



## Annual Congregational Meeting January 25, 2015

***\*Prior to the Annual Business Meeting the congregation shared in a time of praise and prayer.***

### **Prayer & Roll Call**

Senior Pastor & Elder Board Chairman Tim Gibson called the meeting to order and opened the meeting in prayer. Mark Culton then conducted the roll call.

- Deacons Present: Rob Christiansen, Mark Hardy, Kevin Kritzberger, Joe Meier
- Deacons Excused: George Hardy, Kamba Kalubi, Andy Meeks, John Romero
- Elders Present: Pat Barry, Dick Bickings, Andy Brimer, Mark Culton, Dennis Flanagan, Tim Gibson, Kevin Hardy, Scott Holwick, Chris Jones, Shawn Sommons
- Elders Excused: Wayne Batten, Swannie Griffin, Byron Roth

### **Approval of Minutes**

**Motion** was made to approve the minutes from the Annual Congregational Budget Meeting held on December 7, 2014, **seconded** and **passed**. (Attached)

**Motion** was made to approve the minutes from the special meeting for congregational approval of Jeremy Harkins held on January 4, 2015, **seconded** and **passed**. (Attached)

### **Election of Delegates to BFC Annual Conference**

The following elders were **nominated** and **approved** to be delegates by vote of secret ballot:

- Wayne Batten, Delegate
- Scott Holwick, Delegate
- Andy Brimer, Alternate Delegate

### **Financial Report**

Treasurer and Elder Andy Brimer reviewed the 2014 financial report. (Attachment #1) He began by giving praise for how all of our needs were met this past year. In addition to reviewing the information in the report through the use of slides, Andy also shared other comments:

- Thanked the Finance Team for serving this year.
- Thanked Rachael Kuntz and Dale and Gale Tshudy who helped with our audit. One of the recommendations is that we go to an external agency with nonprofit expertise for the 2015 audit. The current audit committee is willing to assist. We will be exploring this in the next couple months.
- Shared a financial summary for 2014. We hope to improve ministry spending according to the budget more closely during 2015.
- Encouraged continued giving to the general fund with tithes and offerings.
- Highlighted designated giving areas and thanked those who give to those funds.
- The approved budget for 2015 is \$966,810
- The roof project will be outside budget - approximately \$43,000. This is a carry-over item from 2014.
- Clarification for the pastoral 2015 compensation packages was reviewed. There was an opportunity while bringing on a new staff member to evaluate and make adjustments - specifically for Mark Culton's compensation. The adjustments were made such that the approved 2015 budgeted amount was maintained.

Mike Capaldi noted the high balance in the Benevolence fund, and Joe Meier shared about how God has graciously brought in funds over the last couple years. When there is a surplus, money has been given to other churches (Cape May and Long Neck) and to missions.

### **Introduction of New Elders & their respective roles**

The new elders shared about their respective roles and how they have been praying through the beginning stages of guiding these ministries.

- Pat Barry - Evangelism
- Chris Jones - Welcome Ministry
- Kevin Hardy - Ministry Assimilation
- Swannie Griffin - Missions
- Dennis Flanagan - Mercy Ministry

### **Deacons Report**

- The deacons came forward and Kevin Kritzberger shared about the goals for 2015. They hope to intentionally create a culture that shapes the community here at Ebenezer - that ministry would be something people just start to do naturally. They hope to lead by example in this.
- Kevin also shared that we can continually give to the building fund because there is still a need for sanctuary upgrades that will be happening in the future.
- We are grateful to have Andy Meeks as a new Deacon this year.

### **Approval of the Annual Report**

The 2014 Annual Report was highlighted and discussed briefly. **Motion** was made to approve the 2014 annual report, **seconded** and **passed**.

### **Pastoral Reports**

In the following order, each Pastor provided a brief review of their 2014 reports, along with vision for 2015 in accordance with the church's vision and purpose statement. They also acknowledged individuals, teams and/or staff members for their service in building God's kingdom.

