



**EBENEZER**  
BIBLE FELLOWSHIP CHURCH

# Annual Report 2017

*Published January 17, 2018*

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

---

3100 Hecktown Road • Bethlehem, PA 18020  
office@aplaceforyou.org • 610.868.5501 • [www.aPlaceForYou.org](http://www.aPlaceForYou.org)



# EBENEZER

## BIBLE FELLOWSHIP CHURCH

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

Sunday Worship Services: 8:45 / 11:15 am  
Sunday School: Children & Youth: 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  
Mike Notary, Youth Pastor  
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 .....	12
Kids Crossing Assistant .....	13
Office Administrator .....	12
Women's Ministry Coordinator .....	14
Worship Assistant / Youth Assistant .....	15

## **Church Leadership:**

Current Elders/Deacons .....	16
Board of Elders .....	17
Board of Deacons .....	19

## **Ministries:**

Activities Committee, <i>Deacon Ministry</i> .....	19
Adult Electives, <i>Discipleship Ministry</i> .....	20
Benevolence, <i>Deacon Ministry</i> .....	21
Caregivers, <i>Deacon Ministry</i> .....	21
Children's Ministry: Kids Crossing, <i>Discipleship Ministry</i> .....	22
College Age Ministry, <i>Discipleship Ministry (See Worship Pastor Report)</i> .....	9
Crisis Management, <i>Deacon Ministry</i> .....	24
Evangelism Committee, <i>Elder Ministry</i> .....	25
Finance, <i>Elder Ministry (Included as an addendum at the end)</i> .....	40
Kinship Groups, <i>Discipleship Ministry</i> .....	26
Liaison - Church/School, <i>Deacon Ministry</i> .....	27
Library, <i>Discipleship Ministry</i> .....	27
Membership and Discipline Committee, <i>Elder Ministry</i> .....	28
Men's Ministry, <i>Discipleship Ministry</i> .....	29
Mercy Ministry, <i>Elder Ministry</i> .....	29
Ministry Assimilation, <i>Elder Ministry</i> .....	30
Missions Committee, <i>Elder Ministry</i> .....	31
MOPS: Mothers of Preschoolers, <i>Women's Ministry</i> .....	33
Pastoral Relations Committee, <i>Elder Ministry</i> .....	33
Property Committee, <i>Deacon Ministry</i> .....	34
Senior Fellowship, <i>Discipleship Ministry</i> .....	35
Support Groups, <i>Elder Ministry</i> .....	36
Technology, <i>Deacon Ministry</i> .....	37
Transportation Committee, <i>Deacon Ministry</i> .....	36
Ushers, <i>Deacon Ministry</i> .....	38
Welcome Ministry, <i>Elder Ministry</i> .....	38
Women's Ministry, <i>Discipleship Ministry (See Women's Ministry Coordinator Report)</i> .....	14
Worship Ministry, <i>Elder Ministry (See Worship Pastor Report)</i> .....	9
Young Adult Ministry, <i>Discipleship Ministry</i> .....	39
Youth Ministry, <i>Discipleship Ministry (See Youth Pastor Report)</i> .....	7



*"I charge you in the presence of God and of Christ Jesus, who is to judge the living and the dead, and by his appearing and his kingdom: preach the word; be ready in season and out of season; reprove, rebuke, and exhort, with complete patience and teaching. For the time is coming when people will not endure sound teaching, but having itching ears they will accumulate for themselves teachers to suit their own passions, and will turn away from listening to the truth and wander off into myths. As for you, always be sober-minded, endure suffering, do the work of an evangelist, fulfill your ministry." 2 Timothy 4:1-5*

As a servant of the Lord my greatest task is "preaching the Word." I tremble when I think about standing one day before the Lord and giving an account of how well I "fulfilled my ministry." There is always going to be the temptation to preach messages that are luke-warm and void of deep spiritual truth, deep theology and exhortation to holiness. The vision of Ebenezer Bible Fellowship Church is to provide a weekly diet of expository preaching. We believe that this is what makes a healthy church and truly "grows the saints" and fulfills our vision. And because we believe that the whole Bible is the Word of God we also include teaching from the Old Testament. 2017 was a year focused on the Old Testament. A majority of the time was spent in expositing the ancient foundations of our faith from the book of Genesis. We finished up 2016 with 2 Peter. We had previously expositied the first 24 chapters of Genesis so we picked up where we left off studying the life of the Patriarchs. We divided the narrative of chapters 25-50 into two series: "Walking with the Patriarchs" (25-36) and "Joseph: The Story of Divine Providence" (37-50).

