



**EBENEZER**  
BIBLE FELLOWSHIP CHURCH

# Annual Report 2016

*Published January 20, 2017*

**A Place to Worship God, Build Believers, Reach the Lost**

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Sunday Worship Services: 8:45 / 11:15 am  
Sunday School: Children & Youth: 10:05 am  
College Fellowship Hour: 10:05 am  
Sunday Adult Electives: 10:05 am

## **Our Purpose:**

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.

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

**Ebenezer** – "the Lord is our helper" (I 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**

Dr. Tim Gibson, Senior Pastor  
Dick Bickings, Pastor of Discipleship  
Jeremy Harkins, Worship Pastor  
Mark Evans, Interim Youth Teacher  
Heather Hunsberger, Worship Assistant/Youth Assistant  
Robbin Hunsberger, Office Administrator  
Kevin Kritzberger, Facilities Manager  
Rachel Marks, Kids Crossing Assistant/Office Assistant  
Laura Sommons, Women's Ministry Coordinator

# INDEX

## **Ministry Staff:**

Senior Pastor .....	4
Pastor of Discipleship .....	6
Youth Pastor .....	7
Worship Pastor .....	9
Facilities Manager .....	11
Kids Crossing Assistant .....	12
Office Administrator .....	11
Women's Ministry Coordinator .....	13
Worship Assistant / Youth Assistant .....	14

## **Church Leadership:**

Current Elders/Deacons .....	15
Board of Elders .....	16
Board of Deacons .....	18

## **Ministries:**

Activities Committee, <i>Deacon Ministry</i> .....	18
Adult Electives, <i>Discipleship Ministry</i> .....	19
Benevolence, <i>Deacon Ministry</i> .....	20
Caregivers, <i>Deacon Ministry</i> .....	20
Children's Ministry: Kids Crossing, <i>Discipleship Ministry</i> .....	21
College Age Ministry, <i>Discipleship Ministry (See Worship Pastor Report)</i> .....	9
Crisis Management, <i>Deacon Ministry</i> .....	23
Draw Near, <i>Discipleship Ministry</i> .....	23
Evangelism Committee, <i>Elder Ministry</i> .....	24
Finance, <i>Elder Ministry</i> .....	25
Kinship Groups, <i>Discipleship Ministry</i> .....	27
Liaison - Church/School, <i>Deacon Ministry</i> .....	28
Library, <i>Discipleship Ministry</i> .....	28
Membership and Discipline Committee, <i>Elder Ministry</i> .....	29
Men's Ministry, <i>Discipleship Ministry</i> .....	30
Ministry Assimilation, <i>Elder Ministry</i> .....	31
Missions Committee, <i>Elder Ministry</i> .....	32
MOPS: Mothers of Preschoolers, <i>Women's Ministry</i> .....	34
Pastoral Relations Committee, <i>Elder Ministry</i> .....	35
Property Committee, <i>Deacon Ministry</i> .....	36
Senior Fellowship, <i>Discipleship Ministry</i> .....	37
Shut-In Ministry, <i>Elder Ministry</i> .....	38
Student Ministry, <i>Discipleship Ministry (See Youth Pastor Report)</i> .....	7
Support Groups, <i>Elder Ministry</i> .....	38
Technology, <i>Deacon Ministry</i> .....	39
Transportation Committee, <i>Deacon Ministry</i> .....	40
Ushers, <i>Deacon Ministry</i> .....	41
Welcome Ministry, <i>Elder Ministry</i> .....	41
Women's Ministry, <i>Discipleship Ministry (See Women's Ministry Coordinator Report)</i> .....	13
Worship Ministry, <i>Elder Ministry (See Worship Pastor Report)</i> .....	9
Young Adult Ministry, <i>Discipleship Ministry</i> .....	42



*"Now in a great house are not only vessels of gold and silver but also of wood and clay, some for honorable use, some for dishonorable. Therefore, if anyone cleanses himself from what is dishonorable, he will be a vessel for honorable use, set apart as holy, useful to the master of the house, ready for every good work." 2 Timothy 2:20-21*

There is nothing more sobering than to know that as a Pastor in ministry, I serve the King of Kings and the Lord of Lords. As a pastor my heart's desire is to honor the Lord and to be "useful to the Master." It may sound like a copout, but ministry is somewhat of a paradox. While Pastors serve the Lord, the fruit of the ministry is the product of God's good hand.

And at the same time, God blesses the faithfulness of His servants. It is my prayer that the ministry conducted in 2016 was faithful to the Lord. I believe that while it is difficult to measure success, the Lord was faithful in producing great fruit in the ministry of Ebenezer Bible Fellowship.

The ministry of the Word of God may be the most important part of ministry. In a day when many churches do not practice expository preaching, we believe that this method of preaching is a key to a healthy church. Therefore the majority of the sermons preached at EBFC are expository in nature. Even guest speakers are asked to be faithful to a particular text rather than a topic. The emphasis of my sermons in 2016 was in the New Testament, particularly in 1 Peter & 2 Peter. Guest speakers and the other Pastors also preached other sermons. I was injured in a basketball accident in March and had surgery in April. Pastor Dick & Mark were gracious to preach in my absence.

**Following is a listing of the sermons preached on Sunday morning at Ebenezer in 2016:**

**New Years:** Misc Texts: Fulfilling Our Purpose in 2016

**1 Peter series – Standing Firm** (24 sermons out of the 36 in the series)

**Sanctity of Human Life:** Jeremiah 1:1-10 – Made for Covenant & Communion

**Missions Conference:**

- Luke 15:1-10, 19:1-10 - To Seek & Save the Lost (Mark Fodel)
- Luke 15:1-10 - Inside Out: Finding Our Place in God's Mission (Duane Moyer)

**Easter Services:**

- Luke 19:28-44 – Palm Sunday Tears (Palm Sunday)
- Luke 23:27-31 – Don't Weep for Me (Good Friday)
- Romans 8:31-35, Luke 24:1-12 – Resurrection Hope (Easter)

**Psalms: Real Hope for Real Life** (Series from Dick Bickings & Mark Culton)

- Psalm 146: Where is Your Hope (Mark Culton)
- Psalm 147: What is Real Life & How Do We Get It? (Dick Bickings)
- Psalm 148: Created for Praise (Mark Culton)

**Mother's Day:** Misc Texts: Striving to be a Model

**Father's Day:** Ephesians 6:4, 1 Timothy 3:4 - Father Shepherds

**Social Holiness Series** (Series by Dick Bickings & Mark Culton)

- Leviticus 19:1-18 – Setting the Standard (Dick Bickings)
- Luke 10:25-37 – Holiness Minus Love Does Not Equal Holiness (Mark Culton)

**Unity in the Church:** Ephesians 2:11-22 – Race, the Gospel & the Church

**Until He Comes Series:**

- Matthew 25(1-13) – Part 1 – Ready & Watching
- Matthew 25(14-30) – Part 2 – Faithful Until He Comes

**Outdoor Service:** Revelation 3(7-13) – A Church with a Big God

**Guest Speakers:**

- John 10:22-30 – Planting with Purpose (Jason Filbert, Naples, FL)
- 2 Corinthians 5:16-21 – Speaking the Gospel to Ourselves (David Riddell, Italy)

**2 Peter series – Growing in Grace** (9 out of 10 in the series)

**Mark Culton's Farewell Sermon:** Philippians 1:3-8 - Thankful Heart

**Christmas Series:** The Way to Joy

- Luke 2:1-10 - The Message of Joy
- Matthew 2:1-12 - The Way to Joy
- Luke 1:26-38 - The Child of Joy

In addition to Sunday morning, I also teach on Wednesday night. The majority of the lessons were from Matthew 17-28 in 2016. Wednesday nights provide a wonderful opportunity for in-depth Bible study and prayer meeting. We averaged around 20-25 people each week. We always sing, study and then pray together. It is one of my favorite nights of the week. It is a joy to teach God's Word.

In addition to the ministry of preaching, I participated in the ministry of counseling and mentoring. I continue to have many sessions with church members for the encouragement of their discipleship. This is one of my joys to be with our people praying with them and encouraging them in the Lord.

Leadership development was also a highlight of the year. I led a LEAD class for Deacons. We had 4 men participate which in turn we had 3 men voted in to be new Deacons. It was a great class and I enjoyed going through Alexander Strauch's book, the New Testament Deacon. I'm so thankful that the Lord is continuing to raise up men to serve the Lord here at Ebenezer BFC.

So much more could be written, but in short, here are a few highlights that God's grace permitted in 2016:

- 4 New member classes conducted throughout the year with 53 attendees
- Preached through 1 Peter, 2 Peter, Christmas series
- Taught a Leadership Class (LEAD) to a new set of Deacons – 5 classes
- Chaired the nominating committee having 8-10 interviews for Elders & Deacons
- Lead a Kinship Group in my house with approximately 20 in attendance, teaching through Romans.
- Performed 4 funerals
- Performed 2 weddings
- Performed over 40 Hospital & home visitations
- Performed premarital Counseling for 2 couples including 6-8 sessions each
- Over 70 meetings with Church members/individuals for prayer/encouragement/counseling
- I participated as a member of the board of BFC Church Extension – 6 meetings/year
- I participated as a member of the Transitional Leadership Team (TLT) for Forks Township Church Plant under the direction of Tim Zuck – 4 meetings/year
- I chaired the TLT for Naples, Florida Church Plant under the direction of Jason Filbert – 6 meetings/year
- Over 24 baptism interviews
- Over 40 membership interviews
- Performed 5 child dedications
- Continuing to mentor a couple of men on a regular basis
- Held staff meetings two times per month
- Mentored a pastoral intern meeting approximately 2 times per month
- Taught a marriage discussion at MOPS with my wife
- Chaired the Elder meetings once per month with at least 2 special called meetings
- Led out in the teaching time for VBS along with my wife and kids
- Attend monthly Welcome Desserts for newcomers all year
- Held monthly telephone calls with Jason Filbert in Naples, FL for encouragement of church plant
- Attended the BFC Ministerial Convention & BFC Annual Conference
- Attended the BCS Pastoral Appreciation breakfast at EBFC
- Led a short devotion at the Lehigh Valley Prayer Breakfast golf outing fundraiser at Southmoore Golf Course
- Participated in the Bethlehem Christian School Open House – handed out info about EBFC
- Participated in a BFC Study Group writing a few papers on the divorce issue of 1 Corinthians 7:15 – issue of “enslaved”
- Attended several graduation, birthday, anniversary, & Christmas parties of church members
- Didn't run but participated in the 5K race – Run for the Children
- Participated in every men's prayer breakfast – 4/year
- Helped one individual move and then relocate to another state in order to enter a drug & alcohol program
- Participated in the After School Bible Club at Freemansburg
- Participated in Operation Christmas Child
- Participated in security training for in house staff
- Went to court to encourage a hurting church attendee
- Participated in evangelism training class
- Highlighted Miracle Month in December raising \$20,953 for missions

The stability of our church remains strong both theologically and philosophically. Our new membership class continues to highlight the importance of doctrine and a ministry philosophy, which flows out of sound doctrine. Pastor Dick & I continue to lay a foundation of the importance of the Bible as the sole authority for the Christian life as well as for the Church. We have been blessed this year by having many new members who are excited about a Church with a strong commitment to the Bible from the pulpit to the ministries of the Church.

This last year has been a very difficult one for me, after injuring myself in March of 2016, tearing 3 ligaments in my right knee. The Lord has taught me some valuable lessons that I believe have made me a better pastor. I am so appreciative of the pastoral staff who taught for me while I was unable to preach. I'm also so thankful for a body of Elders and Deacons who are committed to the glory of God and the Gospel. We have an incredible staff who I'm so proud to work alongside. Their Christ-like spirit, hard work, attention to detail, and so much more makes me truly appreciate working with such an incredible staff. I am truly looking forward to what the Lord is going to do in 2017.

Serving Christ,  
Tim Gibson, Senior Pastor



As I begin this year's annual report, I want to share with you some thoughts from my personal bible study trek through the Old Testament, and stopping at the book of Ezekiel, I came across this, re-occurring phrase, found in this verse as an example:

*"Thus shall my anger spend itself, and I will vent my fury upon them and satisfy myself. **And they shall know that I am the Lord**—that I have spoken in my jealousy—when I spend my fury upon them." (Ezekiel 5:13, ESV)*

This phrase, "And they shall know that I am the Lord", occurs 72 times in the book of Ezekiel. Amidst the pronouncements of judgment upon Israel and their surrounding enemies; amidst the encouraging words of blessings, this phrase is repeated. Then it dawned on me, isn't that why God does everything? God is not foreign; is not hiding; has not created and stepped away to allow things to wind down on their own. But our God is knowable! He reveals himself in creation. He reveals himself in righteous judgment. He reveals himself in common, gracious blessings. Ultimately, God revealed himself in and through his son, the Lord Jesus Christ. Why would he do that? It is because, through our hope and faith in Christ, we bring him glory!

*"so that we who were the first to hope in Christ might be **to the praise of his glory**." (Ephesians 1:12, ESV)*

It is with this truth, that I present to you those things done for the glory of God in 2016.

The glory of God was seen several times throughout 2016 with our involvement in serving at the *Lynfield Community* in South Bethlehem, contacting newcomers, and creating a discipleship pool to intentionally disciple people who request us to do so. We began a men's prayer group on Saturday mornings to encourage men to be leaders in praying for their families, their church, and their country. We continued to see growth in our *Kinship* groups, as two additional groups were added.

The children's ministries continue to direct our children toward spiritual growth as children learn the scriptures chronologically in their age appropriate Sunday School (Cross Time) classes, using *The Gospel Project* curriculum, and by memorizing scripture and learning biblical doctrine in the *Awana* program. We also held two evangelistic events, Vacation Bible School (VBS) in the summer, and a Candy Carnival in the fall.

The Student Ministries (HS & MS Youth Groups) were met with a new challenge toward the end of 2016. Pastor Mark Culton received a call from a church in Indiana, and believing it was the Lord's will, resigned from his position of 8 years as Youth Pastor at Ebenezer BFC. Though very excited for Mark, nonetheless, he will be sorely missed and has left us with some holes to fill. The first, and most important hole, was for a strong Bible teacher who could teach our youth in an expository way. Praise the Lord this was met by hiring Mark Evans part-time as our Interim Youth Teacher to teach at Tuesday night youth group. Mark Evans has 12+ years of youth ministry experience and is an ordained pastor in the BFC. The next hole was normal Tuesday night meetings apart from the teaching and the planned activities for the youth. This hole was filled, praise the Lord, with the volunteer youth staff themselves. The final hole is to fill the position of Youth Pastor with a new full-time pastor. This will be done with the newly formed Youth Pastor Search Committee, consisting of myself, Heather Hunsberger, Suzi Hardy, Lori Bernhardt, Pat Barry, and Swannie Griffin. The search committee has begun its activities early in 2017.