#### **1) Dr. Tim Gibson, Senior Pastor, highlighted the following:**

The **purpose** of our church -

- Worship God with our whole heart
- Build believers with the Word of God
- Reach the lost with the good news

Our **vision** -

- to be a church where people are transformed by the truth of God's Word
- to be a community of believers unified in worship, prayer, and service
- to be a fellowship of people who exercise the love of Christ for one another by our caring, sharing, and encouraging.
- to be reaching arms for the gospel through individual evangelism; as well as collectively through our efforts in counseling, church planting and missions.

Pastor Tim mentioned the adult electives and how every member should be availing themselves of that teaching opportunity. This is one way that people are being transformed by God's Word.

We are excited about leadership development and the new elders who have come on board. The goal for 2015 is to teach the leaders - particularly at elders meetings. The elders have divided the congregation into care groups so that we can best shepherd the congregation. Tim encouraged members to sign the attendance list on Sundays so that we can best care for them. The elders will also be shouldering the congregational care load together, especially with Pastor Jason gone for over a year now and that need remaining. We will have another LEAD class this year.

**2) Pastor Dick Bickings, Pastor of Discipleship,** highlighted the following:

It is such a great joy to shepherd at Ebenezer. People have really showed appreciation for their pastors.

Discipleship ministry fits into the vision in the following ways:

People are transformed by the Word of God - adult electives, Bethel, women's Bible studies, men's Bible studies, children's Sunday school, etc. . .

A community of believers unified in worship, prayer and service - men's quarterly breakfasts, women's banquets, Prime Timers, YACS events,

A fellowship of people who exercise the love of Christ for one another by caring, sharing and encouraging - kinship groups. Kinship groups are a microcosm of our church - God has called Bob and Lori Gill to step up in this area and take the reigns.

Reaching arms for the gospel through individual evangelism, as well as collectively through our efforts in counseling, church planting and missions - 2014 was the step out of the box year, going outside the doors with evangelism in the Lynfield community in South Bethlehem - starting with a VBS in the summer, a Candy Carnival, and Bethlehem and Beyond - all with the goal of ongoing ministry in that community. Shelly Carlstrom is working through the possibility of holding Bible clubs in the Lynfield community for ongoing discipleship - moving past events and getting into more relationship building and the discipleship of children and their parents.

We are very excited about what God is doing in changing the culture of evangelism with it becoming a way of life for our people.

**3) Pastor Mark Culton, Youth Pastor,** highlighted the following:

• **Some things God accomplished through the student ministry this past year:**

- A growing awareness of a need to partner with parents and minister to them.
- Local missions trips to Allentown (Light in the Park) and South Bethlehem (Light in the City). Our partnership with Cedar Crest and El Faro has been such an incredible blessing. It was so neat to see God lead us to Lynfield and how He is spreading the gospel through us locally. We are taking a break this year from LITP so we can focus on LITC and our international trip to Mexico.
- Had a great Sno Glo for MS and HS where the focus of the weekend was John 6.
- Had a great Dare 2 Share trip where we learned how to better share our faith.
- Had a great "Kickback" where we focused on "facing opposition while sharing your faith"
- We continued our monthly "Illuminite", refining the focus to include 2 things - reaching unchurched students and fostering godly, healthy friendships.
- I believe our youth staff continues to become closer through joint staff meetings, a staff training day, and a staff training weekend (YS Palooza).
- Our Invert group (student leadership) has grown through an RWR retreat and our regular meetings.
- In our high school ministry we studied through the books of James and Proverbs. We also did a series on Mentoring called "Mentoring Culture"
- In our middle school ministry, we continue through our cycle of the Core Truth curriculum, focusing this past year on "God's Story, Our Story" and "Human Nature".
- Continued to use the SS curriculum called "The Gospel Project" with MS and HS.
- Quarterly "Family Nights" at youth group.
- Students who have come through our student ministry and are now in college have joined us at various points in ministry to some extent or another - some with teaching, and others with mentoring/small groups. This is always an incredible blessing!
- I had the opportunity to be on a couple school campuses this past year - Easton, BCS, LVCHS, and Lehigh University
- Launched a bi-weekly parent email newsletter.