Another major theme of this year's preaching was the 500<sup>th</sup> anniversary of the Reformation on October 31, 1517. I took the opportunity to celebrate this occasion by preaching through the major development of the recovery of the Gospel. I preached through the 5 Solas that theologians believe were the core of the Reformation: Sola Scriptura, Sola Fide, Sola Gratia, Solus Christus, & Soli De Gloria. Since there were five Sundays in October, we took the whole month to celebrate. I felt it was vitally important for our flock to realize why we believe what we believe. I attempted to go back to the Scripture in each sermon and contrast how we differ from Roman Catholicism. The whole celebration was kicked off by Pastor Dick Bickings doing a fabulous monologue portraying Martin Luther nailing his 95 Thesis to a door that we had made and placed in the sanctuary as decoration. We also watched the Luther movie as a congregation one evening. Dr. Randy Grossman also came and did an incredible job giving us a lecture on the Reformation with a slide show of photos from his tour in Germany. Overall the whole month was a great success. Many within our congregation were encouraged.

All of the sermons preached at Ebenezer were expository in nature, simply explaining portions of God's Word. I was unable to preach a few times due to vacation. Pastor Dick Bickings faithfully stepped in and continued to feed the flock. I'm indebted to Pastor Bickings' faithfulness to God's Word. The following is a general idea of the sermons preached at Ebenezer in 2017:

**New Years:** "Moving On" – Philippians 3:1-21 – Pastor Bickings

**Genesis Series: "Walking with the Patriarchs"** – Genesis 25-35 - (16 sermons in the series)

**Missions Conference:**

- Philippians 2:17-24 – "A Missions Ambition" (Dr. Matt Shackelford)
- Ruth 2:1-23 – "We Were All Strangers Once" (David Ridell)

**Easter Services:**

- Isaiah 50:4-11 – The Servant & His Mission (Palm Sunday)
- Isaiah 53:1-12, John 19:28-37 – The Substitute & His Suffering (Good Friday)
- 1 Corinthians 15:12-19 – The Resurrection & Easter Gifts (Easter)

**Genesis Series: Joseph - A Story of Divine Providence** – Genesis 37-50 – (16 sermons in the series)

**Mother's Day:** Luke 10:38-42 – "Choosing the Best."

**Celebrating 500 Years of Reformation** (5 Part Series)

- Sola Scriptura - 2 Timothy 3:16
- Sola Fide - Romans 1:17, 3:21-31, James 2
- Sola Gratia – Ephesians 2:1-10
- Solus Christus – Acts 4:12
- Soli De Gloria – Romans 11:33-36

**God, Who Do You Think You Are?** – 2 Part series by Pastor Dick Bickings – Colossians 1:15-23, Isaiah 45:5-7

**Outdoor Service:** 1 Thessalonians 1:1-10 – A Great Church

**Guest Speakers:** Luke 13:6-9 – A Peculiar Tree (Daniel Istrata, Romanian missionary)

**Thanksgiving Service:** Philippians 4:4-7 – Frustrated with Thanksgiving (Pastor Dick Bickings)

**Christmas Series:** Christmas Joy

- Luke 2:1-14 – Why Does Christmas Bring Us Joy
- Luke 2:15-20 – How Does Christmas Bring Us Joy
- Hebrews 2:14-15 – Why did Jesus Come (Christmas Eve)

Wednesday night also continues to be a special time of teaching and prayer. I provide this study time as a small group especially for those who cannot attend on Sunday mornings. I finished teaching through the book of Matthew early on in the year. I also expounded through the books of 2 Chronicles & Ezra for the majority of the year.