The adult ministries sought to equip our adults toward spiritual growth in 2016 through biblical expositional teaching in the Adult Sunday School Classes (Adult Electives), quarterly men's breakfasts, two Thursday morning men's bible studies, various women's bible studies, and a newly formed Seniors Fellowship.

Also in 2016, we continued to implement the state mandated background checks for children's ministry workers who are 18 years-old and above. This, we believe, will provide the best possible security for the precious children placed in our care. Along with these background checks, we provided iPads for the teachers to enable them to, check-in/check-out their students, have emergency contact and medical information at their fingertips in case of an emergency, and to allow them easy access to the Children's Ministry (Kid's Crossing) policies and procedures.

For 2017, besides what has already been established in our own local church Discipleship Ministries, we plan to maximize the effectiveness of our outreach programs through our evangelism and teaching programs, with an increased presence in South Bethlehem's Lynfield Community as a church wide ministry and not just for our youth. We want to create a passion for corporate prayer through monthly prayer services, and finally, we want to provide more people and opportunities for our discipleship pool to function.

Please continue to pray and ask the Lord what part you might have in fulfilling our vision for 2017, as we continue to be challenged by our volunteer needs, especially in the children's ministries, and Adult Elective teachers. 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)*

Respectfully Submitted,  
Dick Bickings, Pastor of Discipleship



*I thank my God in all my remembrance of you, always in every prayer of mine for you all making my prayer with joy, because of your partnership in the gospel from the first day until now. 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. It is right for me to feel this way about you all, because I hold you in my heart, for you are all partakers with me of grace, both in my imprisonment and in the defense and confirmation of the gospel. For God is my witness, how I yearn for you all with the affection of Christ Jesus. ~ Philippians 1:3-8, ESV*

December 1st will mark 8 years of ministry at Ebenezer, and with that my time will come to a close. God has called me on to a ministry in NW Indiana at Bethel Church, but I give Him praise for a fulfilling and fruitful year of student ministry in 2016!

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

- A continual growth in partnership with parents. Every year that goes by my heart has enlarged for parents, and now that I have 2 children in student ministry, this has certainly become an emphasis for me and I believe it has trickled down to the rest of the youth staff.
- A rewarding Sno-Glo for MS and HS where the focus of the weekend was “Deliverance from Sin” from the book of Judges.
- 21 days of prayer uniting teens and adults in our church (“Pray21”). One of the things we did again was create a devotion-al for each day of Pray21, written by our youth volunteers. I think this was a really neat way to minister to our students and those who prayed with our students.
- Had a great Dare 2 Share trip in D.C. where we learned how to better share our faith. The theme was “Live it Up”
- A local missions trip to South Bethlehem (Light in the City). This was the third year in a row ministering to our neighbors in Lynfield, and it is exciting to see the doors God has opened and how the ministry continues to expand there.
- Several “day trips” of ministry with our friends in the Lynfield community. This was a way to build relationships. We went to a gymnastics studio, a trampoline park, and tubing down the Delaware.
- A great “Kickback” where our theme was “Rest” - We considered how God wants us to rest and apply the Sabbath principle. Students actually survived the weekend without their electronic devices.
- We continued our monthly “Illuminite,” and by the end of the year moved back to having these nights combined, MS and HS.
- Our youth staff continues to grow closer through joint staff meetings, a staff training weekend, and a staff retreat where we went to Ocean Grove.
- Our Invert group remained inactive, and the only student leadership training that is being done is with the Illuminite team.
- We continue to value our weekly small group time, where growth group leaders are able to connect with their students and personalize what they are hearing in teaching time.
- In our high school ministry we studied through the books of 1 John and Ruth.
- With MS, we continued through our cycle of the Core Truth curriculum, focusing this past year on “Loving God” and “Loving Others”.
- Continued to use the SS curriculum called “The Gospel Project” with MS and HS. We are now finally in sync with the Elementary ages, so all children and teens are going through the same passages each week.
- We continue to have growth group leaders walk through several years of ministry to a specific group of students. I believe this has opened the door for deeper mentoring.
- Quarterly “Family Nights” at youth group.
- I had the opportunity to be on a few school campuses this past year - Easton, BCS, LVCHS, and Lehigh University
- Finish pre-marital counseling with 2 couples, and marry one of them. I also started pre-marital counseling with another couple who will be married in 2017.
- Continuation of a bi-weekly parent email newsletter. I have heard good feedback on this, and I believe it is an effective way to talk to parents.
- Meet with numerous teens and parents of teens.

## Some areas of prayer for the coming year are:

- Pray that the elders and youth staff implement a transition since I am leaving December 5th. This may involve the teaching from elders, or an interim youth pastor until the next pastor can be hired.
- That God would sustain the youth staff and GG leaders during the transition, and give them patience, hope and courage.

## Our Purpose Statement

Our student ministry seeks to **partner** with parents as we **disciple** students for **God's glory**.

Our **context**: partnership with parents

Our **focus**: discipleship of students

Our **goal**: the glory of God

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

## Youth Staff

- Pat and Carol Barry
- Beth Chen
- Henri Darby
- Rick Frazier
- Mark and Suzi Hardy
- Erin Harris
- Heather Hunsberger
- Dave and Kris Lissy
- Beth Smith

## Growth Group Leaders:

- Pat and Carol Barry
- Hannah Bernhardt
- Beth Chen
- Henri Darby
- Rick Frazier
- Bob Guadagnino
- Mark and Suzi Hardy
- Erin Harris
- Heather Hunsberger
- Dave and Kris Lissy
- Heidi Meeks
- Beth Smith
- Andy Van Winkle

## Opportunities to serve with the student ministry:

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

- The next youth pastor!
- MS girl's SS teachers
- Male and female mentors
- Male and female growth group leaders and youth staff (the goal would be 2 leaders for every grade - boys and girls)
- HS SS teacher
- Those who feel led to contribute to the youth scholarship fund - this enables students to get to activities when finances are tight and encourages them to memorize Scripture for the Bible Challenge.
- Those who will PRAY!!

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

Respectfully Submitted,  
Mark Culton,  
Youth Pastor



### Responsibilities Include:

- 1) **Worship Ministry**
- 2) **College Ministry**

### 1. Worship Ministry:

#### Shepherding:

Typically every Wednesday night practice is started with a short devotional or reading of scripture. We then prepare and practice the worship for Sunday's service and finish the night with a time of prayer. Our prayer time is necessary in helping us, as a team, to stay unified by knowing and bearing each other's burdens and in seeking direction and wisdom from the Spirit. When we meet on Wednesday nights our practice time is not solely preparing the songs. We usually have a closing time of sharing and prayer. This year I have really been challenged on the subject of prayer. I was able to lead worship at and also attend the BFC Ministerium retreat in October. Pastor Cliff Boone, from Cedar Crest BFC, talked about our prayer life. The focus of our prayer should be more focused on who God is and what He is doing rather than solely our requests. What we have been integrating into our practices is a more intentional focus on praying "God I thank you because..." this leads us to reflect on God and not on our circumstances. We continue to share prayer requests, but this new focus has really helped start our time of prayer afresh. In addition to these changes on Wednesday nights we also have been making our scripture reading and prayer time on Sunday mornings more focused on God's work being accomplished through our music team and the congregation as a whole, so that God is ultimately glorified and praised through our morning offering.

Before our Sunday services, we have a time of prayer in the conference room with a challenge from scripture. This helps us to prepare our hearts for worship. Over the course of the year we have gone through various passages of scripture that are connected either with the worship set or the message.

#### Discipleship:

Throughout the year I have had the opportunity to meet consistently with a number of the worship team members for accountability, prayer, and encouragement. I am so thankful for the time spent growing in relationship with our music team members. Jim Hans has been a tremendous help behind the scenes in helping with technical needs in addition to his participation on the worship team. Our time of discipleship and prayer or simply encouraging each other has been a huge blessing as we grow and learn together.

It is awesome to see what God is doing in the lives of some of our praise team members. One example is the Haycock camp ministry in Kitnersville, PA. I had the opportunity twice last summer to go to Camp Haycock see the camp and also teach the campers from God's word. It was a really neat experience because we have Max & Jen Whylings, Dave "Doc" Langus, and Keith Marks who are all heavily involved in ministry at Haycock and they actively serve in multiple roles, one of which is the music here at Ebenezer.

#### Sound Room & Simulcast:

Our Sunday services have been live on the web for over a year now. It has been really working well with some minor hiccups along the way, based on working within the network and training of the operators. We have a group that comes in early on Sunday morning and makes sure that all of our video tech is in place and ready to go every Sunday. I am so thankful for Ken Stanley, Bob Beebe, and Jason Lee as well as the rest of the team members. I know Jason has been on call and has put many hours behind the scenes to make sure that everything is done efficiently and effectively.

I have also been helping with sound needs for a number of funerals and weddings, as needed. I was involved in the sound room, teamed up with Jason, during the Veteran's service, and Henri is planning the simulcast event with Harvest America.

#### New Worship Team Members:

This year we have had the privilege of adding some wonderfully talented singers and musicians. When bringing in new members we evaluate their walk with the Lord that they are actively growing in the fullness of God's grace and truth. They also need to play music or sing with excellence.

We have added Nate Gore on the acoustic guitar/bass and his wife, Emily, has also helped with music for our corporate prayer night. I have had the joy of meeting with Nate and enjoy growing with his whole family in our new kinship group. We have also added Justen Blackstone on piano and vocals and his wife, Olivia, will be helping with singing on the worship team in 2017. Justen and Olivia are also part of our kinship group and we have enjoyed growing in relationship with them. Jen Whylings continues to be involved in various areas of music ministry with her, now husband, Max Whylings who continues with drums and other music roles as needed.

#### Special Worship Services & Events:

- 1) Easter Services – Nicole and John Huie helped lead the Easter choir and did a great job!
- 2) Christmas & Christmas Eve Services – There was a lot of time that many musicians put into making our music possible.
- 3) Adult and Children's Choir – This year Ashley Morrin and Bethany Randall helped lead our adult choir and Karris Pennington started a children's choir. Both did a wonderful job ministering to the church body through music.



- 4) Prayer Night – I have helped with preparing and leading in music for the corporate prayer night which began the end of October.
- 5) Picnic – We also had a worship “Thank You” party at the Heric’s home in September. This was simply a time to show our appreciation to all those who are serving the Lord in the music ministry at Ebenezer.

### **Future Plans**

I have really been processing and praying about ways to take our worship ministry outside the walls of Ebenezer. Ministry through music is powerful and I’m really praying that the Lord would provide some opportunities this year for that to happen.

## **2. College Age Ministry**

The focus of College age shepherding is to continue to make disciples. This is done by taking advantage of the time throughout the year to be intentional in their lives, read & mutually challenge each other in God’s word, and develop goals to help them grow. During 2016 this took place by meeting regularly at our home and us trying to keep in contact. Whether this was through texts, calls, or meeting in person, our main goal was to help equip them in living out God’s word in their day to day activities. We finished “Gospel In Life” curriculum near the end of the year. We then continued to simply have times of fellowship and challenging them to live out the gospel in their practical living.

We have added Dan and Candace Trafford as leaders and they have been a wonderful compliment to the team of Adam and Jess Whitmer and Lindsay and I. I have really been overjoyed at what God is doing in the individual lives of our students. College ministry has its challenges being that most are out of state and regular get-togethers are not possible. But we have been seeing anywhere from 6 to 8 regular students, who are local and seeking fellowship and community.

This year I wanted to make an opportunity for Keith Marks to be plugged into an ongoing discipleship relationship with a friend named Mike, who we met at the Harvest America outreach last year. Throughout 2016 Keith, myself, and Mike would meet to go through God’s word, pray, and exercise together. God has really blessed our time together and I look forward to seeing how it progresses in 2017.

### **Vision & Goals**

A new part of our vision for College age ministry has been to focus our efforts on Sunday mornings. We began meeting every Sunday morning during Sunday school hour for a casual time of fellowship and discussing an article or passage of scripture. There have been many good interactions and it seems to be a good alternative for students who are unable to make it to our College Kinship group to fellowship with each other. Adam Whitmer & Dan Trafford are leading this time and are doing an excellent job unpacking different passages of scripture as well as creating an environment where controversial and pressing topics can be discussed in a safe way. The students are always encouraged to measure everything against the Word of God.

Between Lindsay and me, we have been discipling 16 college age individuals on a regular basis. We continue to send out emails and texts to our college students asking for updates, praises, and prayer requests going on in their lives. Please pray for these young men and women for true intimacy with Christ and a Holy fear of God as we continue to grow and groan with them and help in equipping and teaching them on living out their faith. Lindsay and I will also begin pre-marital counseling with a couple from our group.

We had a campfire/pool party at the Herics in late August where both the college age and youth were invited to come and get to know each other better. During the camp-fire time Mark Culton and I led in music and encouraged the college students to share with those in senior high what the Lord was teaching them.

One of the most important areas to grow in is continuing to meet each young person where they are at. We seek to encourage and challenge them for deeper intimacy with Christ, how we should function in the body of Christ, and loving one another and our neighbor as ourselves (Matt. 22:34-40). These three goals are what Lindsay and I want to continue to help these young people understand and embrace.

### **Additional Ministry Activities:**

- 1) VBS Leadership – Once again, John Huie and Cheryl Hutchinson lead the worship for VBS week and they did an excellent job engaging the kids with music and drama that carried the gospel message in a simple fashion.
- 2) LITC – Can I just say what a tremendous job Mark and Jen Culton did in being obedient to the Holy Spirit’s calling to cultivate authentic relationships with the community of families in Lynnfield. In my 2 years of being involved in Light In the City it has been a joy to be a part of solid biblical teaching and growing in community with a diverse group of people. It was a joy to teach with Pastor Mark with the high schooler’s last summer. It was also wonderful partnering with him in spending time with the high schoolers and their families during our 3 outreach events to this community our church supported over the summer. These events helped the kids take summer field trips and gave us opportunities to share in their lives and speak truth to them.
- 3) Visitation – I have had the opportunity, on a number of occasions, to visit those who are in the hospital and pray and encourage them in the midst of physical or mental hardship. It has been a joy to grow in relationship with our church people as we lay the burdens down at the feet of Jesus.

### **Future Plans:**

- 1) **Multiply in Discipleship:** Encourage those who are being discipled to disciple others and provide tangible ways for this to happen.
- 2) **Church Integration:** We have a number of young people in our two Sunday services. Our goal will be, and has been, to target those who are college age (18-24) and really be intentional in getting to know them and get them plugged in.

Respectfully Submitted,  
Jeremy Harkins, Worship Pastor and College Fellowship Leader

# Facilities Manager—Kevin Kritzberger

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## Ministry Staff



I thank God daily for allowing me to serve Him here at Ebenezer Bible Fellowship Church. Until the end of the year with the sewage line problem, it has been relatively quiet for major projects around here. You can see a list of the projects that were completed under the Property Report. We continued to repaint many areas in the building and upgraded many items throughout.