- **Some of the goals that we have for the coming year are:**
  - Have a successful local mission trip to S. Bethlehem, PA as we do Light in the City and a beneficial trip to Mexico to partner with the Reyes.
  - Continue to follow the Lord's leading about follow-up ministry in the Lynfield community of S. Bethlehem.
  - Further develop our volunteer MS and HS staff – they are the life-blood of our student ministry! We will be attending a YS Training again and plan to take a staff retreat this year.
  - Further develop our student leadership – this will involve another RWR where we will serve all weekend.
  - Build synergy by seeing our youth parents and youth staff become more connected.
  - Continue to develop and fine-tune our Illuminite ministry so that it really becomes a place where we see unchurched teens - particularly HS students as it has been more attractive for MS students.

#### **Questions/Concerns**

- Mike Capaldi thanked the congregation for the support for the Forks Township church plant. They are planning to have their first official church service on Easter Sunday. He mentioned that the Forks ministry would not be in the place it is without the support and prayer of Ebenezer.
- Steve McDaniel thanked the congregation for the support of BCS. There are about 150 children who are here every day. The school is very appreciative for the use of the building.

#### **Prayer and Adjournment**

**Motion** was made to adjourn the meeting, seconded and passed. Pastor Tim Gibson closed the meeting in prayer.

Respectfully Submitted,

Mark Culton  
Secretary to the Board of Elders

# Congregational Meeting

## 2015 Budget

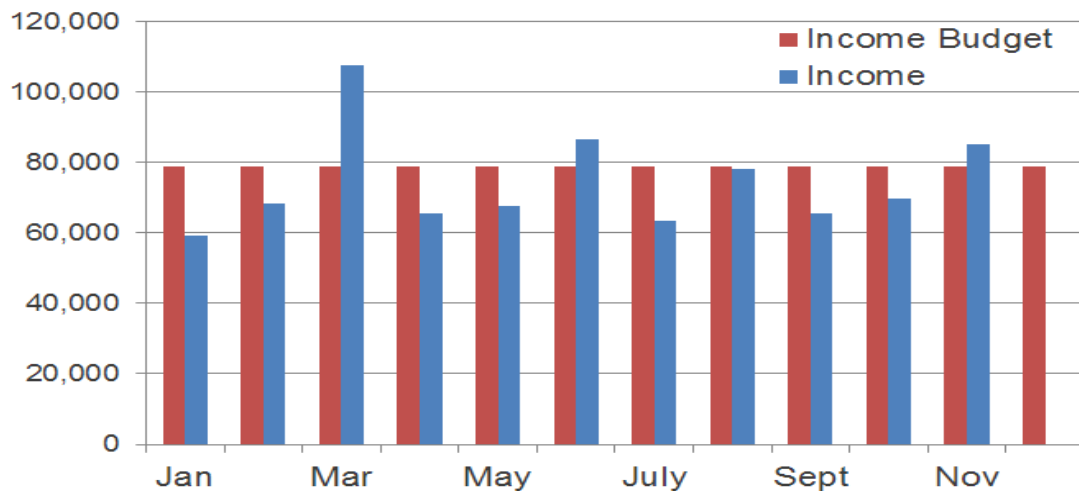
## Points for Discussion

- Overview of 2014
- Process for 2015 Budget
- 2014 Highlights
- Questions

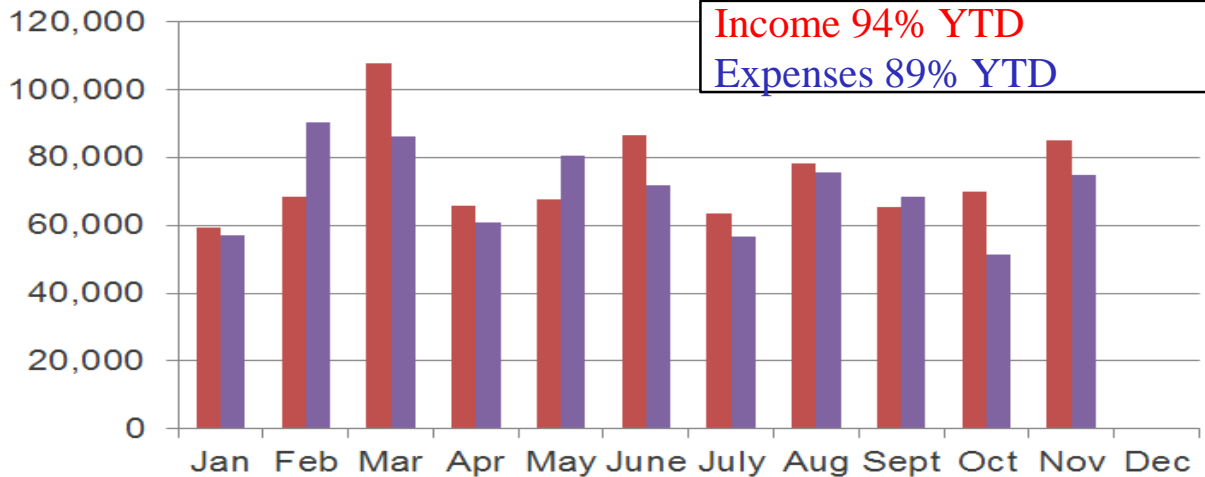
## Overview

- Praise God!
- End of Year Giving
  - General Fund
  - Miracle Month
- Offering Envelopes
- Online Giving