In addition to my study time, I am also available for counseling and shepherding the flock.

Leadership development continues to be one of my focuses. In 2017 I offered the LEAD class for elder development. I was blessed with about 9 men. We covered Soteriology, the doctrines of Grace, ministry philosophy, Elder leadership, and character development. We read through several good books and expounded scripture together.

So much more could be written, but in short, here are a few highlights that God's grace permitted in 2017:

- 3 New member classes conducted throughout the year with 16 new members added to the Church
- Preached through Genesis 25-50, Reformation Series, 2 Chronicles, Ezra, Christmas series
- Taught a Leadership Class (LEAD) for Elder development with 9 men attending – 5 Classes
- Chaired the nominating committee having 7 interviews, electing 1 new Deacon & 1 new Elder
- Lead a Kinship Group in my house with approximately 20 in attendance, teaching through 1 Samuel.
- Performed 9 funerals
- Performed 8 weddings
- Performed many hospital & home visits
- Performed premarital Counseling for 3 couples including 6-8 sessions each
- Many 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 18 baptism interviews
- Over 16 membership interviews
- Performed 2 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
- Chaired the Elder meetings once per month
- Performed a lecture on "Refuting Baptismal Regeneration" invited by the local Lehigh chapter of Truth in Religion club.
- Led the Bible teaching segment for VBS (included drama) – 5 days
- Attended monthly Welcome Desserts/Lunches 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
- Was added to the BFC ministerial convention planning committee and participated in vision casting
- Attended the Shepherds Conference in April out in Los Angeles, CA
- Participated in every men's prayer breakfast – 4/year
- Highlighted Miracle Month in December raising over \$20,000 for missions

2017 was a wonderful year. It is a joy to shepherd God's flock at Ebenezer Bible Fellowship Church. The Pastors and staff are a true joy to work alongside. Each of us has a real passion to see Ebenezer flourish for the glory of God. Overall the church is doing very well. Attendance is steady, and the Lord blessed tremendously through the giving of His people. It is difficult to measure spiritual growth, but I believe that our people are becoming committed followers of Jesus Christ. The study through the book of Genesis provided strong teaching on the sovereign providence of God in our everyday lives. While it is difficult to understand, it became clear to all of us, that God providentially works out all things for His glory and our good. These are truths that we continue to learn. I'm so thankful for our elders and deacons. Serving alongside each of them is truly a joy as we strive to have a ministry that is pleasing to the Lord. I look forward to a great new year in 2018.

Serving Christ,  
Tim Gibson  
Senior Pastor

# Pastor of Discipleship—Dick Bickings

---

## Ministry Staff



As I begin this year's annual report, I want to share with you some thoughts from my personal bible study trek through the New Testament, and stopping at the book of Philippians, I came across my life verse: *"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."* (Philippians 1:6, ESV) I am reminded that God is proactively involved in not just my life, but all his elect, and that this activity will not be left incomplete! It is with this truth, that I present to you those things done for the glory of God in 2017.

The glory of God was seen several times throughout 2017 with our involvement in serving at the *Lynfield Community* in South Bethlehem. We also continued 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 saw new growth and new groups in our *Kinship* groups.

The children's ministries leaders 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, and a Bible memory program geared for Kindergarten – 8<sup>th</sup> grade. We also held two evangelistic events, Vacation Bible School (VBS) in the summer, and a Candy Carnival in the fall in South Bethlehem's, Lynfield community.

The Student Ministries (HS & MS Youth Groups) met 2017 with a challenge to replace our much beloved Pastor Mark Culton who received a call from a church in Indiana. We first temporarily filled the teaching hole with the strong bible teaching of Mark Evans, hiring him part-time, January-May. We then proceeded to engage the search committee to prayerfully find the man the Lord had for us full-time. Praise the Lord He answered our prayer and brought Pastor Mike Notary and his beautiful family to fill that hole as Youth Pastor, beginning his ministry June 1, 2017. We deeply appreciate and praise the Lord for the hard work of the youth leadership staff who helped hold things together in the interim.