I would like to thank Bethlehem Christian School for partnering with us in getting a new phone system. It was a much needed upgrade. I would like to thank, as well, the many volunteers who so graciously gave of their time to serve their Lord. This was very evident during the major snowstorm in January. We needed many hands to offload the snow from the roofs and God provided the workers. This year we had 45 people who volunteered which averaged 11 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-bed” program. They added a lot of color to the outside. What an awesome display of God’s talent being put to good use. I also want to thank Lisa Pyles for taking the lead in decorating the church throughout the year.

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

*I press toward the mark for the prize of the high calling of God in Christ Jesus. ~ Philippians 3:14*

# Office Administrator—Robbin Hunsberger

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## Ministry Staff



It has been my pleasure to serve as the Office Administrator for 12 years now! I am grateful for a wonderful work environment, and love helping congregants & visitors throughout the day.

General responsibilities include: reception, correspondence, newsletter, bulletin, room reservations, church sign, literature racks, graphic design, advertising, permanent records, data base admin, web site admin, copier & office equipment admin, phone system admin, online calendar admin, check writing, assisting the Senior Pastor, HR support, Prayer Requests.

### A Few Accomplishments from 2016:

- New banners & wreaths for front porch, to make it more welcoming
- New pew pads (to keep papers from falling out everywhere)
- New effective advertising method: postcards are sent monthly to all new move-ins in our area
- New phone system – worked with Property & Tech teams to replace our aging phone system
- New Logo was finalized in the first few days of 2017 after 2 years of efforts (see front cover of this report)

### Goals for 2017:

- Continue to pursue using online tools more, for things like: registrations/payments, database, church directory
- New Web-Based Database – help with details of getting it online and user-friendly
- Start using new logo! You’ll see it start to pop up. We may also make logo items available: shirts, window stickers, pens, etc
- Evaluate email newsletter appearance
- Update some of the web site’s styles

A huge thanks to Rachel Marks, our Office Assistant who helps in nearly all aspects of this work, and to the volunteers who help with office tasks including: Norma Hall (wedding coordinator), Kim White (web site), Tom Murphy & Mark Hardy (tech support), Avery and Yixing (bulletin stuffing).

Respectfully Submitted, Robbin Hunsberger



It is a blessing to have served at Ebenezer for 10 years now! Kids Crossing Children's Ministry enjoyed another productive year 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 maintaining regular contact with volunteers & parents through email, Facebook updates, and meetings. I greatly appreciate the many volunteers in Kids Crossing children's ministry and their desire to see children grow in their love and knowledge of Christ.

We continue using the "Gospel Project" material by LifeWay on Sunday mornings for Cross Time Sunday School and Children's Church. We are in our 4th year of having Awana on Wednesday nights; Julie Gibson does an amazing job as Awana Commander. We are also delighted that Karris Pennington has put together a children's choir, as we love seeing kids use their gifts to serve and bless others. We sent 14 kids to Victory Valley for Winter Blast weekend retreat and Day Camp. I coordinated registration, transportation, and scholarship money for both events. I enjoy mentoring my small group of T&T girls on Wednesday nights for Awana during the school year. For VBS, I coordinated the missions rotation; this was our 3rd year using LifeWay's VBS material. I have continued maintaining background check & mandated reporter training requirements for all children & youth ministry volunteers.

On a personal note:

In addition, I continue to minister to women who have lost precious babies as I share our own story and the hope we have of Heaven. I have also been asked to serve as the BFC Children's Ministry Resource Director, acting as a point person for pastors & volunteers within the BFC who have questions regarding children's ministry. I have learned much about God's goodness and faithfulness in my life, ministry, and marriage, especially in regards to our adoption. It was a blessing to be able to provide a ministry display table for Orphan Sunday on November 13. I highly recommend that EVERYONE read Russell Moore's book, *Adopted for Life: The Priority of Adoption for Christian Families and Churches* – since everyone knows of someone who was adopted, has adopted in the past, or is currently considering/pursuing adoption; this book also beautifully explains our adoption as believers into God's own family. We hope our adoption will spur MANY at Ebenezer to have a heart for adoption and orphan care through financial support, adoption, or prayer!

In God's perfect timing, we have been matched privately with a baby BOY who is due April 2, 2017. While we have been in the adoption process for over 2 years and while our profile was shown over 50 times this past year, God has made it clear that THIS is the baby He had in mind for us all along. We are so grateful for your prayers, support, & encouragement throughout our adoption process, and we hope you will continue to keep us in your prayers.

*"Posterity will serve Him; future generations will be told about the Lord. They will proclaim His righteousness, declaring to a people yet unborn: He has done it!" – Psalm 22:30-31*

Respectfully Submitted,  
Rachel Marks  
Kids Crossing Assistant

# Women's Ministry Coordinator—Laura Sommons

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## Ministry Staff



Ebenezer's We are women who hunger and thirst, and most of the time we are running on empty. In John 4, we meet the Samaritan woman who didn't even know that she was thirsty. Oh how Jesus longs for us women to come to the well. The well reveals who we are, what we need, and what we are called to do when living water has been poured into our lives. It is my privilege to serve here as your Women's Ministry Coordinator. It is a privilege to pour out onto the lives of the women of this church. I am humbled at what the Lord continues to reveal about himself and teach me as I lead here. I am so very thankful for the women on this team and the heart they have for all of you. We love studying the word together and fellowshiping together.

## Current Leadership Team:

Women's Ministry Leader: Laura Sommons ( staff position)

Hospitality: Debbi Flanagan, Linda Visco

Mercy : Dawn Blackton

Mom to Mom Mentors: Lisa Pyles, Laura Sommons

Team Leader: Alyssa Nye, Vicki Cowley, Linda Visco, Linda Feichter

MOPS Coordinators: Courtney Nagy, Jill Rathmell

## Well Fed:

### Bible Studies

In 2016 we offered a variety of studies to help meet all the different needs women here and outside the church have. I wish more women were involved with this.

- Jan-April: The Armor of God by Priscilla Shirer led by Laura Sommons and Vicky Cowley
- Fall: Experiencing God Led by Laura Sommons
- Fall: Hosea by Jennifer Rothschild led by Vicki Cowley
- Fall/Winter: OT Study led by Barb Tinker
- MOM to MOM: led by Lisa Pyles and Laura Sommons. They are our mentor moms for this study. This is a great discipleship ministry and the moms who come (about 14) are enjoying it. This study is a 12 week course and will finish in March.
- Tis So Sweet Tuesdays: This a once a month study and have gone through the book, The Gospel of Ruth, led by Laura Sommons.

## Well Encouraged:

God does not desire for us to walk this journey alone, but to be an encouragement by pouring out the love of Christ onto others. We love to fellowship with one another as women. With starting the monthly Welcome to the Well gatherings, we have not only seen a desire for deeper connections, but we have seen the benefits of the connections made. I encourage you for this coming year that you take advantage of the monthly gatherings and some of the other events we plan as well. Here is a list of some of the events we offered this past year:

- January: Harkins Shower
- March: Game Night at Church
- April: Lunch at Laura's with the Prime Timers/ Priscilla Shirer Reading/ She Leads Conference
- May: Craft Night
- August: WM Leadership Team Beach Trip & Planning
- September: WELL Breakfast/ Cry Out Simulcast
- October: Welcome to the Well Fist gathering
- November: Welcome to the Well
- December: Trip to Longwood Gardens/ Welcome to the Well night

Other groups to be a part of to be encouraged are as follows:

- MOPS: This meets on the 1st and 3rd Thursdays of the month.
- Prayer and Share Together: Meets the 2nd Monday of the month and is led by Ruth Meier
- Tis So Sweet Tuesdays: This is a small group that meets at my home once a month to study a passage of scripture together and pray with and for one another. We had about 7 or 8 women come out on a consistent basis. This is a night I wish more women would take advantage of. If you work and cannot be committed to a Bible Study, this is a great time to still be fed in God's Word and be prayed for. We worked through the Gospel of Ruth and will finish this book this month.

## Well Loved

**Outreach:** Just as Christ came to serve and not be served, Well Women desire to share from the water of life springing up in them. We give of our time our availability and our possessions.

- Stiches of Love: This year we asked this ministry to make some things for women in our congregation who are going through chemotherapy. They blessed women with beautiful hats and prayer shawls. They also made dresses for little children. Meetings are on the 2nd Tuesday of each month at the home of Susan Bittner.
- Truth Home: This local ministry provides therapeutic residential home offering dramatically changed lives and hope to victims of sex trafficking. Our ladies give their time and provide gifts and encouragement throughout the year. We had some women attend their Silent Auction that was held at Hotel Bethlehem.
- Card Ministry: This ministry is a way we can be an encouragement to others and let them know we are praying and thinking about them. This is led by Dawn Blackton.

Respectfully Submitted,  
Laura Sommons

## Worship & Youth Assistant—Heather Hunsberger

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### Ministry Staff



### Worship Ministry

Worship ministry is going strong. Praise the Lord, we have a strong rotation of people on the worship team and sound room crew. It is such a joy to minister with such Godly, humble people who consider it a privilege to serve the Lord with the skills and talents God has blessed them with. I enjoy supporting this ministry so much in the many administrative needs. I am blessed to have the special privilege of being involved with the worship ministry here at Ebenezer!

### Youth Ministry

Though we miss Pastor Mark, Jen and the girls so very much, I do feel that God is blessing and sustaining us. We are extremely blessed to have Pastor Mark Evans with us each week to teach the lessons, and we have such a strong group of adult leaders pouring their lives into the students. I feel the ministry is continuing to flow smoothly. It is a joy to not only support this ministry administratively but also to be a part of the students' lives as a growth group leader (for the high school girls)! It is a joy to mentor students and help them grow in their relationship with the Lord. I love supporting this ministry in all the many administrative needs as well. It is exciting to organize logistics for all the trips as well as help coordinate details for our weekly youth group meetings. We have so many beautiful, vibrant students in our Ebenezer family, it is a joy to be a part of their lives! I am blessed to have the special privilege of being involved with the youth ministry here at Ebenezer. I'm excited to see all the Lord has in store for our students throughout this next year! And who He will bring us to lead and shepherd this ministry next. Please pray for discernment and guidance for the youth pastor search committee. We began meeting the first week of January, and will continue to work diligently until we find the Lord's man for us.

With love and joy for our Lord!  
Heather Hunsberger

# Current Elders and Deacons

## Church Leadership

### Elders and Their Terms:

2015 - 2017	2016 - 2018	2017 - 2019
Wayne Batten Scott Holwick Christopher Jones	Shawn Sommons Patrick Barry Dennis Flanagan	Swannie Griffin Kevin Hardy Phil Norris Byron Roth

The following men will serve on our Elder Board in 2017:

Tim Gibson – Senior Pastor, Elder Board Chairman, Nominating Committee, Membership  
 Patrick Barry – Evangelism  
 Wayne Batten – President  
 Dick Bickings – Pastor of Discipleship, Membership, Elder Board Secretary  
 Dennis Flanagan – Mercy Ministries  
 Swannie Griffin – Missions  
 Kevin Hardy – Ministry Assimilation  
 Scott Holwick – Adult Elective Teacher  
 Christopher Jones – Welcome Ministry  
 Phil Norris – Senior Fellowship  
 Byron Roth – Pastoral Relations  
 Shawn Sommons – Vice President, Deacon Liaison, Support Groups

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

2015 - 2017	2016 - 2018	2017 - 2019
Mark Dammeyer* Kevin Kritzberger John Romero <i>(on sabbatical)</i> Rob Christiansen Mark Hardy	Mark Florentine* George Hardy	Kamba Kalubi Andy Meeks Robert Penchick

*\* term began Jan. 1, 2017*

The following men will serve on our Deacon Board in 2017:

Kevin Kritzberger – Deacon Board Chairman, Facilities Manager, Activities, Counting  
 Rob Christiansen – Ushers, Caregivers  
 Mark Dammeyer  
 Mark Florentine – Kitchen/Events  
 George Hardy – Property  
 Mark Hardy – Deacon Board Secretary, Transportation, Technology  
 Kamba Kalubi – Ordinances  
 Andy Meeks – BCS Liaison, Crisis Management  
 Robert Penchick – Benevolence  
 John Romero – (on sabbatical)

*"So I exhort the elders among you, as a fellow elder and a witness of the sufferings of Christ, as well as a partaker in the glory that is going to be revealed: shepherd the flock of God that is among you, exercising oversight, not under compulsion, but willingly, as God would have you; not for shameful gain, but eagerly; not domineering over those in your charge, but being examples to the flock. And when the chief Shepherd appears, you will receive the unfading crown of glory." 1 Peter 5:1-4*

Being a Shepherd of the local church is a very rewarding and yet difficult & sobering task. One of the main emphases that we stress in all our Elder meetings is the dependency on the Chief Shepherd. We all understand that this flock of Ebenezer is the Lord's flock. We also understand that our abilities are limited, and we desperately need the wisdom of the Lord and His guidance to make the wisest decisions for our congregation. Sometimes practicality gets in the way of walking by faith. But for the most part our hearts' desire is to make decisions based on how we feel the Holy Spirit is leading us.

Faithfulness to the Lord is what drives us as an Elder board. We know that we are going to give an account to the Lord, so we want to please Him first and foremost. As a result prayer has become a major part of our meetings. Each week, we have a brief leadership discussion and then spend 40 minutes or more in prayer for our congregation. Each elder has a list of congregants, which they are responsible to shepherd. We spend time praying for each of them at every meeting.

2016 has provided us with several challenges. One of the major challenges we face each year is guarding the flock. Sound teaching is vital for a healthy church. As Elders we take our responsibility of protecting the flock very seriously. For this reason, we spent a great deal of time talking about popular teachers. Beth Moore came up again this year. It was the conclusion of the Elder board not to endorse Beth Moore's teaching for an extended time, due to some concerns that we have about her continual associations with Joel Osteen and Joyce Meyer, whom we deem dangerous to the Church.

Overseeing ministries in the congregation is also a major concern. We long for every ministry to be a vital part of helping develop mature believers in Christ. The Elders worked through how to make the senior adult ministry (Prime Timers) a viable ministry. We are very thankful for the service of many volunteer leaders over the years. However, in 2016 many of those leaders stepped down for multiple reasons, mainly due to burn out. The Elders asked Phil Norris with the help of John Meade to oversee that ministry. The music/worship ministry was also evaluated early on in the year. The Elders gave Jeremy a few directives to which he was willing to make.

Policies are always difficult to construct and put into place. However, this year was the year of policies. The Elders approved several policies this year including the following. All of these policies have been posted online. We are asking all the church procedures to follow these policies.