## 2014 Income vs. Budget



### 2014 Income vs. Expenses



2015 Budget Proposal – 12/07/14

**ASSETS**

**30-Nov-14**

**Assets - Checking/Savings**

18000 · Checking (KNBT)	499,380.12
18002 · CDs (KNBT)	67,503.05
19000 · Savings (M&T Bank)	90,762.84
19001 · Checking (M&T Bank)	5,375.67
<b>Total Checking/Savings</b>	<b>663,021.68</b>

**TOTAL ASSETS**

**663,021.68**

\* as of 11/30/14

2015 Budget Proposal – 12/07/14

**LIABILITIES*****Current Liabilities***

901 · Building Fund	93,262.19
902 · Capital Improvement Fund	-43,030.32
903 · Transportation Fund	118.00
904 · Scholarship Fund	2,351.50
905 · Faith Promise	15,508.69
907 · Benevolence Fund	17,197.42
908 · Music Fund	144.20
911 · Year End Accruals	8,480.16
912 · Run For The Children	2,035.29
914 · HRA	1,035.26
915 · Youth Summer Missions	-320.53
100 · Payroll Liabilities	5,976.04
<b><i>Total Other Current Liabilities</i></b>	<b>102,757.90</b>

\* as of 11/30/14

2015 Budget Proposal – 12/07/14

**Proposed 2014 Capital Expenses**

Replace the metal roof over the sanctuary	14,000
Equipment for service simulcasting	10,000
Replace HVAC for serving room/kitchen	7,500
Replace the garage doors in the parsonage	3,000
<b>Total</b>	<b>34,500</b>

2015 Budget Proposal – 12/07/14



## Completed/Pending 2014 Capital Expenses

	Budgeted	Actuals
Sanctuary Roof (replace)	14,000	43,000*
Simulcast Ministry	10,000	17,454
HVAC Units Replaced ( 5, 9, 15, 17, 19, Kitchen)	7,500	17,276
Parsonage Garage Doors (replace)	3,000	3,719
Youth Room Furniture	-	4,367
Structural Planning (miscellaneous)	-	215
<b>Total</b>	<b>34,500</b>	<b>86,031</b>

Overages against these lines approved by Elders

\* Upper, Lower South and West roof; gutter repairs; work to be scheduled Dec. 2014/early 2015

2015 Budget Proposal – 12/07/14

## Budget Process for 2015

- Vision Driven Approach
  - What does God want us to be doing?
  - Prioritize items for 2015
- Project “Income” for 2015
  - Giving Trends for 2014
- Present a Balanced Budget for Approval



