, Jason gave a brief status update. He said that he was on hiatus in 2008 for a bit, and he changed from Westminster to online study with Reformed Baptist Seminary. He recently changed his focus from the Masters of Divinity track to a Masters of Theology.
- The only question posed was “Where are you in the ordination process with the BFC?” This was completed in July 2011.

2) Pastor of Discipleship – Dick Bickings

- Dick opened his time by saying that it has been a blessing to be here the past three years as a pastor. From MOPS to Adult Sunday School, he is never bored.
- He echoed Jason's comments on the camaraderie that he has with Pastor Jason and Pastor Mark, and he also highlighted that the staff does amazing things behind the scenes that many don't see.
- In Children's Ministries, Rachel Norris is a great worker. The FaithWeaver material is a great material in that it goes through the major biblical themes in three years. However, the Faith Weaver Friends materials are not meeting the needs of the wide age range in the Wednesday night program. A conference call with Group Publishing is scheduled to occur in the next couple of weeks to address these concerns.
- Laura Sommons came on as the Women's Ministries Director. Dick shared his praise to God for her heart, and her discipleship focus that includes: moms, mentoring, bible studies and the workplace.
- This year, Men's Ministries brought in the Bethel Series for the men. The Bethel Series is a two year study of the Bible with a major theme of “Blessed to be a Blessing.” BattleZone continues to be the primary discipleship tool. The men's retreat was held at Pinebrook, and the speaker was Michael Pouliot the founder and president of BattleZone Ministries. The quarterly breakfasts during 2011 focused on the theme: “What does the Lord your God require?” This year, the focus will be on “spiritual power tools.”
- In Adult Electives, thanks were given to Rich Mastronardo and his work in leading that. The desire is to see adults come into an intimate relationship with the Bible, and there are about 130 participants in the classes. Prayers are being raised for more teachers.
- This year Dick would like to focus more on corporate prayer. A weekly “Prayer Focus” will be emailed to the church family on Mondays, and the first one was sent on January 23, 2012.
- There is a strong desire for an evangelism focus this year where it is taught and lived out as a lifestyle and not as an “event.” The EV2 (Everyday Evangelism) curriculum continues to be the material for this training. Some of the members from the Evangelism team have visited and followed-up with newcomers.

3) Youth Pastor – Mark Culton

- Students are growing. Fruit is seen. What a blessing!
- The staff and the volunteers who work with the youth are great.
- As an exhortation from Titus, Mark reminded us that all men and women are to be teaching the younger, and we are trying to carry out this mandate. Youth ministry tends to be more complicated than it should be. It needs to be more relational and less attraction/event driven.

- The highlights of the past year include:
 - Continuation of the mentoring ministry, which is happening in the background
 - Partnering with parents
 - Mission Trip to NM – Pastor Dick and Donna led the team; great to see them go
 - Training for Staff – they are more conversant in how we do ministry
 - Evangelism – focus in student leadership and in youth group
 - Increasing unity with other churches
 - More small group time – preferably with the growth group leader
- Looking to 2012:
 - Focus and guide mentoring ministry
 - Successful missions trips to Guadalupe and Cape May, NJ
 - Further developing Student Leaders – serving and evangelism
 - Synergy with parents – working together
- Please continue to pray for the ministry and for more staff. God needs to do the work.

4) Pastoral Advisor – Carl Cassel

- Carl shared that he is thankful to have been visiting with us since last May. He has met with the pastors, staff and elders throughout the year.
- He shared I Cor. 16: 5-9 where Paul says he wants to come visit for an extended time and stay through Pentecost. However, he is going to stay where he is for the time being because there is work to do among many adversaries. From this, Carl observed that the pastors at EBFC are concerned with how to present the Word. They are young and growing. He is thankful to work with them.
- Carl posed a question “Do you understand who the staff are?” They are deeply committed so the work of God goes ahead smoothly. The Elders bear a heavy burden because of what the church has been through and they act as leaders in the healing process.
- He closed by saying that he is thankful for the opportunities to serve at EBFC.