- Facility Use
- Gift Acceptance
- Whistle Blower
- Conflict of Interest
- Fundraising
- Indemnification of Elders, Deacons, Officers, Employees & Agents
- Delinquent members

Church discipline is also a major heartbreak for Elders. This year the Elder board spent a great deal of time praying for and trying to work through how to best shepherd wayward members. The discipline process is not entered into quickly or haphazardly. We spend a great deal of time trying to understand and work through issues with people before we jump to the discipline process. However when hearts are hard and refuse to repent of what the Elders believe to be a clear command in Scripture, then we must move forward with Matthew 18, & 1 Corinthians 5. This year we performed discipline on one individual for living in fornication and are in the process of administering discipline to another couple for an unbiblical divorce and failure to follow the instruction of Ephesians 5:22-33.

Once again, the budget construction for 2017 was somewhat of a challenge. There is always a struggle on the Elder board between stewardship and faithfulness. While we understand that these are not mutually exclusive, there is a spirit of putting our faith and hope in God to provide for the future. God has provided Ebenezer with a very nice savings account, and the majority of the Elders feel like that money is there to be used for ministry if needed. So while not unanimous, the majority of the elders voted



to adopt a budget that was the same as 2016 even though we did not meet that budget in 2016. However, it should be noted that the Elders gave praise to God because our ministry did not overspend. While the 2016 income was under budget, it was sufficient to cover all of the spending, which was also under budget. This resulted in an \$18,851 surplus at the end of the year. So the 2017 budget remained the same for the most part. And in the event that we must draw money from savings we are prepared to do so. If the disparity begins to increase through the year, the Elders are always prepared to take a serious look at what needs to change in order to remain good stewards.

The following congregational meetings were held:

- Annual Congregational Meeting – January 31
- Semi-Annual Congregational Meeting – July 17
- Congregational Budget Meeting – December 11

We continue to consider how to train new elders and discover who in the congregation has been called to be an Elder. This year several elders were re-elected. I praise the Lord for the faithfulness and stability of many of our long term elders. One new Elder will be added in 2017, Phil Norris. Phil had served in other BFC Churches over the past decade. We are thrilled to have him on our board.

One bittersweet development in 2016 was the resignation of Mark Culton our Youth Pastor. After eight wonderful years of ministry here, Mark was called to serve the Lord as a Senior Pastor at Bethel Church in Northwest Indiana. We are so thankful for Mark's contribution to our ministry here. We are going to miss him and his family greatly. However, we know that the Lord is going to raise up another man to serve our students here at EBFC. The Elders approved a search committee to begin searching for a new Youth Pastor. Pastor Dick Bickings agreed to chair that committee.

We also said goodbye (hopefully for just a season) to Andy Brimer who has served on our Elder board as the Treasurer for many years. We are so thankful for his faithful service. He is rotating off and will focus his ministry in different areas at Ebenezer. We are praying for his replacement.

Overall, the Elder board worked very well together. We have a sweet spirit of unity among the 14 Elders, which is truly a work of God. We strive for unanimity, but at times find disagreement among the group. However, this disagreement is always met with humility and gentleness and submission to the group as a whole. We each truly guard our hearts, as we know pride can creep in at any moment. We instituted a code of conduct (pirate's code) this year so that unstated attitudes and actions would not be vague and imprecise. Each of the Elders agreed that the code was needed and served as a great reminder of how we must function on the board as Elders. We pray that the Lord will continue to allow us to shepherd the flock of God at Ebenezer with excellence. Please continually pray for your leaders.

Serving Christ,  
Pastor Tim Gibson  
Elder Board Chairman



# Board of Deacons

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## Church Leadership

The deacon board would like to ask for your continued prayers as we serve the people of Ebenezer in our many areas of responsibility. The deacon board has been shorthanded for over a year now and the men have been working tirelessly to meet the needs of the church. It is such a blessing to know that three additional deacons will be coming aboard at the start of 2017. Deacons are responsible for the following areas of ministry: activities/sports, benevolence, caregivers, church-school liaison, community concerns, counting offering, crisis management, ordinances (communion & baptisms), property, church vehicles, and ushers. The deacons meet on the third Monday of every-other month (odd months), and do a lot of work and service in between meetings. Please refer to the reports from each of these areas for more details.

*Philippians 3:14*

*I press toward the mark for the prize of the high calling of God, in Christ Jesus.*

For His Glory,  
Kevin Kritzberger,  
Chairman



# Activities Committee

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## Deacon Ministry

The Activities committee is here to promote fun and fellowship and in a church our size we understand that it is harder to get to know people. 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.

Over the years many different events were planned throughout the year. Some winters we plan ski outings, bowling nights and some years a Valentine's Banquet. In the spring and fall we sometimes plan camping trips and hikes. During the summer we plan day trips to the beach. We also help assist our kitchen committee during our church picnics and all church dinners. This year we saw the interest in events really waned compared to what it used to be. This is due in part to other ministries doing their own events on a much smaller scale. For that reason we will be rethinking the purpose of the "Activities" portion of this committee during this next year.

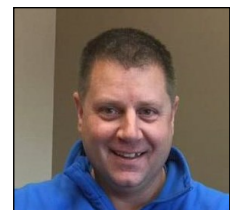
On the sports end of this committee we have an organized softball team and a dart baseball team. This year we have continued our partnership with Athletes for the Cross through kid's soccer and basketball programs. We saw as many as 100 kids participate and about 1/3 of them were from the community. The ladies ZUMBA fitness classes are continuing as well for now on Monday and Thursday nights. Coming in 2017 we will be phasing out the Zumba program and introducing an all-around women's cardio dance fitness that will offer different types of training for ladies that are at different levels of fitness. All of these programs are designed to have an emphasis not only on physical strengthening and sport knowledge but spiritual growth as well. We look forward to these programs growing and the impact on the lives they are touching.

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.

Committee Members:

Mike and Donna D'Imperio, Lamont & Judy Seyfried, Rob Christiansen, Sharon Kritzberger

For His Glory,  
Kevin Kritzberger,  
Chairman



# Adult Electives

## Discipleship Ministry

Adult Electives are our Adult classes that are offered at 10:05 Sunday mornings. On average this year we had around 100 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 BFC.

### Review of 2016:

In 2016 we had 7 classes, with two of them being an “extended” offering. We also brought on Phil Norris who taught his first EBFC AE class on Isaiah and created a new Apologetics course aimed at focusing on giving an explanation to others for the hope we have. In addition, we are looking to bring on at least 4 new teachers in 2017.

Spring 2016 Jan 10—May 1	Summer 2016 May 15—Aug 21	Fall 2016 Sept 18—Dec 18
1 <sup>st</sup> Corinthians 1 <sup>st</sup> Timothy	2 <sup>nd</sup> Corinthians 2 <sup>nd</sup> Timothy & Titus	Isaiah Apologetics OT Survey

### Planning 2017:

As we go into 2017 please continue to pray throughout the year for the following:

- Additional teachers to be trained, and be leaders.
- For the new teachers coming on to be diligent in their studies and faithful to the Scriptures and caring for the health of the people they teach.
- For wisdom and focus for the teachers’ studies.
- For the message to penetrate the hearts of the hearers and result in changed lives to the glory of God.

We are currently planning on the following improvements in 2017:

- To bring on at least 4-5 more teachers
- To maintain multiple offerings of different levels in Bible book studies and additional topical studies
- Seek to continue improving our class recordings with better equipment and tools
- Offer seminars on how to teach, and how to study the Bible during non-Sunday hours.

Spring 2017 Jan 8—April 30	Summer 2017 May 21—Aug 27	Fall 2017 Sept 17—Dec 17
Matthew (Part 1) Minor Prophets Ezra/Nehemiah	Matthew (Part 2)	TBD

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, Scott Holwick, Joe Maddock, Phil Norris, Richard Mastronardo

In His Service,  
Richard Mastronardo,  
Leader of Adult Electives



# Benevolence

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## Deacon Ministry

We want to heartily thank the members and attendees of EBFC who contributed \$22,445 to the Benevolence Fund. The Benevolence Committee approved and distributed \$30,115 to those in need both inside and outside our congregation. At the end of December, we have a balance of \$8,596 in the Benevolence Fund. In 2016, EBFC gave financial assistance to many families.

Besides helping out financially, we have provided financial counseling. 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 2016 we again gave out food gift cards at Christmas.

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. Thank you very much for your support.

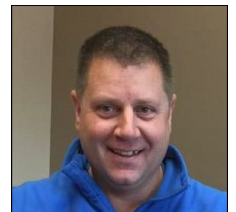
The members of EBFC and the Benevolence Committee are following God's principle that he laid out for His chosen people in Deuteronomy 15:7-8, "If among you, one of your brothers should become poor, in any of your towns within your land that the Lord your God is giving you, you shall not harden your heart or shut your hand against your poor brother, but you shall open your hand to him and lend him sufficient for his need, whatever it may be."

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 the members of the 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.

Benevolence Committee Members:

Kevin Kritzberger, Steve & Diann McDaniel, Keith Beyer, Joe Meier and Elsie Batista

In Christ,  
Kevin Kritzberger,  
Interim Chairman



# Caregivers

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## Deacon Ministry

The Caregivers ministry is focused on serving widows, widowers, single parents and individuals who have short-term or long-term needs within our church family. During the 2016 year the Deacon board continued their focus of Caregiving with deacons individually following through with identified members who would benefit from the ministry. We continue with our goal to be cognitive of and address the needs of our congregation as well as continually follow up with identified congregants who would be blessed by the ministry. Caregiver volunteers have served several of our shut-ins through planned visitations, minor repairs and household maintenance, moving of household items, and completing snow removal and yard maintenance as well as consulting in decisions that our members face.

Requests to serve congregants have come from referrals from pastors and office staff, Kinship leaders, family members, fellow church members, as well as the prayer request updates. If you are aware of a need from our congregation please bring it to the attention of one of our deacons.

We are looking forward to the Lord's direction in this ministry for 2017. We continue to seek servants available to meet the needs and walk alongside Ebenezer's widows, widowers and single parents and those with special needs within our church family. Please consider serving as well as praying 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 serve them.

Respectfully Submitted,  
Rob Christiansen, Chairman



# Children's Ministry: Kids Crossing

## Discipleship Ministry

### Awana:

We are in our fourth year of the AWANA program at Ebenezer. So far it has been a great year of teaching the Word of God to the children, and helping them to memorize scripture. AWANA stands for "approved workmen are not ashamed", and that is our goal each Wednesday night. We want to teach and develop children to be obedient and confident followers of Christ.

AWANA meets Wednesday nights during the school year, 6:30-8:00 pm. The program is available for children ages birth through 5th grade. We are so pleased this year to provide a nursery and Puggles class for birth through 2 years of age. We average 60 kids each week this year in AWANA, and God has provided us with approximately 38 leaders. This is an answer to prayer as it takes many leaders to successfully run the program and give the kids the teaching and assistance they need. The kids in AWANA will memorize and recite approximately 2000 verses this year. Praise the Lord!

We are grateful to the Elders of Ebenezer for teaching the children each Wednesday night. This is done on a rotating schedule and is a wonderful opportunity for the kids to not only hear the Word of God taught, but to get to know the Elders on a more personal level. AWANA provides the Elders with a curriculum and PowerPoint to use in teaching the lessons.

I am continually thankful for Pastor Dick and Rachel Marks for all of their assistance, help and support in leading this ministry. Furthermore, we are so blessed with wonderful leaders in the nursery, secretaries, game leaders, Cubbies workers, Sparks leaders and T&T leaders. It would be impossible to have a successful ministry without each one of them. I give thanks for everyone. My prayer is that we will all continue to serve the Lord and give Him the glory for all that He has done and will do in AWANA!

For His glory,  
Julie Gibson  
AWANA Commander



### 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 students who attend Ebenezer Bible Fellowship Church's Sunday School. The program took place January 24 through May 15, 2016.

This year saw an increase in the number of participants in the program. 21 children successfully completed the Bible Memory Program. This year we offered the children an additional option for their award. They were able to choose from a Hackman's gift certificate, a Christianbook.com gift certificate (new this year), or a partial camp scholarship. 6 of the children chose the \$35 Hackman's Bible Book Store gift certificate as their award. 8 of the children chose the Christianbook.com gift certificate. 1 chose the \$70 camp scholarship to Explorer Girls' Camp and 6 chose the \$70 camp scholarship to Victory Valley Camp. 11 of the children participating earned an extra bonus (\$10 Hackman's gift certificate) by memorizing the books of the Bible and reciting them to us.

The program ministered to 14 families in the church. We are encouraged to hear how this program affects not only the students memorizing the Word, but also the families involved. There are several families who have been faithful over the years to be involved and have their children complete the program. This year we had some new families involved as well. It is our hope and prayer that in the coming year there will be an even greater participation of families and more 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 provides regular classes for children ages 4-Kindergarten. We use "The Gospel Project" worship material by LifeWay, which corresponds to our Cross Time Sunday School material. Volunteers serve on an 8 week rotation where they teach for 2 weeks and have 6 weeks off; we are blessed to have 4 full teams of teachers & assistants!

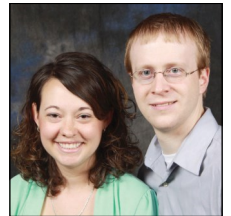
Respectfully Submitted,  
Rachel Marks  
Children's Church Coordinator, Kids Crossing Assistant

## Cross Time Sunday School:

Cross Time Sunday School is blessed to have a full 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 use "The Gospel Project" material by LifeWay. We enjoy its chronological, comprehensive approach that builds continuity between the various age groups, along with a weekly "Christ Connection" that ties in the themes of Christ and redemption throughout the entire Bible. We have heard great things from teachers and parents who have said that kids truly understand the material and what they learned each week.

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



## Early Childhood:

In early December we had a department meeting. We discussed adding an age appropriate Bible verse for our 2's & 3's. The verses in our current curriculum are difficult for this age. Rachel had given us a suggested list of verses for young children and we are choosing verses from this list. Kim White has volunteered to go through the list and choose a verse for each month. It is so exciting to see these little ones memorizing God's Word!

We continue to average 5-8 children in each of our three classes every Sunday. Due to a shortage in staff, we were unable to have a class during the 8:45 am service in the odd months for quite some time. I am happy to be able to report that starting in January 2017 we were able to add this class. Thank you, Kim White, for your willingness to switch to this class and thank you, Ida Kalubi, for your willingness to take the teaching position in the 11:15 am class. We welcome Nilcie Figueroa as Ida's helper and Elsa Tejeda as Kim's helper!

Below is a list of our teachers and helpers:

8:45 am service (odd months) Kim White/teacher & Else Tejeda/helper  
8:45 am service (even months) Judy Seyfried & Janice Lee (both share teaching)  
10:05 am service (odd months) Debbi Flanagan/teacher & Laura Stanley/helper  
10:05 am service (even months) Cymalene Fraley/teacher & Norma Hall & Debbi Flanagan/helpers  
11:15 am service (odd months) Ida Kalubi/teacher & Nilcie Figueroa/helper  
11:15 am service (even months) Mary Baker/teacher & Faith Baker/helper  
We also have a number of ladies who are on our substitute list and willing to "fill in" as needed!  
(Megan Gascho, Danielle Flanagan, Vicki Cowley, Barbara Tinker, Anne Christiansen and Shelly Carlstrom).