2015 Budget Proposal – 12/07/14

## Purpose of EBFC



*Our Purpose is to . . .*

**Worship** God with our whole heart

**Build** Believers with the Word of God

**Reach** the Lost with the Good News

## Vision of EBFC

**To be a church** where people are transformed by the truth of God's Word.

**To be a community** of believers unified in worship, prayer, and service.

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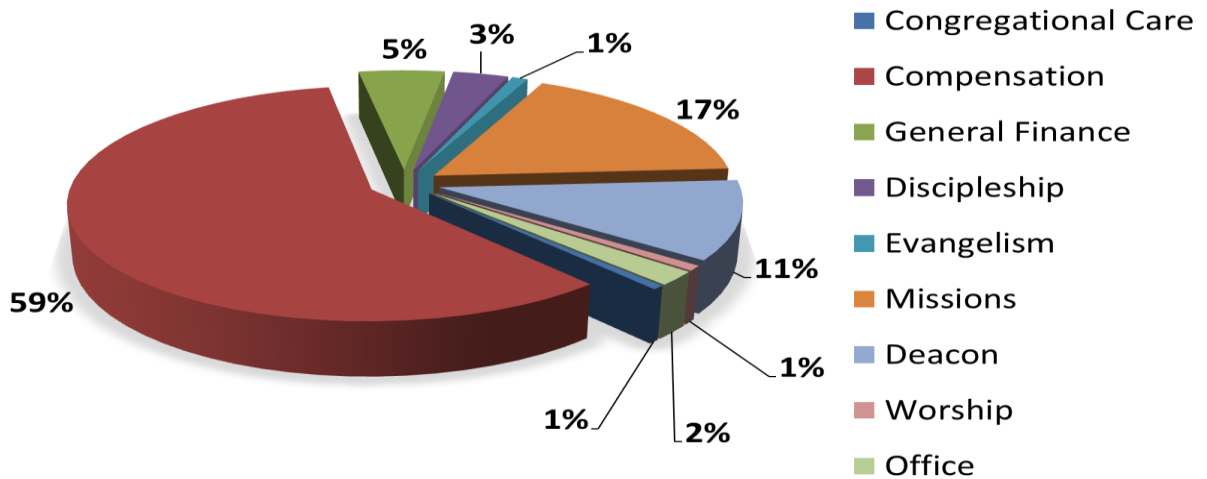
### General Fund Income

	<u>2014 Budget</u>	<u>Proposed 2015 Budget</u>
<b>Income</b>		
1100 · Offerings / Gifts	934,278	952,819
1400 · Interest	875	875
1700 · Memorials	-	-
1900 · Bethlehem Christian School	13,010	13,116
<b>Total Income</b>	<u>948,163</u>	<u>966,810</u>
	<u>2014*</u>	<u>2015</u>
Offerings / Gifts	-6%	2%
Total Income	-6%	2%

\*Budgeted vs Actuals through November 30, 2014

### 2015 Budget Proposal

<b>Income</b>	
Offerings / Gifts	952,819
Interest	875
BCS/ Other Building Use	<u>13,116</u>
<b>Total Income</b>	<b>\$966,810</b>
<b>Expense</b>	
General Church Finance	50,411
Discipleship Ministries	32,644
Evangelism Ministries	9,350
Missions	166,100
Deacon Ministries	106,700
Worship	7,150
Office Expenses	19,475
Congregational Care	5,580
Compensation	<u>569,400</u>
<b>Total Expense</b>	<b>\$966,810</b>



General Church Finance

	2014 Budget	Proposed 2015 Budget
<b>2000 · General Church Finance</b>		
2100 · General Church Accounts		
Total 2110 · Property & Casualty Insurance	13,350	16,600
2130 · Conference Administration Exp.	18,872	18,561
Total 2140 · Taxes	5,000	5,250
2150 · Bank Fees	100	700
<b>Total 2100 · General Church Accounts</b>	<b>37,322</b>	<b>41,111</b>
2200 · Miscellaneous		
2300 · Supplies		
2310 · Legal Materials / Manuals	200	200
2320 · Other supplies	800	800
<b>Total 2300 · Supplies</b>	<b>1,000</b>	<b>1,000</b>
2700 · Information Technology		
2710 · Internet Connections	800	1,100
2720 · Software	500	200
2730 · Web Services	500	2,500
2740 · Computer and Related Equipment		
2741 · PCs & Hardware	2,000	3,500
<b>Total 2740 · Computer and Related Equipme</b>	<b>2,000</b>	<b>3,500</b>
<b>Total 2700 · Information Technology</b>	<b>3,800</b>	<b>7,300</b>
2850 · Background Checks	1,000	1,000
<b>Total 2000 · General Church Finance</b>	<b>43,122</b>	<b>50,411</b>