Financial Update: Andy Brimer

The closing financial position for 2011 was shared with the congregation as a follow-up to the budget meeting. (Attachment #1)

Approval of Minutes from Prior Congregational Meetings: Jason Hoy

- After reviewing the minutes, a motion was made to approve the minutes of the July 31, 2011 Semi-Annual Congregational Meeting, seconded and approved.
- After reviewing the minutes, a motion was made to approve the minutes of the December 11, 2011 Prayer and Praise/ Congregational Budget Meeting, seconded and approved.

Annual Report: Jason Hoy

- See Annual Report 2011
- Jason thanked everyone who spent time reading the report and for providing feedback. A correction that was made included adding Marianne Roth in the Membership and Discipline report as going home to be with the Lord this past year (p. 22).

- Jason also commented on the Membership and Discipline report which reports our current membership at year-end to be 471. Our average attendance for the year (which is not included in this report) was 462. Some people are trickling out and there are people coming in as well. For those who are signing the attendance pad, we are following-up. Donna D'Imperio reviews the information and sends a list to Jason. She often makes initial contact and sends Jason feedback for follow-up. If you notice people who aren't around, please let Jason know and/or reach out to them yourself. Some of the reasons that people have left are: conscience and doctrine, lack of a Senior Shepherd, didn't feel like they belonged, people aren't friendly in the hallway. We need to help people think biblically on why they are leaving. The membership rolls will be cleaned up now that the updated By-Laws are approved.
- The Elders are working on Shepherd's Lists which include members who are in Kinship Groups, and looking for those who are NOT in groups – both members and regular attendees. The Elders will be proactive in following-up and caring for people.
- As a matter of discipline – Jeff and Diane Mackoul have been removed. They declined to meet. Please pray for them.
- Jason also noted the sanctuary renovations and a new security system.
- There were no questions on the Annual Report.
- After reviewing the Annual Report, a motion was made to approve the amended report, seconded and approved.

Election of Deacons, Elders and Conference Delegates:

- The congregation voted on the election of Otis Powell to the position of Deacon for a 2-year term and on Scott Holwick to the position of Elder for a 3-year term. They also voted on the election of Delegates to BFC Conference with Andy Brimer and Mike Capaldi as Delegates and Wayne Batten as an Alternate. (See Attachment #2)
- By congregational vote using secret ballot, all were approved to serve in the roles to which they were nominated.

By Laws Update:

- The By-Laws were approved in December, and there was a recommendation from a deacon regarding Article VIII to include a list of committees that were in effect when the By-Laws were approved. These committees may be revised without needing to approve the By-Laws again. Also, ELM is being dispersed and there are ongoing discussions about this along with the distribution of responsibilities.
- Cheryl Hutchinson mentioned that she needs more volunteers for making meals for newborns.
- After reviewing the recommended update to the By-Laws, a motion was made to approve them, seconded and approved.

BCS Proposal: Dick Bickings

- The BCS preschool has been at Steel City Mennonite, and this year they need to find a new home by Sept. 2012. Sharon Kritzberger made a proposal to use EBFC's facility for this purpose, and rooms 4 and 5 were requested to house the preschool.
- The major question from this is "What would this do to ministry?"

- The Elder Board has given approval to this proposal with the caveat that the ministry of EBFC will not be negatively impacted.
- In part, this possibility of having the preschool at EBFC is because of the decrease in enrollment at BCS. This is an exciting opportunity to have the preschool here, and an ad-hoc committee has been formed to discuss the ministry implications of having the preschool here. Please pray and provide feedback.

Sr. Pastor Hiring Committee: Shawn Sommons *(Attachment #3)*

- Shawn, on behalf of the committee, thanked everyone for their prayers. God has sent some strong candidates and it has been a blessing and an honor to get to know these men. There are three candidates being considered and Jason is among these three. First and second interviews were conducted with outside candidates, and Jason has had one interview which is considered to be his second.
- The next meeting is Saturday February 4th. Please continue to pray.
- Questions:
 - Who are the other candidates?
This information cannot be shared with the congregation.
 - Can we afford another pastor?
Yes, it is included in the approved 2012 budget.
 - At what point does the congregation get involved in the process?
The Search/Hiring Committee makes a recommendation to the Elders. The Elders interview the potential candidate and the congregation is informed when the Elders approve the candidate.
- Shawn asked again that we have patience and that we have faith in God. God will take care of this. The focal point of the committee has been God and praying for God's choice.
- John Kohnlein prayed for the selection process and for discernment.