The adult ministries sought to equip our adults toward spiritual growth in 2017 through biblical expositional teaching in the Adult Sunday School Classes (Adult Electives), quarterly men's breakfasts, two Thursday morning men's bible studies, Saturday morning men's prayer time, various women's bible studies, and our Senior Fellowship.

Also in 2017, 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. In addition to these background checks, we improved safety/security by purchasing iPads for the teachers to enable them to check-in/check-out their students, have emergency contact and medical information at their fingertips, and to allow them access to the Children's Ministry (Kid's Crossing) policies and procedures.

For 2018, 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 a move to provide a permanent presence in South Bethlehem's Lynfield Community. We will work on refining our discipleship programs for all ages.

Please continue to pray and ask the Lord what part you might have in fulfilling our vision for 2018, as we continue to be challenged by our volunteer needs, especially in the children's ministries, and a church wide vision to reach our Bethlehem community. 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

**Jan. 2017 – May 2017:**

EBFC's Youth Ministry began a season of transition after Pastor Mark Culton accepted a call to a lead pastoral role at another church. Mark Evans, a former Youth Pastor at Calvary Bible Fellowship Church in Coopersburg, stepped into a teaching role on Tuesday nights at Ebenezer while the volunteer youth staff took care of administrative and logistical details in order to maintain the regular aspects of EBFC's youth ministry. Mark Evans began a study on Romans which he continued until my eventual hire and transition to EBFC in June. I couldn't image a smoother transition as I began my employment here in June and stepped into a very healthy ministry with such capable volunteers.

**June 2017-Dec. 2017:****Vision:**

We have "branded" youth ministry this year in an attempt to further communicate our vision for EBFC's youth ministry. We believe this will help communicate our desire to unite youth and the church. We understand that communication is best with repetition and providing a visual reminder is important. Welcome to MERGE Youth Ministry where we are "uniting youth and the church!"

*In order for youth to truly be united to the church youth must embrace the necessity of the church in their life while the church embraces the necessity of youth in its life. Youth are not the future of the church; they are an integral part of the church today as we serve the Body of Christ together.*

**Discipleship Opportunities:**

**Weekly MERGE Ministry Meetings:** Every Tuesday night (excluding the 1<sup>st</sup> Tues. of the month) youth gather for our regularly scheduled MERGE Ministry. During this time, we participate in a gathering game or activity, transition to a time of musical worship, and then a teaching time followed by growth group break-outs.

**Monthly Growth Groups:** The first Tuesday of each month are Growth Group Nights for MERGE Ministry. Our growth groups are broken down by gender and grade. Volunteer leaders are assigned a growth group that they follow through MS or HS.

**G3 Student Leadership:** In early fall we began G3, our student leadership program at EBFC. G3 exists to challenge youth to "gather, grow, and go." It is essential for youth to *gather* together in fellowship, accountability, and study. During these times we should be *growing* both corporately and individually. As we grow we should *go* to the world with the hope of Christ.

**Monthly Youth Staff Dinners:** Jenn and I have begun meeting with our volunteer youth staff monthly in order to encourage, challenge, and grow in faith together.

**Annual Youth Staff Retreat:** We were blessed to be able to put together a Youth Staff Retreat this fall at my family's cabin in Laporte, PA. It was a wonderful time of stepping away from the busyness of life in order to slow down, get to know more about each other's stories, and pray for our ministry.

**Study Opportunities:**

**Romans:** Our youth studied Romans in which they learned the deep theological truths Paul presents in his letter as well as the challenge to practice "doing" theology as we offer the Hope of Christ to a world in need of His grace, mercy, and love.

**A Study on Rest:** Having completed our study on Romans we began a three-part study on the theme of rest throughout Scripture. We considered the problem of rest, the promise of rest, and the person of rest in Christ.