I am very thankful for ALL of these ladies and their commitment to serving.  
They are all a blessing to me and to our children!

Debbi Flanagan  
Early Childhood Department Coordinator



## Nursery:

It has been my pleasure to minister as the nursery coordinator this year. The Nursery is a vital ministry at Ebenezer Bible Fellowship Church. Our purpose is to provide a safe, fun, and loving environment, where we introduce God's love to the youngest in our children's ministry. Our ministry continues to grow. The nursery is available for much more than just during Sunday worship. We provide childcare for many different bible studies, programs and events throughout the year.

It takes many volunteers to have a successful ministry like nursery. I am so thankful for the willing volunteers who help month after month to be a blessing to our little ones. I want to thank all of them for giving of their time and talents to serve Him. If you would like to be part of our team, please contact someone on our children's ministry staff.

In His Service,  
Sharon Kritzberger, Nursery Coordinator





# Crisis Management

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## Deacon Ministry

*"And we prayed to our God and set a guard as a protection against them day and night." - Nehemiah 4:9*

### Security

The purpose of this committee is to address current trends of violence occurring at houses of worship so that Ebenezer Bible Fellowship Church can better fulfill its Purpose:

"to worship God with our whole heart; build believers with the Word of God; and reach the lost with the Good News."

Paul, in his epistle to Romans, tells us that although we are one body in Christ, we have many members, each with different gifts according to His Grace. God continues to bless Ebenezer Bible Fellowship with many individuals (Security Team) who have shown an interest in providing a safe and secure environment for the congregation. During the previous 5-year period, the trend of violence directed at places of worship has grown, on average, 17% each year. The Security Committee monitors these trends and enacts measures to mitigate them. If you are interested in joining the Security Team, please reach out to me or one of the members of the Security Committee: Tom Galloway, Blake Kuntz, or Leroy Marsh.

### Fire/Safety

The purpose of Fire/Safety is to ensure that the members and ministries of the church are aware of the evacuation procedures in the event of an emergency. This includes posting evacuation routes throughout the church and periodic fire drill training. In the event of an emergency during Sunday services, follow the instructions of the ushers.

### Medical

A team of skilled medical individuals from our congregation comprises a First Aid Responder Team that is available to render emergency medical aid at Ebenezer. We also have First Aid Stations located in the Nursery, Kitchen and on the coat racks in the lobby and near the gym. These medical boxes are inspected & stocked periodically throughout the year and are available to the congregation for its use.

Respectfully Submitted,  
Andy Meeks & John Romero,  
Crisis Management Co-Chairman



# Draw Near

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## Discipleship Ministry

Adults and kids of all ages gathered for the Draw Near ministry through the summer to encourage each other in studying and memorizing God's Word. As each person studied the book of 1 Peter through an age-appropriate level Sword Study Series Bible study, inductive Bible study skills were learned, practiced, and honed. The studies gave parents support materials that helped them lead their families in weekly discussions about what they were learning and a model for praying together. Draw Near also hosted a number of large gatherings that provided opportunities for everyone to worship, fellowship and review what we were learning. During those times, there were breakouts for men, women, and children to have focused times of encouragement and prayer. The summer ministry finished with a Celebration Day that included a multi-generational treasure hunt which involved a review of the themes in 1 Peter and the memory passages. We closed with a ceremony that included a cooperative recitation of 1 Peter.

Respectfully Submitted,  
Peggy Brimer



As you know our aim for the Evangelism 318 Ministry is to support our vision of being “reaching arms for the gospel”.

The Evangelism 318 reference comes from Genesis 14:14:

*When Abram heard that his kinsman had been taken captive, he led forth his trained men, born in his house, 318 of them, and went in pursuit as far as Dan.*

Prior to our salvation we are all captives of sin. It is our desire to have compassion for those in captivity, to have a passion for pursuing them, and to be trained and equipped to fulfill the Great Commission. We understand that it is the work of the Holy Spirit that saves, but we want to be equipped to be used by the Holy Spirit.

*Pray also for me, that whenever I open my mouth, words may be given me so that I will fearlessly make known the mystery of the gospel, for which I am an ambassador in chains. Pray that I may declare it fearlessly, as I should. ~ Ephesians 6:19-20*

To that end, we are on a mission to build our own team of 318 kinsmen, trained, equipped, and confident in pursuit of those in captivity.

## Highlights & Resources in 2016

### Resources

- Approximately half of our resources are spent on ensuring supplies are available to aid our saints in sharing the gospel:
  - ◊ Tracts
  - ◊ Bibles
  - ◊ Invitation Cards.
- The remainder of the budget supports events, training, and community outreach

### Events

- Harvest America – In March, Ebenezer hosted Harvest America which was a live concert simulcast from Texas Stadium featuring top Christian music artists, and a gospel message was also presented. Over 200 people attended, mostly non-Ebenezer members as the focus was to “draw in” non-believers invited by our membership. It was exciting to see several come forward to be prayed over and to receive Gospel of John handouts. Steve Leaser’s tireless leadership ensured a successful event. Special thanks also go out to Pastor Jeremy and Henri Darby who provided technology support.
- 318 Training Sessions
  - ◊ We offered four Saturday morning training events where we trained on the fundamentals of sharing the gospel using The Way of Master curriculum, produced by Ray Comfort.
  - ◊ In December Pastor Franklin Meyer conducted a workshop at Ebenezer. Level 1: Beginning with Tracts, this training focused on utilization of appropriate tracts to share one’s faith, the importance of setting and pursuing personal goals for evangelism and the importance of prayer.
- Candy Carnival – was held at Ebenezer in October as an alternative to traditional Halloween celebrations and as a means to bringing people from our community into our church building.

### Community Outreach

- In addition to Harvest America at Ebenezer, Pastor Mark hosted a simulcast of the event at the Lynnfield Community Center.
- The Cultons & youth group continued to have active outreach and relationship building at Lynnfield Community Center through Light in the City and a series of summer “field trips” that were sponsored and hosted by Ebenezer saints, with funding coming out of the Evangelism budget.
- Outdoor Worship Service
- Salute to Veteran’s Service
- 11,000 Invitation Cards were mailed to the surrounding Bethlehem community in advance of Easter services inviting people to worship with Ebenezer on Easter Sunday
- Adult Elective – A 12-week, Way of the Master Adult Elective Class was offered during the summer
- A special praise for Matt Edmonds who faithfully leads a small group of men and women over to Staten Island Ferry for open air preaching and dissemination of bibles and tracts. A handful of Ebenezer saints have been blessed by accompanying Matt. This has inspired us to evaluate how we can do similar activities within our own community in Bethlehem.



## Our Focus and Considerations in 2017

- Evaluate and refresh our materials: Tracts and gospel materials
- Calendar of Training Offerings to equip our saints to evangelize and share their faith: QTRLY
- Community Outreach
  - ◊ Mailings and or Social Media
  - ◊ Events and Services
  - ◊ Lynnfield Community Center: a family is praying about being the point of contact for Lynnfield now that the Cultons have been called to Northeast Indiana
  - ◊ Candy Carnival: if conducted it will be placed somewhere in the community: Lynnfield or another location
- Open Air Evangelism Team modeled after the Staten Island Ferry model
- Established Monthly 318 Meetings: open to all (1 hour)
  - ◊ Prayer
  - ◊ Encouragement and Testimonies
  - ◊ Accountability: “what’s your evangelistic temperature?” Setting personal goals for evangelism.

Please continue to pray for this ministry. I also ask you to reflect on “what your evangelistic temperature is?” In 2017 we’d love to see you frequent our monthly meetings, to be moved by the Spirit to set personal goals for evangelism and to be reaching arms for the Gospel.

Humbly Submitted By,  
Patrick Barry, Chairman



## Finance

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### Elder Ministry

The General Fund income for the year totaled \$972,776 (98% of our targeted annual projected income budget amount of \$988,671). Total spending was \$952,809 (96% of projected expenses).

EBFC's overall financial status throughout 2016 was guarded and we have an optimistic outlook for 2017. Total Cash & Cash Equivalent Assets increased by about \$22,212 to \$707,675, which includes \$174,085 in Designated Funds. The increase can be primarily attributed to spending less than the budget projections; however, the 2016 income received was greater than the expenses.

An LPL Financial account was set up as an additional way for individuals to donate essentially anything that is publicly traded, e.g., stocks, bonds, ETFs, and mutual funds.

Thanks to those who served on the Finance Committee in 2016 – Margie Cruz, Debbie Griffin, Byron Roth and Dale Tshudy.

Final thanks go to the unseen yet important work of the Audit Team - Rachael Kuntz, Dale Tshudy, Gail Tshudy and Marge Harris. They reviewed specific aspects of our financial procedures. An external firm RLB Accountants has been engaged to conduct a verification of EBFC's financials for 2016.

Let us prayerfully seek how we worship through our giving and continue to be good stewards in building His Kingdom.

***Note: This report was revised 1/28/17***

Serving with you,  
Andrew Brimer  
Treasurer



Revised 1/28/17

# EBENEZER BIBLE FELLOWSHIP CHURCH - 2016 FINANCIAL STATEMENT

## BALANCE SHEET REPORT / COMPARISON

## GENERAL FUND - BUDGET vs. ACTUAL

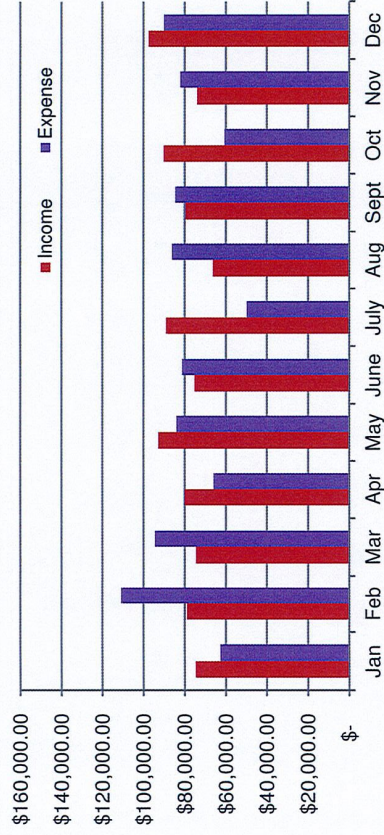
ASSETS	31-Dec-16	31-Dec-15	\$ Change	Income	Dec YTD	Budget	Variance	%BGT YTD
<b>Assets - Checking/Savings</b>								
18000 · Checking (BB&T/KNBT)	541,631.79	521,645.92	19,985.87	1100 · Offerings / Gifts	954,716.55	972,161.96	-17,445.41	98.2%
18002 · CDs (BB&T/KNBT)	67,714.56	67,587.38	127.18	1400 · Interest	583.51	750.00	-166.49	77.8%
19000 · Savings (M&T Bank)	92,952.54	90,853.65	2,098.89	1700 · Memorials	2,005.00	0.00	2,005.00	N/A
19001 · Checking (M&T Bank)	5,375.67	5,375.67	0.00	1900 · BCS / Bldg Use	15,471.00	15,759.00	-288.00	98.2%
<b>Total Checking/Savings</b>	<b>707,674.56</b>	<b>685,462.62</b>	<b>22,211.94</b>	<b>Total Income</b>	<b>972,776.06</b>	<b>988,670.96</b>	<b>-15,894.90</b>	<b>98.4%</b>
<b>TOTAL ASSETS</b>	<b>707,674.56</b>	<b>685,462.62</b>	<b>22,211.94</b>	<b>Expenses</b>				
<b>LIABILITIES</b>				2000 · General Finance	52,108.45	58,241.00	-6,132.55	89%
<b>Current Liabilities</b>				3000 · Discipleship	26,379.74	26,170.00	209.74	101%
901 · Building Fund	104,543.44	93,189.44	11,354.00	5000 · Evangelism	6,589.61	8,415.00	-1,825.39	78%
902 · Capital Improvements	0.00	0.00	0.00	6000 · Missions	164,923.48	166,100.00	-1,176.52	99%
903 · Transportation Fund	268.00	188.00	80.00	7000 · Deacon	90,076.49	105,750.00	-15,673.51	85%
904 · Scholarships	2,607.50	817.50	1,790.00	8000 · Worship	7,558.05	10,020.00	-2,461.95	75%
905 · Faith Promise	33,123.24	38,263.97	-5,140.73	9000 · Office/Admin	14,833.93	16,275.00	-1,441.07	91%
907 · Benevolence Fund	8,746.23	16,257.26	-7,511.03	10000 · Congregational Care	2,571.11	2,960.00	-388.89	87%
908 · Music Fund	274.20	174.20	100.00	11000 · Compensation	587,768.30	594,739.96	-6,971.66	99%
911 · Year End Accruals	8,480.16	8,480.16	0.00	<b>Total Expense</b>	<b>952,809.16</b>	<b>988,670.96</b>	<b>-35,861.80</b>	<b>96.4%</b>
912 · Run For The Children	4,137.51	2,481.19	1,656.32	<b>Net Ordinary Income</b>	<b>19,966.90</b>	<b>0.00</b>	<b>19,966.90</b>	
914 · HRA	0.00	0.00	0.00	<b>Net Fund Transfer between Accts.</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	
915 · Youth Summer Missions	4,767.88	4,533.88	234.00	<b>Net Income</b>	<b>19,966.90</b>	<b>0.00</b>	<b>19,966.90</b>	
100 · Payroll Liabilities	7,136.75	7,454.27	-317.52					
<b>Total Other Current Liabilities</b>	<b>174,084.91</b>	<b>171,839.87</b>	<b>2,245.04</b>	<b>DESIGNATED FUNDS</b>				
<b>Long Term Liabilities</b>				<b>Income</b>				
810 · Building Mortgage	0.00	0.00	0.00	<b>Expenses</b>				
<b>Total Long Term Liabilities</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	901 · Building Fund	11,354.00	0.00	11,354.00	
<b>Total Liabilities</b>	<b>174,084.91</b>	<b>171,839.87</b>	<b>2,245.04</b>	903 · Transportation Fund	80.00	0.00	80.00	
<b>EQUITY</b>				904 · Scholarships	1,987.00	197.00	1,790.00	
900 · Retained Earnings	921,501.55	991,473.20	-69,971.65	905 · Faith Promise	42,409.27	47,550.00	-5,140.73	
<b>Net Income</b>	<b>19,966.90</b>	<b>-69,971.65</b>	<b>89,938.55</b>	907 · Benevolence Fund	22,825.27	30,336.30	-7,511.03	
1000 · Opening Bal Equity	-407,878.80	-407,878.80	0.00	908 · Music Fund	100.00	0.00	100.00	
<b>Total Equity</b>	<b>533,589.65</b>	<b>513,622.75</b>	<b>19,966.90</b>	<b>OTHER FUNDS</b>				
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>707,674.56</b>	<b>685,462.62</b>	<b>22,211.94</b>	902 · Capital Improvements	0.00	0.00	0.00	
				911 · Year End Accruals	0.00	0.00	0.00	
				912 · Run For The Children	3,751.30	2,094.98	1,656.32	
				914 · HRA	6,600.00	6,600.00	0.00	
				915 · Youth Summer Missions	234.00	0.00	234.00	
				<b>Total Other Current Liabilities</b>	<b>89,340.84</b>	<b>86,778.28</b>	<b>2,562.56</b>	