Closing: Carl Cassel closed in prayer and the meeting was adjourned.

Respectfully Submitted,



Andrew Brimer,
Acting Secretary



Ebenezer
Bible Fellowship Church

Annual Congregational Meeting
Sunday, January 29, 5:00 - 8:15 pm

Pot-Luck Dinner (5:00-6:00)

Praise, Prayer, Baptism Service (6:00-6:30)

Annual Meeting (6:30-8:15)

Prayer & Roll Call (6:30-6:35)

Pastoral Reports (6:35-7:00)

Financial Report (7:00-7:15)

Annual Report Discussion and Approval (7:15-7:35)

Election of Elders, Deacons, and Delegates (7:35-7:45)

Approval of Amended By-Laws (7:45-7:50)

BCS Proposal (7:50-8:00)

Senior Pastor Hiring Committee Update (8:00-8:15)

Closing Prayer

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
Assets - Checking/Savings								
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%
Total Checking/Savings	590,654.47	629,225.01	-38,570.54	Total Income	877,109.46	919,914.00	-42,804.54	95%
TOTAL ASSETS								
	590,654.47	629,225.01	-38,570.54	Expenses				
LIABILITIES								
Current Liabilities								
901 · Building Fund	-1,123.39	66,638.86	-67,762.25	2000 · General Finance	36,613.79	47,679.96	-11,066.17	77%
902 · Capital Improvements	5,746.54	10,338.00	-4,591.46	3000 · Discipleship	33,314.19	35,520.00	-2,205.81	94%
903 · Transportation Fund	17,243.00	14,555.00	2,688.00	5000 · Evangelism	3,573.18	3,399.96	173.22	105%
904 · Scholarships	2,090.20	3,602.41	-1,512.21	6000 · Missions	158,936.63	137,450.04	21,486.59	116%
905 · Faith Promise	19,656.44	17,708.65	1,947.79	7000 · Deacon	90,651.51	110,090.04	-19,438.53	82%
907 · Benevolence Fund	13,340.27	14,198.34	-858.07	8000 · Worship	4,893.30	7,850.04	-2,956.74	62%
908 · Music Fund	-71.80	1,136.45	-1,208.25	9000 · Office/Admin	20,055.54	22,190.04	-2,134.50	90%
910 · Angel Food Ministries	0.00	1,049.46	-1,049.46	10000 · Congregational Care	2,098.82	4,800.00	-2,701.18	44%
911 · Year End Accruals	11,536.85	11,542.09	-5.24	11000 · Compensation	479,753.40	550,933.92	-71,180.52	87%
912 · Run For The Children	700.23	700.23	0.00	20000 · Other	-1.40	0.00	-1.40	0%
914 · HRA	-118.43	125.77	-244.20	Total Expense	829,888.96	919,914.00	-90,025.04	90%
100 · Payroll Liabilities	5,690.65	6,074.34	-383.69					
Total Other Current Liabilities	74,693.52	147,672.56	-72,979.04	Net Ordinary Income	47,220.50	0.00	47,220.50	
Long Term Liabilities								
810 · Building Mortgage	0.00	0.00	0.00	Net Fund Transfer between Accts.	8,000.00	0.00	8,000.00	
Total Long Term Liabilities	0.00	0.00	0.00	Net Income	39,220.50	0.00	39,220.50	
Total Liabilities	74,693.52	147,672.56	-72,979.04	DESIGNATED FUNDS				
EQUITY								
900 · Retained Earnings	888,479.69	855,140.44	33,339.25	Income		Expenses	Net	
Net Income	35,360.06	34,290.81	1,069.25	901 · Building Fund	15,878.00	83,640.25	-67,762.25	
1000 · Opening Bal Equity	-407,878.80	-407,878.80	0.00	903 · Transportation Fund	2,688.00	903.00	1,785.00	
Total Equity	515,960.95	481,552.45	34,408.50	904 · Scholarships	5,799.29	5,486.50	312.79	
TOTAL LIABILITIES & EQUITY	590,654.47	629,225.01	-38,570.54	905 · Faith Promise	11,706.78	9,873.99	1,832.79	
				907 · Benevolence Fund	27,355.07	30,810.97	-3,455.90	
				908 · Music Fund	65.00	1,273.25	-1,208.25	
				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	
				Total Other Current Liabilities	135,266.07	227,342.21	-92,076.14	