## Discipleship Ministries

	2014 Budget	Proposed 2015 Budget
<b>3000 · Discipleship Ministries</b>		
<b>Total 3100 · Kids Crossing</b>	12,025	12,275
<b>Total 3200 · Student Ministries</b>	7,600	7,700
<b>3300 · Adult Ministries</b>		
<b>Total 3310 · Family Life</b>	3,700	5,300
<b>Total 3320 · Men's Ministries</b>	1,400	1,400
<b>Total 3330 · Women's Ministries</b>	3,300	3,550
<b>3340 · College Ministry</b>	100	100
<b>Total 3350 · YACS</b>	175	519
<b>3300 · Adult Ministries - Other</b>		
<b>Total 3300 · Adult Ministries</b>	8,675	10,869
<b>Total 3400 · Discipleship Support</b>	2,100	1,800
<b>Total 3000 · Discipleship Ministries</b>	<b>30,400</b>	<b>32,644</b>

2015 Budget Proposal – 12/07/14

## Evangelism Ministries

	2014 Budget	Proposed 2015 Budget
<b>5000 · Evangelism Ministries</b>		
<b>5100 · Supplies</b>	1,000	4,000
<b>5150 · Evangelistic Events</b>		500
<b>5400 · Training Programs, Videos, etc</b>	300	500
<b>5600 · Community Outreach</b>		
<b>5630 · Candy Carnival</b>	1,000	1,000
<b>5650 · Community Events</b>	1,500	2,500
<b>5600 · Community Outreach - Other</b>		850
<b>Total 5600 · Community Outreach</b>	2,500	4,350
<b>Total 5000 · Evangelism Ministries</b>	<b>3,800</b>	<b>9,350</b>

2015 Budget Proposal – 12/07/14

## Missions

	2014 Budget	Proposed 2015 Budget
<b>6000 · Missions</b>		
6110 · Bible Fellowship Homes	3,500	3,600
6111 · Pinebrook Conference Center	3,500	3,600
6112 · Victory Valley	3,500	3,600
6113 · Ebenezer Special Missions	40,050	43,250
6116 · Missionary Speakers & Confer.	8,000	3,600
6117 · Church Extension	29,500	33,000
6200 · Bible Fellowship Brd of Mission	72,300	74,700
6000 · Missions - Other	600	750
<b>Total 6000 · Missions</b>	<b>160,950</b>	<b>166,100</b>

2015 Budget Proposal – 12/07/14

## Deacon Ministries

	2014 Budget	Proposed 2015 Budget
<b>7000 · Deacon Ministries</b>		
Total 7100 · Utilities	41,730	43,950
Total 7300 · Maintenance	25,280	25,000
Total 7400 · Supplies	7,650	8,000
Total 7500 · Transportation	2,250	2,250
7600 · Capital Improvements	0	25,000
7700 · New Equipment	500	500
<b>7800 · Activities</b>		
7810 · Prime Timers		
7811 · Prime Timers - Special Events	150	150
7813 · Prime Timers - Luncheons	1,100	1,100
Total 7810 · Prime Timers	1,250	1,250
7850 · Community Concerns	650	0
7800 · Activities - Other	750	750
Total 7800 · Activities	2,650	2,000
<b>Total 7000 · Deacon Ministries</b>	<b>80,060</b>	<b>106,700</b>

2015 Budget Proposal – 12/07/14

## Proposed 2015 Capital Expenses

Replace metal roof (north and west offices)	14,000
Replace the library HVAC unit	4,000
Replace some sidewalk sections	2,000
Fellowship Hall roof panel testing	1,000
Furniture for Nursery	400
Sanctuary Upgrades	3,600
<b>Total</b>	<b>25,000</b>