*Andrew Binion*  
Treasurer

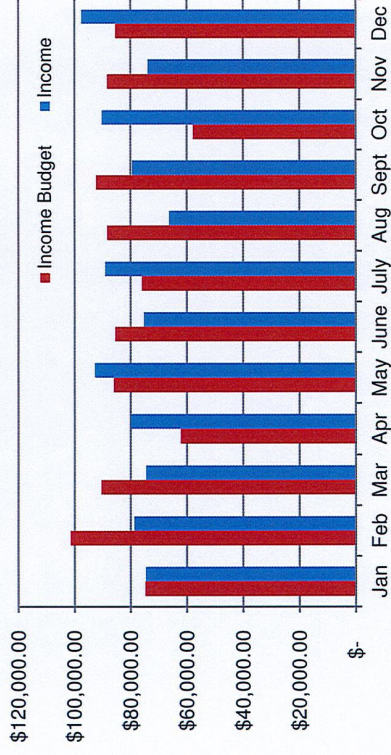
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Date

Revised 1/28/17

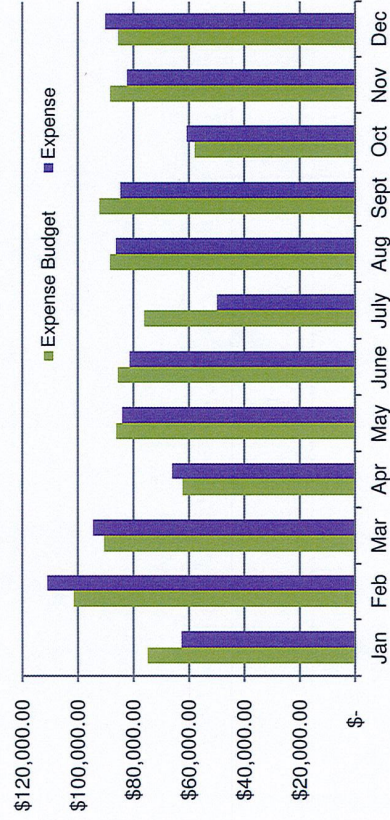
### 2016 Income vs Expenses



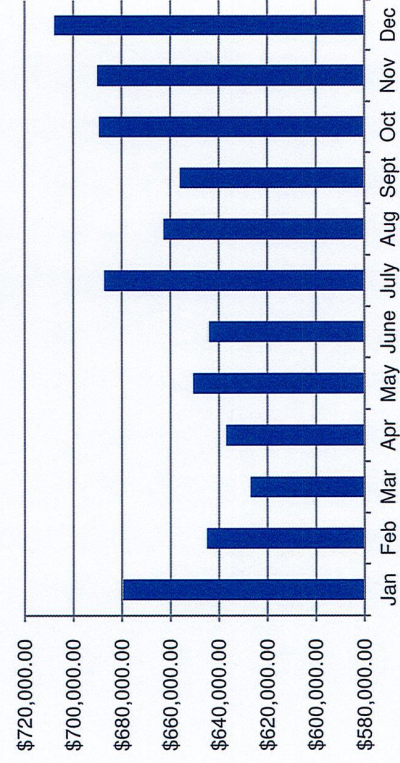
### 2016 Income vs Budget



### 2016 Expenses vs Budget



### 2016 Assets





# Kinship Groups

## Discipleship Ministry

*<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 the Kinship program is for each group to be a microcosm of Ebenezer Church. Kinship groups provide smaller informal gatherings for growing in our faith, and spending time in fellowship with one another. Our goals are to nurture, fellowship, worship, care, train, serve, and grow in the knowledge of God. Kinship strives to take various people with different experiences and backgrounds and assimilate them into one body and one faith. In 2016, our Lord has continued to bless and move this program forward in such a powerful way. We focused our efforts this past year around the key areas below:

- To inform the congregation how important it is to be part of a Kinship group through a Ministry Moment in August, and to assimilate all those interested into appropriate groups.
- To raise up new Kinship group leaders, as needed.
- To develop more Kinship group leaders from within existing groups.
- To assist current leaders by meeting one-on-one with them on an annual basis.
- To update the "Small Group Leader Ministry Description" and "Kinship Resource List," and distribute to all leaders.

This past year, the Lord blessed the program with increased Kinship leadership, and increased participation. We added one new leader, Matt Zmarzley. Our groups assimilated 37 "new" adults and 15 children over this past year. We did, however, lose a number of people due to various reasons (life changes, moving away, death, etc.). Bob was able to meet one-on-one with each Kinship leader, which was a big help in communicating with the leaders and assessing their needs. We met the challenges that came our way in 2016 with increased leadership, an additional group, and more participation! We praise the Lord for his provisions! Amen!! Here are some key facts from our 2016 Kinship groups:

1) List of Kinship leaders/co-leaders (number of adults/number of children)

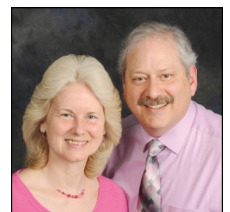
Wayne Batten (9/0)	Chris Jones/Kevin Gasho (13/12)
Pastor Dick Bickings/Rich Mastronardo (20/13)	John Mead (16/0)
Andy Brimer/Dan Hutchinson (10/10)	Andy Meeks/Pat Barry (12/12)
Dennis Flanagan (14/0)	Bob Penchick (11/0)
Tom Gallaway (17/0)	Byron Roth (8/0)
Pastor Tim Gibson (15/7)	Bob Smith (10/0)
Bob Gill (11/0)	Shawn Sommons (8/0)
Kevin Hardy (14/8)	Matt Zmarzley (10/5)

2) Currently we have:

- 16 total Kinship groups (one new group added/one group disbanded)
- 6 groups with children/10 groups without children
- Total of 265 people in groups (198 adults and 67 children)
- Breakdown average: 12 adults per Kinshipgroup, 11 children per Kinship group with children.

We would like to personally thank the Kinship leaders for their diligence and vision for this most important ministry! Our continuing prayer is that new leaders will be raised up, and that every member or regular attendee at Ebenezer Church would be involved in a Kinship group, in order to be shepherded, loved, and cared for in a more intimate way.

Respectfully Submitted,  
Bob and Laurie Gill



# Liaison - Church/School

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## Deacon Ministry

### **Bethlehem Christian School Mission Statement:**

*"We are a non-denominational, Bible believing Christian school. This school exists to assist parents in their responsibility of training their children by providing a complete educational program that is biblically sound, Christ-centered and of excellent standards. BCS is committed to equipping students for Christian living by instilling biblical principles of self-discipline, individual responsibility, personal integrity and good citizenship. We are located on two campuses in the Lehigh Valley, and are hosted by each of those churches: Ebenezer Bible Fellowship Church and Calvary Baptist Church."*

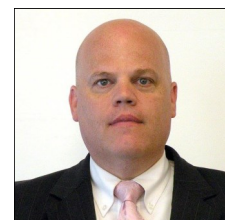
The purpose of the Liaison Committee is to maintain a healthy, vibrant relationship between the Church and BCS; and to expose members of the Church to the opportunity of a Christ-centered education, here at our own facilities. Ebenezer Bible Fellowship Church Hosts Pre-school – 4th grade. The Committee consists of members from both the Church and the School: Pastor Dick Bickings, Kevin Kritzberger (EBFC Facilities Manager), Otis Powell (EBFC), Steve McDaniel (EBFC & BCS Financial Director), Sharon Kritzberger (EBFC & BCS Preschool Director), Carol Aversa (BCS Principal), Laura Harris (BCS) and myself.

BCS is a blessing to our Church in many regards; sharing resources and equipment with our ministries as the need is made aware. We thank them for their generosity, as we continue to benefit from our relationship with them.

The 2016-2017 enrollments remain strong. In order that the School continue to grow in the ministry of Education, we share BCS's desire that God will move families to prayerfully consider enrolling their children in the 3-4 year-old preschool program; that 4 year-olds transition and enroll into kindergarten; and that 4th graders transition and enroll into 5th grade (Calvary campus).

Carol Aversa, Principle of Bethlehem Christian School, expresses her appreciation for all the support the Church gives - through prayer and other means. The Committee asks you to continue praying for BCS, that God's work be done and that He be glorified in all things.

Respectfully Submitted,  
Andy Meeks  
Chairman



# Library

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## Discipleship Ministry

The Growth Garden Library is a wonderful and underutilized resource for our church family. We are open and available every Sunday (with the exception of Christmas and Easter). The library rentals are available to all regular Ebenezer church attendees. Our shelves are busting at the seams, thanks to the tireless help of Sarah Hardy and Ann Greenzweig, as they have acquired and processed lots of new and current material. We stock thousands of fiction and non-fiction books for both adults and kids.

2016 saw the return of our Recommended Reading Months program. In February we featured books on loving relationships, which highlighted topics ranging from dating and marriage to parenting and taking care of aging parents. In June we highlighted books that were made into movies. October was staff recommendation month - Thank you to all the church staff members who contributed to the program by suggesting their favorite reads. The Summer Reading Program saw tremendous participation from the children in 2016, and the winner gets to recommend their favorite books in each of the Recommended Reading months!

In 2017, in addition to continuing with the Recommended Reading Months & Summer Reading programs, we are planning to start a new reading program for adults.

We recently began implementing the computerized check-out system. We started with our most popular patrons – the kids! They are the most enthusiastic of test subjects. They have been cooperative and patient with our morning volunteers as they all learn and adjust to using the new system. Most of our adult patrons have been registered as well. We are looking forward to seeing all this system has to offer.

We are always looking to welcome additional volunteers to assist in the library between services, typically 1 or 2 Sundays a month. If this sounds like a ministry you might be interested in, or would like to inquire about, please see Nancy Murphy. Or you can stop by the library and talk to one of our wonderful librarians; Sarah Hardy, Ann Greenzweig, Lois Batten, Beth Smith, Jessica Donnelly, Patti Gallagher, Deb Griffin, Barbara Ruppert, Barbara Tinker, Ian Thompson, Heather Thompson, Jacque Prebula or Margaret McMath.

Please come by and check us out (some pun intended!). You will not be disappointed.

Many blessings,  
Nancy Murphy, Chairperson



# Membership and Discipline

## Elder Ministry

We thank the Lord that 2016 was another year for many to seek membership in our church. We held 4 membership classes throughout the year with approximately 54 in attendance.

- 398 Members as of 01/01/16
- 420 Members as of 12/31/16
- 511 Average Sunday Attendance for 2016 (including children)

During 2016:

- 44 Members Added
- 22 Members Dropped (death, moved, transferred to another church, church discipline, or no attendance for over a year)
- 24 Baptisms
- 5 Child Dedications
- 3 Weddings: Matthew K. Zmarzley & Natasha Fedor, Andrew Buttillo & Nicole Figley, David Day & Candice Peterson
- 6 Funerals: Stephen M. Glovas, Charles Sandwick\*, Ruth Frey, Neil Cowley\*, Dora Fisher\*, Chester Lehmann\*. We will miss all of them dearly. (\*Member)
- 333 First-Time Visitors
- 106 Visitor Letters Sent

This brings our membership total to 422 at the end of 2016. Loss in membership is mainly due to deaths (4), church discipline (1), moved away (10), transferred to another church (6), or doctrinal reason for withdrawing membership (1). Overall, 44 new members is an 11 % increase in 2016. Many who are coming are excited about our biblical convictions, expository preaching, and biblical ministry philosophy. Our goal at Ebenezer is to be faithful to God and His Word rather than use gimmicks and a man-centered approach to build our numbers. I feel blessed that God has brought so many new people to our Church. We are committed to remain faithful to our Lord knowing that while we are planting, and watering, it is God alone who gives the increase (1 Corinthians 3:6-8).

As an Elder board we are committed to the Bible and the procedures laid out in the Bible concerning membership. We encouraged many within our congregation who are faithful attendees to become members. Furthermore, the Elder board is committed to Church discipline as laid out by our Lord in Matthew 18. The Church discipline process is certainly not a popular procedure in our market driven culture. However, we are striving to remain faithful to the process that Jesus laid out. One individual was dropped from the role due to the lack of repentance when confronted concerning sexual immorality. There was much effort to exhort this individual to repent of sin and turn back to the Lord. However, our exhortations did not prove fruitful. The individual was presented to the Church at our July business meeting. We continue to pray for those who once “worshiped” among us but have left showing that they were not really “of us” (1 John 2:19). While they may have sprung up in joy, their apostasy has shown that they may not be true converts (Mark 4:1-20).

It has been difficult knowing how to proceed with delinquent members. Policy in the past has simply dropped all members who have not attended in a one-year period. However, the Elder board adopted a new policy in 2016 that would put delinquent members on a formal “Care List.” Because we truly care about the souls of our church members, this care list will be presented to the congregation at each business meeting in January and in July. Faithful members will be asked to contact and pray for these members who have been absent in hopes that we can help them faithfully attend worship with us. If after one year the member has still not attended, and after Pastors have attempted to contact them, they will be dropped from the formal membership role.

The Elders continue to keep watch over the flock here in Bethlehem. Each of our 14 Elders has been given a group of members and attendees to keep in contact. It is our heart’s desire to provide pastoral care to every attendee of Ebenezer, in hopes that we all will produce fruit in keeping with repentance (Matt 3:8) and continue to persevere in faith, love and holiness giving evidence of the regenerating work of the Holy Spirit in our lives.

Serving the Lord,  
Pastor Tim Gibson



# 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 2016:
  - ◊ Tuesday evenings – "The Bethel Series" (for men & women), taught by Jason Lee
  - ◊ Thursday mornings – 6:15 am, taught/facilitated by various men in the group
  - ◊ Thursday mornings – 9:00 am, taught/facilitated by various men in the group
- Prayer Group – a Saturday morning group set aside specifically for men to get together and pray...for the homes, marriages, children, wives, church, country, etc. We began with a passage of scripture (usually the Psalms), and used it as a pattern to pray.
- Breakfasts – Well-attended men's breakfasts were held quarterly, providing fellowship, teaching, worship time, and prayer. A faithful crew of men cooked (directed by Bob Guadagnino) and set up (directed by Jim Travisano) for this event very early each Saturday morning. We also were privileged to have Mark Florentine fill in when Bob had to work. The worship time was led by, Dan Hutchinson or Pastor Jeremy Harkins. The theme of this year's teaching time was entitled "What is a Disciple?" which looked at four characteristics that define discipleship, "one who is **called**", "one who counts the **cost**", "one who is **commissioned**", and "one who is **crowned**."
- 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.