Andrew P. Bunker
Treasurer

1/27/12



Ebenezer
Bible Fellowship Church

2012 Elections

Voting will take place at the Congregational Meeting held



ELDER NOMINEE (election for a 3 yr. term)

Scott Holwick—Scott grew up in a Christian home and through the faithful witness of his parents, he asked Christ to be his savior when he was seven. Scott's walk with the Lord took the prodigal route through his late teens and early twenties until the Lord mercifully caused him to repent and return to living out his identity as a possession of the King. He praises the Lord for the blessing of marriage to Jessica and for the blessing of Luke, Ben, Oliver and Lilliana. Scott and Jessica have been members at Ebenezer since 2005 and enjoy the fellowship and commitment to truth here. Jessica home schools their children and Scott enjoys the privilege and blessing of both the calling and opportunity to teach in the adult electives and in their kinship group. Discipleship through a firm un-



DEACON NOMINEE (election for a 2 yr. term)

Otis Powell—Otis grew up in Garden City, NY and attended an Episcopal church until his mid-40's. He believed in God but never grasped the meaning of the scriptures and never gained a personal relationship with Jesus Christ. Then, as a junior in high school, their daughter Sharon became a Christian and invited her parents to attend the Bill Gothard youth conference in Ocean Grove, NJ. This is when he grasped the nature of his sin and started his walk with Christ. Shortly there-after, Otis and his wife Carolyn were baptized together at the Baptist church where Sharon had first believed. Otis and Carolyn have been married for 52 years, have 4 children, Douglas, Sharon, Susan and Sheila, and 6 grandsons. He graduated from Worcester Polytechnic Institute as an electrical engineer and was involved with various construction projects for 46 years. O t i s w a s e m p l o y e d b y American Electric Power, Dravo Constructors, Kaiser Engineers, and Metro North Railroad from which he retired in 2004. Otis is currently serving on

Senior Pastor Search/Hiring Update

Dear Ebenezer Family,

January 15, 2012

In keeping with the practice of sharing timely updates, we would like to share with you our progress and continue to seek your support in prayer.

Since our last update on November 20th of last year, we have continued to review resumes, which are coming at a much slower pace. To date, 189 resumes were received for consideration. In addition, we interviewed two more candidates from this list of applicants bringing our total for first interviews to eight.

The committee prayed and met to prioritize those candidates and from that group invited two men to visit Bethlehem for the weekend allowing us to interview them a second time and for them to be exposed to the area and to Ebenezer. Both of those visits were conducted over the past month. Both candidates have been pre-screened by the Bible Fellowship Church denomination's Ministerial Candidate Committee to ensure doctrinal alignment. At this point in that process, we feel confident that there would be no issues doctrinally for these two candidates. As far as the other candidates that we have interviewed, we are still praying and discussing whether or not to invite them for a visit and second interview.

The committee does agree that it is now time to include Pastor Jason Hoy in the formal interviewing process. As a reminder, both the committee and the Board of Elders are giving Jason serious consideration to assume the position of Senior Pastor permanently. We have invited Jason to be formally interviewed on Thursday, January 19th. Upon completion of that and after much prayer we will further prioritize our candidate pool and seek God's guidance for next steps in the process.

As has been written in previous updates, we are constantly seeking God in prayer and asking for wisdom and discernment as we go about our work. We covet your prayers and ask for your partnership in seeking this wisdom through the power of prayer.

If you have any questions or feedback for us, please do not hesitate to contact me or Shawn Sommons. (Elder & Co-chair)

In Him,

Mike Capaldi (Elder & Chairman)

For the Senior Pastor Hiring Committee: Shawn Sommons (Elder & Co-Chairman),
Ian Thompson, Rich Mastronardo, Tom Galloway, Shelly Carlstrom, Gail Tshudy, Erin
Stephens