## Worship

	<b>2014 Budget</b>	<b>Proposed 2015 Budget</b>
<b>8000 · Worship</b>		
<b>Total 8200 · Guest Ministries</b>	300	2,500
<b>Total 8300 · Equipment</b>	1,600	1,700
<b>8500 · Music Materials</b>	100	0
<b>8600 · Worship Administration</b>	1,350	1,350
<b>8700 · Music Seminars</b>	1,200	1,200
<b>Total 8900 · Music Ministries</b>	1,300	400
<b>Total 8000 · Worship</b>	<b>5,850</b>	<b>7,150</b>

## Office Expenses

	2014 Budget	Proposed 2015 Budget
<b>9000 · Office Expenses</b>		
<b>Total 9100 · Office Supplies</b>	16,485	15,375
<b>9200 · Training and Conferences</b>	500	0
<b>9300 · Advertising</b>	1,700	3,500
<b>9400 · Office Equipment</b>	600	600
<b>Total 9000 · Office Expenses</b>	<b>19,285</b>	<b>19,475</b>

2015 Budget Proposal – 12/07/14

## Congregational Care

	2014 Budget	Proposed 2015 Budget
<b>10000 · Congregational Care Ministries</b>		
<b>10200 · Mercy Teams</b>		
<b>10204 · Support Groups</b>	500	500
<b>1020X · Funeral Luncheons</b>	500	1,000
<b>Total 10200 · Mercy Teams</b>	500	1,500
<b>10300 · Counseling Assistance</b>		
<b>10301 · Counseling Supplies</b>	250	250
<b>10300 · Counseling Assistance - Other</b>	2,500	2,500
<b>Total 10300 · Counseling Assistance</b>	2,750	2,750
<b>Total 10XXX · Assimilation</b>	0	1,330
<b>Total 10000 · Congregational Care Ministries</b>	<b>3,250</b>	<b>5,580</b>

2015 Budget Proposal – 12/07/14



### Compensation

	2014 Budget	Proposed 2015 Budget
<b>11000 · Compensation</b>		
11010 · Payroll Expenses	19,001	19,501
110XX · Health Accounts	0	5,000
<b>Total 11100 · Senior Pastor</b>	<b>116,930</b>	<b>121,607</b>
<b>Total 11200 · Congregational Care Pastor</b>	<b>81,916</b>	<b>0</b>
<b>Total 11300 · Discipleship Pastor</b>	<b>83,726</b>	<b>90,965</b>
<b>Total 11400 · Youth Pastor</b>	<b>64,431</b>	<b>65,851</b>
<b>Total 11XXX · Worship Pastor</b>	<b>0</b>	<b>65,146</b>
<b>Total 11600 · Women's Ministry Coordinator</b>	<b>17,680</b>	<b>18,148</b>
<b>Total 11700 · Worship Coordinator</b>	<b>34,981</b>	<b>0</b>
<b>Total 11800 · Other Compensation</b>	<b>2,700</b>	<b>2,700</b>
<b>Total 12300 · Bookkeeper</b>	<b>3,346</b>	<b>3,416</b>
<b>Total 12400 · Office Administrator</b>	<b>54,346</b>	<b>55,826</b>
<b>Total 12500 · Facilities Manager</b>	<b>64,348</b>	<b>62,414</b>
<b>Total 12600 · Office Assistant</b>	<b>11,836</b>	<b>12,200</b>
<b>Total 12700 · Kid's Crossing Coordinator</b>	<b>12,759</b>	<b>13,110</b>
<b>Total 12800 · Youth Ministry Assistant</b>	<b>20,931</b>	<b>20,579</b>
<b>Total 12900 · Worship Coord Assistant</b>	<b>12,515</b>	<b>12,936</b>
<b>Total 11000 · Compensation</b>	<b>601,446</b>	<b>569,400</b>

### Questions?



## 2015 Budget Proposal

<b>Income</b>	
Offerings / Gifts	952,819
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BCS/ Other Building Use	<u>13,116</u>
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# Thank You!