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



# Ministry Assimilation

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## Elder Ministry

*There are different kinds of spiritual gifts, but the same Spirit is the source of them all. 5 There are different kinds of service, but we serve the same Lord. 6 God works in different ways, but it is the same God who does the work in all of us. 1 Cor. 12:4-6*

*As each has received a gift, use it to serve one another, as good stewards of God's varied grace. 1 Peter 4:10*

It is continually humbling to be reminded that God has graciously chosen to use us for His work. **1 Peter 2:5** says, You yourselves like living stones are being built up as a spiritual house, to be a holy priesthood, to offer spiritual sacrifices acceptable to God through Jesus Christ. Only believers become a holy priesthood: clothed with Christ's righteousness and **equipped for service!** In other words, we have been **SAVED TO SERVE!**

God has richly blessed us with many ministry opportunities here at Ebenezer. Although we may be tempted to "jump in" to help fill specific ministry needs that arise, I believe there is a more biblical approach to serving. **The vision of ministry assimilation** is to help equip believers to be effective stewards of the unique God-given passions and gifts given to each of us through God's varied grace. This enables us to be most effective in serving God for His glory and edifying others.

For those who aren't familiar with what's been going on during the assimilation process this past year, it involves 3 main steps:

- 1) The Saved to Serve Networking class (typically four, 2-hour sessions) which helps equip you for biblical service while working through your God-given passion, spiritual gift(s), and unique personality profile.
- 2) After completing the class, there is a one-on-one consultation which is designed to assist you in finding a meaningful place of service according to your ministry fit.
- 3) Lord willing, the result should be meaningful service and character development - *being transformed by Christ while serving for His Glory and edifying others!*

We went through this process twice this year – once in the spring on Sunday afternoons and again this past fall on Wednesday nights. We were blessed to work with roughly 20 individuals, many of whom are already faithfully serving. In addition to the formal times, I have been continually working through this process one-on-one with individuals during the Sunday School hour. I was also able to take time this year to design some Saved to Serve promotional pieces to help strengthen the awareness and importance of ministry assimilation.

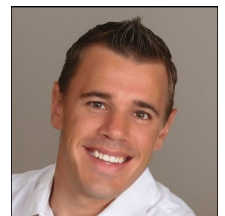
Some goals for 2017 would include:

- 1) Continue to be closely involved with plugging Networking and providing a brief teaching moment during the membership classes throughout the year. I have found face to face discussion with individuals really helps get the conversation going about effectively serving at Ebenezer.
- 2) Connect and follow-up with previous participants to check-in/encourage them as they seek to be faithful in serving.
- 3) To reflect on ways to improve in this ministry with the elders and prayerfully consider how to best live out Ephesians 4:11-13 - seeking to strategically and effectively equip and spur on our local church body to do ministry.

Please speak with me if you're interested in working through the assimilation process and also pray that we, as a church body, would be faithful in living out **Hebrews 10:24-25** "And let us consider how to stir up one another to love and good works. Not neglecting to meet together, as is the habit of some, but encouraging one another, and all the more as you see the Day drawing near."

Thanks to, Andy Brimer, Jacque' Prebula, and Kristie Hard, for helping out with the one-on-one consultations throughout the year.

In His Service,  
Kevin Hardy





# Missions Committee

Elder Ministry

## Committee Members:

Swannie Griffin, Chairman	Doug Chen
Wayne Batten	Pastor Tim Gibson
Betsy Calwonsen	Shelley Penchick
Tom Carlstrom	

## Committee Meetings:

The committee usually meets once a month on the first Monday of each month at 7:00 pm. Other special meetings are held as required to meet deadlines for specific projects.

## 2016 Missionary Support Through Budget Giving:

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

BFCBOM Administrative Support	2,400.00
Elias, John and Karen – Lehigh Valley Muslim Outreach Facilitators, BFC	2,400.00
Ethnic Church Planting	1,600.00
Head, Jim and Lynne – World Team, NC, Pastoral Care Coordinator	7,600.00
Hoyle, March and Elizabeth, Helps International Ministries, France	1,800.00
Istrate, Daniel and Ana, Yugoslavian Evangelistic Society, Romania	4,800.00
Knaub, Kimberly – Africa Inland Mission, Tanzania	3,600.00
Koval, Kyle and Rebecca – Team Expansion, Italy	3,600.00
Messick, Matt and Kristy – World Venture, Ecuador	7,800.00
Missionary Retirement Fund	2,200.00
Moyer, Duane and Joetta – BFC, Director, Board of Missions	2,400.00
Pastor Scholarship Initiative, Scott and Moffit – Africa	2,800.00
Reyes, Art and Vicki – TEAM, Mexico	6,500.00
Riddell, David and Rebecca – World Team, International Director, France	7,480.00
Solt, Lillian – United World Mission, Costa Rica	6,320.00
Widman, Scott and Joanna – BCM, Northern Ireland	3,000.00
Weinhofer, Colby and Theresa – Pioneers, Japan	1,800.00
Ziegenfuss, Carrie – Africa Inland Mission, Tanzania	7,200.00
Zikanovi, Ondra and Melissa – TEAM, Czech Republic	1,200.00

### **Bible Fellowship Church Agencies:**

Church Extension Ministries	33,000.00
Fellowship Homes	3,600.00
Pinebrook Bible Conference	3,600.00
Victory Valley Camp	3,600.00

### **Special Missions: (Not from the BFC Board of Missions)**

Bovard, John and Joanie – Lehigh Valley Youth for Christ	2,300.00
Bright Hope (Pregnancy Support Centers – formerly CareNet)	4,800.00
Child Evangelism Fellowship, Lehigh Valley	2,000.00
Fodale, Mark and Sharon – DiscipleMakers, Lehigh Valley	2,250.00
Hanna, Ed and Christy – CRU, Lehigh Valley	6,000.00
Napier, Al and Nancy – Navigators, Italy	8,300.00
Poysti, David and Ute – European Christian Mission, Germany	3,400.00
Raughley, Luke – World Impact, Newark, NJ	5,000.00
Russian Christian Radio	3,400.00
TransWorld Radio	2,800.00
Truth for Women, Lehigh Valley	1,000.00

**Missions Giving through Faith Promise:**

Matthew Reyes, summer missions trip.....	500.00
Max and Jen Wylings – Haycock Camping Ministries, Program Director.....	3,000.00
Matthew and Erin Kay – CRU, Lehigh Valley.....	1,200.00
Joe and Ruth Meier - summer missions, Partners in Evangelism, Russia.....	1,000.00
Beth Smith – summer missions, Partners in Evangelism, Russia.....	500.00
Lillian Solt – Costa Rica, Chicks and Bibles Project.....	500.00
Africa Inland Mission – Alagwa Scripture Project, Tanzania Project.....	1,000.00
Isaac Hoyle, summer missions, Victory Valley Camp.....	500.00
World Servants – Dominican Republic for construction project.....	1,000.00
CareNet – 10 seats at fundraising table.....	400.00
Church Extension Ministries, Summer Ten fundraiser, Tim Zuck.....	500.00
Church Extension Ministries, Summer Ten fundraiser, Andy Barnes.....	500.00
Church Extension Ministries, Summer Ten fundraiser, Brad Boyer.....	500.00
Church Extension Ministries, Summer Ten fundraiser, Jason Filbert.....	500.00
CareNet – budget shortfall.....	1,000.00
Harvest International – disaster assistance, Camp Mahanaim, Haiti.....	2,000.00
Lillian Solt – Costa Rica, Chicks and Bibles Project.....	1,500.00
Matt and Kristy Messick – Ecuador – Air costs for Kristy’s naturalization.....	1,400.00
Calvary BFC – Costa Rica Feb 2017 missions trip supplies.....	1,600.00

**Missions Giving through Miracle Month:**

- 2015 Miracle Month offerings of \$23,858 were given in the month of December 2015 and distributed in January 2016 with an additional \$892 added from Faith Promise.
- 2016 Miracle Month giving received up until January 8, 2017, totaled \$20,463.27 and has been distributed with an additional \$6,046.73 added from Faith Promise.

**Missions Emphasis 2016 – February 28 – March 6****“Doing My Part in My Neighborhood and Around the World”****February 28**

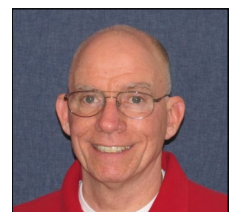
Morning Worship Services – Mark Fodale, DiscipleMakers  
Combined Adult Elective – Colby Weinhofer, Japan  
Combined Class for High & Middle School – John Bovard, LV Youth for Christ  
Combined Class for Grades 1-5 – Theresa Weinhofer, Japan  
Class for Age 4–Grade K – Lisa Henry, Child Evangelism Fellowship  
Evening – International Potluck Dinner, Kathy Crivellero, Ramabai Mukti Mission, India

**March 2** – Presentation by John Elias, LV Muslim Outreach Coordinator, BFC

**March 6**

Morning Worship Services – Duane Moyer, BFCBOM Director  
Combined Adult Elective – Nelson Randolph, Short Term Missions Project Coordinator, BFCBOM  
Combined Class for High & Middle School – Doug and Bekah Manwiller, Victory Valley  
Combined Class for Grades 1-5 – Joetta Moyer, Guadalupe

Respectfully submitted  
Swannie Griffin, Chairman  
For the Missions Committee



# MOPS: Mothers of Preschoolers

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## Women's Ministry

MOPS (Mothers of Preschoolers)/ MomsNext is doing great for the 2016-17 year! Our theme is "We are the Starry Eyed" and our theme verse is "Thus says The Lord who made the earth, The Lord who formed it to establish it ... Call to me and I will answer you and tell you great and unsearchable things you do not know". – Jeremiah 33:2-3.

We've hosted several events so far this year; Kickoff in September which was held at Louise Moore Park started it off. We have twice monthly meetings on the first and third Thursday mornings, with such topics as financial and will planning, teaching science to our kids, astronomy, Bible journaling, couponing, and our Christmas brunch. Our steering committee meets once a month to discuss and plan upcoming meetings and Mom's Nights Out.

We have had a huge interest in MOPS/MomsNext this year, with 39 moms involved as participants, 13 of whom are EBFC members; 7 mentor moms (5 are members), 24 Moppets helpers, and 70 children in the Moppets program (this is double the number in our Moppets program last year!)

One new direction we've taken this year has been inviting all moms of children up through high school age and starting the "MomsNext" part of our group. Inviting moms of older kids has brought in several new moms to our group and we're excited about where this will take us in the future!

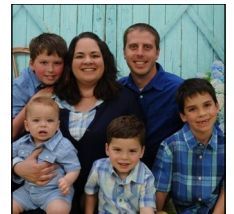
Our ministry has impacted the moms of preschoolers and older kids both in our church and in the community by supporting and encouraging these moms at a wonderful but sometimes hard time in their lives. We provide a safe place for moms to catch up with other women going through the same things as them, both good and bad. MOPS has helped many women find friends and mentors who can be "helping hands" to other moms. We encourage moms in their spiritual lives as well, with devotionals and prayer each meeting, and discussion group leaders and mentor moms who are strong in their faith and can be available to the moms when needed.

Our service project this year included collecting for and distributing baskets full of Thanksgiving food for the Salvation Army. We also collected over \$130 to use for grocery gift cards to place in the baskets. One of our moms was at the drop-off location and got to meet a grandmother who received one of our baskets the week before Thanksgiving. It was a huge blessing to be able to witness the outcome of our service project!

Our Moppets program is strong with lots of helpers in each room. The children in Moppets have a fun time when their moms are in the meeting, and also get a Bible lesson in the older kids' rooms.

Our steering team includes Laura Sommons and Lisa Pyles (mentor moms), Ashley Gottier (discussion groups), Jessica Donnelly (publicity), Amanda Cook (service), Mary Baker (hospitality), Faith Baker and Megan Gascho (Moppets), and Venera Beebe (creative activities).

Respectfully submitted,  
Courtney Nagy and Jill Rathmell,  
Co-Coordinators



# Pastoral Relations Committee

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## Elder Ministry

The 2016 Pastor Relations Committee (PRC) was composed of Elders: Wayne Batten, Shawn Sommons and Byron Roth.

The purpose of the PRC is to:

- Encourage the pastors in their endeavors to minister to the congregation.
- To promote good relationships between the pastors and the congregation.
- To provide support to the staff on personnel matters, policies and overall staffing requirements.

To accomplish this purpose we:

- Meet regularly with each of the pastors to go over issues and discuss their desires for further growth and discuss how we can encourage and support them and their families.
- Discuss with the pastors and staff regarding policies of the church as needed.
- We are open to and welcome questions and comments from the congregation as it relates to the pastors and staff.

In 2016 the PRC completed or were involved in the following activities:

- Met with the pastors as needed during the year to encourage and provide support as needed.
- Provided input and recommendations concerning 2017 budget
- Facilitated further review of medical insurance options for the staff to continue in the control of medical expenses. Result was to maintain the current insurance and increase the HRA to match the higher deductible.
- Recognized the pastors during pastor appreciation month
- Performed a review of support staff activities as related to our church vision and efficient utilization of time.
- Finalized HR and other policies for Ebenezer
- Worked with the Cultons to ensure no gap in their medical coverage with their move to Chicago.

We are truly blessed to have our current pastoral staff at Ebenezer.

As a PRC we want to encourage you to:

- Continue to pray for your pastors and their families as well as the support staff.
- Look for opportunities to be an encouragement to the pastors throughout the year through notes, words of encouragement and active participation in Pastor Appreciation Month

Let us know if you have any questions on the above.

Respectfully Submitted,  
Byron Roth, Chairman



# Property Committee

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Deacon Ministry

Some of the projects completed this year were:

- Replaced phone system throughout the church and school
- Removed five trees that were dying or dead from the east end of the property
- Repaired the lawn in two areas that were damaged from snow removal and the new roof installation for the sanctuary
- Continue to monitor the test strip of caulking with backer rods we did to try and save the gym roof for longer term use. So far it looks good but last winter was mild.
- Replaced the church library HVAC unit.
- Replaced the HVAC unit for rooms 10-11

Planned projects for 2017:

- We are planning on doing a major repair to the large cracked areas of the parking lot and driveway. This will include digging up some areas and replacing the blacktop.
- Replacing the sewage pipe from the back of the church in the playground area out to the connection near the flower bed on the west end of the church. We need to do this to fix a low area that repeatedly blocked up and also improve the pitch in the line to prevent further blockages. This repair started the end of 2016 but turned into a much bigger than expected project and is still in the process as of this writing.
- Replacing both of the HVAC units for the sanctuary which are old and leaking freon.

Long term capital projects may include:

- Some of the first 4 projects listed may be funded out of our building fund and done in 2017.
- Replace the lighting in the sanctuary, foyer, and fellowship hall,
- replace the flooring in the lobby and foyer area,
- replace or repair the fellowship hall roof,
- expand the parking lot when needed.
- Replacement of the original windows on the east side of the lobby and nursery area and also the north side of the building BCS library and classrooms 4-5.
- At some time in the future we would like to add more security cameras to cover the parking lots at both the side and rear entrances to the church. This was requested by the school and they offered to help pay for them.

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

I would like to thank the volunteers who helped Kevin Kritzberger and the Property Committee throughout the year with the many hours of donated labor to help maintain and improve our building and grounds.

I would like to add a special thank you to Lisa Pyles who has spent many hours over the past several years seasonally decorating the inside of our church.

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 again on the committee for 2017. Property committee members: George Hardy, Kevin Kritzberger, Otis Powell, and Wayne Batten.

Respectfully submitted,  
George Hardy  
Property Committee Chairman



# Senior Fellowship

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## Discipleship Ministry

In July, 2016 Ebenezer BFC took steps to revitalize the church's ministry to seniors. Phil Norris and John Mead were invited to meet with Pastor Dick Bickings to develop a plan to serve, edify and disciple our senior saints. The senior ministry would be moved under the umbrella of Discipleship and focus on discipling senior adults through worship, fellowship and serving.

An organizational meeting was held at Ebenezer in August to gain information from our seniors concerning suggestions for what they would like in a Senior Fellowship. Additionally, John Mead attended the roundtable discussion sponsored by the BFC Senior Saints as Dana Weller is organizing this ministry of the BFC.

Regular monthly meetings began in September with seniors bringing sack lunches and sharing desserts. John Mead presented a devotional on "Redeeming the Time" and we had an open forum on ministry opportunities. Barry and Erika Weber shared the Pro-life and Shut-in ministries in which they are involved and we closed with a time of prayer.

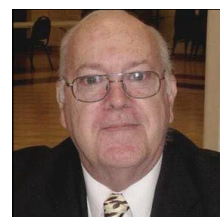
In our October meeting Phil Norris shared a devotional on "Encouraging One Another through Fellowshiping Together." In addition to our fellowship, discussion and prayer time, we viewed a DVD on John Wycliffe and the sacrifice he made to translate the Bible into English.

In November six seniors went to the Hymn Sing at Pinebrook and enjoyed the opportunity to sing and fellowship with other seniors. The seniors were involved with the youth in setting up and packing boxes for the Operation Christmas Child project. In our monthly meeting, Chris McGrath shared the devotional and a ministry update was presented. Barry and Erika Weber, Jean Collins, and Margaret McMath are working with Elder Dennis Flanagan in contacting and sending greeting cards to shut-ins. We viewed a slide-tape presentation on the Bible Lands and closed in a time of prayer.

In December for our monthly meeting 17 seniors (and 4 guests) attended the Pinebrook Christmas Banquet and enjoyed a night of music with Bruce Heffner and Ricky Herb, a dramatic presentation of the Christmas story from the Gospel of Luke and a fantastic meal.

On Thursday, January 26 we again plan to meet in Room 20, 12:00 - 2:00 pm. We will bring sack lunches and beverages and desserts will be provided. Barb Tinker will present a devotional and we will see a slide-tape presentation on Jerusalem. Have you ever seen Jerusalem covered with snow? If you are an adult over 55 we encourage you to come for this time of fellowship, devotional, sharing, and prayer. We hope to see you there!

Respectfully Submitted,  
John Mead and Phil Norris



# Shut-In Ministry

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## Elder Ministry

*John 15:12 "This is my commandment, that you love one another as I have loved you."*

*James 1:27 "Religion that is pure and undefiled before God the Father is this: to visit orphans and widows in their affliction, and to keep oneself unstained from the world."*

This year Barry Weber made an announcement about reaching out to our Shut-in Saints by visiting, email, cards and phone. We want to make sure that the senior saints' spiritual and physical needs are being met, that as a church we are reaching out to them.

Jean Collins, Vickie Zmarzley and Linda Visco have moved forward by reaching out to the shut-in saints and reporting back to me on their status.

There is a list of Shut-in Saints available; we are encouraging members and Kindship Groups to reach out and connect with these shut-in saints.

The next step would be to reach out to the widows with prayer, and making sure that their spiritual and physical needs are being met.

Respectfully Submitted,  
Dennis Flanagan, Chairman



# Support Groups

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## Elder Ministry

The Griefshare support group was offered this past fall and had 3 to 4 steady participants, three of whom were from outside the church body. The Griefshare program leads people on a 13 week journey where they hear testimonies from others who have lost loved ones and also from experts such as pastors, Christian counselors, and Christian psychologists. Everyone who attended was blessed by the program and everyone seemed to experience healing. The program presents the gospel on a couple of occasions and it encourages attendees to find both redemption and healing at the cross. We will offer Griefshare again in the fall of 2017. I am considering offering Divorcecare in 2017 but am still working out the logistics of when to offer it. It is truly our desire to be a healing community of God's people and to offer hurting people a safe place to come and find hope in their times of need. Pray for us this year as we go about this important ministry. Thank you and God bless!

In Christ,  
Shawn Sommons



# Technology

## Property Committee Ministry

**Purpose:** The Technology Team is charged with planning, purchasing, installing, and maintaining the IT (Information Technology) systems at Ebenezer Bible Fellowship Church.

**Responsibilities:** Our team is responsible for supporting the Church Staff with the tools they need to serve the Lord and His church with the most efficient, reliable, and secure systems possible. These responsibilities include:

- Hardware and software support for nearly 20 workstations
- Maintaining a server network, wireless network, and internet connections
- Web Site – [www.aplaceforyou.org](http://www.aplaceforyou.org)
- Troubleshooting and problem solving
- Technology planning for the evolving needs of a modern church
- Coordinating infrastructure planning & maintenance with the Worship team, the Simulcast/Streaming teams, Adult Electives, and the shared resources with BCS

### **2016 Achievements Included:**

- 1) Continued improvements to our IT infrastructure:
  - ◇ Updating systems to 1 gigabit components
  - ◇ Modifying & relocating wireless access points to improve connectivity and speed
  - ◇ Resolving Wireless connectivity issues with BCS; relocation of one WAP (Wireless Access Point) & installation of an additional WAP in the BCS office
  - ◇ Re-configured router and coordinated resources for a seamless installation of the new digital phone system shared by EBFC & BCS
  - ◇ Coordinated pricing & renewal of licenses for BCS' Cisco Meraki router and associated WAPs, which provide WLAN and LAN access for both BCS and EBFC (BCS graciously subsidized the entire cost of the three year subscription renewal in the amount of \$2,726)
  - ◇ Purchase & deployment of a new QNAP Cloud NAS, providing remote accessible storage to staff, curriculum & content sharing with Kids Crossing teachers, and simultaneous streaming of curriculum videos for Children's Church, Sunday School, Awana, etc., to individual SmartBoards/devices
  - ◇ Negotiated "Bundle Pricing" for EBFC phone service with RCN, which now also provides a significantly faster internet connection
- 2) Updating software:
  - ◇ Upgraded Library software to latest version
  - ◇ Church database – Remained current with FileMaker, converted to on-site hosting
  - ◇ New subscription to Comodo Internet Security
  - ◇ Began upgrading to Office 2016
- 3) New PCs or Laptops were provided for the following positions:
  - ◇ Pastor of Discipleship – Replacement upgrade to refurbished 2015 Macbook Pro
  - ◇ Copy Room PC – Upgraded with a newer donated PC
  - ◇ Library PC – Upgraded with a new PC

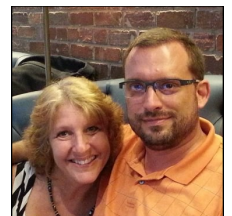
### **Special thanks for their efforts in 2016 go to:**

- Jason Lee; For his dedication and success with the simulcast project.
- Kim White; As she continues to modernize and maintain our industry leading website.
- Mark Hardy; He finds himself as nearly 24/7 tech support for EBFC, often "remoting in" from afar to address problems. Mark's efforts have also included coordinating IT with the BCS. This action has resulted in the sharing of infrastructure that has been mutually beneficial, both logistically and financially, to the school and the church.
- Pastor Dick Bickings; Has devoted many hours to modernizing our database, ensuring an efficient, reliable, and secure system.

### **Our focus looking into 2017:**

- Updating and replacing outdated workstations
- Evolving Soundroom & simulcast provisions
- Monitor and adapt to a changing world of IT, including shifting to more online & cloud based services
- Support the library with their new PC & and further computer optimization
- We will also continue to monitor the changing needs of the staff. We will evaluate how rapidly evolving and advancing technologies can be implemented to improve productivity and monitor how these improvements can assist the staff & congregation to better serve our Lord.

Respectfully Submitted,  
Tom Murphy, Chairman, Technology





# Transportation Committee

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## Deacon Ministry

Number of trips (use frequency) of the church vehicles in 2016 was equivalent to use in 2015; the number of rental vans required in 2016 also remained the same. Rental vehicles are used (in addition to EBFC's vehicles) when the ministry is in need of transportation which requires more seating than EBFC's vehicles provide, and or when it is impractical for multiple volunteers' vehicles to be driven.

### **Mini-Bus [2008 Ford E-350 Super Duty XLT Omnibus, by Eldorado National]:**

- July: one (of two) front left ball joint was determined (during annual State Inspection) to be in need of replacement; both left ball joints were replaced - to save on labor, and also due to the second joint showing moderate signs of wear/dry rot. The front brake pads were also replaced - the pads were deteriorated and had separated from the pad backing.
- July 23: while departing Gifford Pinchot State Park to return to Ebenezer (Student Ministries camping - 'Kickback'), the bus was side swiped by small passenger car. The left rear section of the bus was scuffed and had minor cosmetic damage around the wheel well; and the left rear side marker light was torn from the light housing. Insurance and driver information was obtained, and the other driver was found at fault. I acquired an estimate for the repairs, and EBFC received compensation from the insurance of the at fault driver. The committee decided to complete the repairs 'in house' - the side marker light was replaced, and the minor cosmetic damage will be repaired at a future date.
- August: Just prior to picking up a missions team from the airport (LVIA/ABE), the upper radiator hose ruptured and a significant amount of engine coolant leaked out; after allowing it to cool and adding more coolant, the bus was driven to Mavis Discount Tire (previously STS) in Nazareth, PA for repair.

### **Van [2011 Ford E-350 Super Duty XLT]:**

- April 15: while in Washington, D.C. (youth Dare 2 Share conference) the church van and a 12-passenger Budget Rental van were broken into - multiple suitcases were stolen (8 students/staff were affected); total estimated value of property stolen was \$3,100. At the time, the vehicles were parked at the public parking near the monuments. The police were called, and all necessary information and police case number were provided to our insurance. The theft damage to EBFC's van was repaired by Bethlehem Ford:
  - ◇ Rear door key/lock cylinder replaced
  - ◇ Rear door license plate and handle/latch plate
  - ◇ Total cost: \$537

Thanks to Kevin Kritzberger and Fred Parris for their service in 2016.

Mark Hardy  
Transportation Chairman



# Ushers

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## Deacon Ministry

The Usher Ministry serves Ebenezer every Sunday morning as well as for other special services throughout the year. Our ushers welcome guests and regular attenders, provide information and address needs that arise during a service. Some of our main duties are to help people get seated, collect the offering, serve communion, and take an attendance count. The ministry currently has 32 men and 2 junior ushers committed to serving the Lord by serving our congregation. It is a blessing to serve alongside these volunteers! We still have a need for new ushers. If you would like to be part of this ministry please contact one of the Head Ushers or myself and I will get back to anyone interested.

Respectfully Submitted,  
Rob Christiansen



# Welcome Committee

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## Elder Ministry

*"Therefore welcome another as Christ has welcomed you, for the glory of God." Romans 15:7*

The goal of the welcome ministry is to warmly receive visitors to our church and represent the love of Christ to them. There are two parts to this ministry: Welcoming and Visitor Follow-up.

Welcoming involves greeting and the Welcome Center. We have continued the practice of greeting one another in the service before the music, as a way to recognize and welcome visitors on Sunday morning. This has proven to be a great way to meet and welcome visitors to our church in a winsome and comforting way. The Welcome Center provides a central location for information about our church and its ministries. We have decided that it is advantageous to have someone remain behind the desk as well as people out front greeting. Many visitors have utilized the welcome center to find out more about the church and receive a visitor packet.

We have a team consists of 25-30 Greeters who serve faithfully once monthly, prior to and following each service, helping others to feel welcome, orienting them toward classes, making introductions, and offering information about current ministries and programs. Starting this year, Lois Favere will serve as Head Greeter. In this role, she will organize and encourage the greeters, as well as seek new ways to make people feel welcomed and blessed at Ebenezer.

The other part of welcoming is visitor follow-up. Once someone has come to visit our church, it is important to follow-up that visit, with some form of contact. The contact can be in the form of a letter, a phone call or a personal visit. This year we have had several volunteers sending each new visitor a personal letter within the first week of their visit. Many have also been contacted by email and invited to the Newcomer Dessert.

The Newcomer Dessert is held on Saturday evenings each month. We had many successful Desserts this year with many new couples attending. This will continue to be an important part of the welcome ministry as a way for visitors to get information and feel welcomed. The dessert allows visitors to meet the Pastor, church members and other new attendees in an informal setting to find out more about our church and have their questions answered. We anticipate another great year of welcoming and greeting visitors to our church, please contact me if you would like to assist in this vital ministry.

In Christ's Service,  
Chris Jones



It's been great to be involved with the Young Adults this last year. For those a little fuzzy on the details, YACS is open to the 20s and 30s age groups—and yes, we do have an upper age cutoff—although there is also a thriving post-YACS social scene that sometimes intersects!! This year, as in most years, we have seen some new 20s joining in and said bon voyage to some straying into their 40s.

Despite the changing faces, the YACS mission remains the same—to help young people with their spiritual, age-related, and daily challenges and together grow to be more like Jesus.

We are pleased to have a core group of 5 young men that regularly teach at the Thursday night Bible study. In 2017 we hope to have a teacher's retreat where we can hone our teaching skills further. We trust that the church and families in the future will benefit from people who know what the Bible teaches—and can explain it to others.

We continue to organize official social events, informal social occasions between members, and service projects. We also organize two successful residential events each year, the Summer Beach Trip and the Winter Retreat. The latter is coming up soon in February—with pastor Jeremy teaching.

YACS members continue to be part of the wider church with strong involvement in church outreach events. The annual theology conference at Quakertown is also a firm favorite on the calendar.

If you are in your 20s and 30s and want to grow in your friendships and your faith, then check YACS out!

The current YACS leadership team comprises Ian & Heather Thompson, Dan Marks, Janet Kichline, and James Vari—pray for us as we seek to disciple our young adults.

Respectfully Submitted,  
Ian Thompson