**The Person of Jesus:** As youth returned to a new school year we introduced our Person of Jesus Study that would keep us in the Gospels for the remainder of the semester. This study focused on the human characteristics of Christ as we were challenged to be His hands and feet.

**1 Corinthians:** 2018 begins with our study of Paul's letter to the church in Corinth. We will spend the majority of this school year and a portion of summer to taking an in-depth look at Paul's charge to the church in Corinth as he calls them from "Isolated

Infancy to Christ-like Community.”

**The Gospel Project:** We continue to work through LifeWay’s Gospel Project curriculum during our regular Sunday School hour between Sunday services. This semester’s focus will be “The Church on Mission.”

**Events:**

**VBS:** This summer many of our HS and MS youth served during our VBS week. Many participated in skits, music, and preparing/ providing snacks and drinks to the children.

**Light In the City:** The week following our VBS program at EBFC we had an opportunity to take an adapted version of the program to the Lynfield Community in South Bethlehem. Once again our MS and HS youth helped “staff” this program.

**Dominican Republic Trip:** 6 youth participated in EBFC’s mission trip to the Dominican Republic. Pat and Carol Barry led the trip which allowed youth to participate in service projects and evangelism in the towns of --Consuelo and Consuelito.

**Candy Carnival:** We were able to take EBFC’s annual Candy Carnival to the Lynfield Community this year. This was yet another opportunity for our youth to reconnect with the children in that community.

**Run for the Children:** Youth helped as course guides, refreshment coordinators, clean-up crew members, and runners. And of course, they provided their youthful volume and enthusiasm as they cheered on race participants.

**Fall Retreat:** We were able to put on a MERGE fall retreat for our MS and HS students this year. We took a group of 50 youth and leaders to Three Springs Ministry for a weekend of fellowship, fun, and study. This year’s theme was the “Cost of Following Christ.”

**Operation Christmas Child Packing Party:** Youth helped coordinate our annual EBFC packing party this year. They were eager to provide items for these shoeboxes by contributing items from 4 different categories over a 4 week span at weekly MERGE meetings. We were able to pack 160 boxes to be sent overseas with the message of the hope we find in Christ.

**Illuminite:** Henri Darby continues to lead a group of student leaders as they put on a monthly Illuminite event on a Friday night. These are an outreach opportunity for youth to invite their friends who might not be interested in coming to church.

**Statistics:**

**50-60** – Youth Participants in MERGE Ministry (normal youth group): 50-60 students

**14** – G3 Student Leadership Participants: 14 Students – 8 Girls and 6 Boys

**16** – Volunteer Youth Staff Members: 8 Females and 8 Males

**Female Leaders:**

Carol Barry  
Beth Chen  
Beth Smith  
Suzi Hardy  
Heidi Meeks  
Kris Lissy  
Hannah Bernhardt  
Heather Hunsberger

**Male Leaders:**

Pat Barry  
Randy Shelly  
Rick Frazier  
Swannie Griffin  
Griffin Meeks  
Dave Lissy  
Henri Darby  
Bobby Guadagnino

**5** – MS and HS Sunday School Volunteer Teachers: 4 Males and 1 Female

**Male Teachers:**

Tom Galloway  
Pat Barry  
Shawn Sommons  
Swannie Griffin

**Female Teacher:**

Sandy Galloway

Respectfully Submitted,  
Mike Notary  
Youth Pastor





Responsibilities Include:

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

### 1. Worship Ministry:

#### **A. Thank You!**

What a privilege it has been to serve Ebenezer through the ministry of music! It is a true blessing to walk through life and bear each other's burdens as we prepare music, study God's word, and pray. I am thankful to be entrusted with the responsibility of developing and overseeing the facets of music ministry. Thank you for allowing me to minister to the lives of the church family through music and college age ministry!

#### **B. Shepherding**

Throughout the year I have had the opportunity to meet consistently with a number of the worship team members for accountability, prayer, and encouragement. This is such a joy to mutually be encouraged in the relationships within the church body.

It has also been a joy to finish our Wednesday night practices with a challenge from God's word and time of prayer. On Sunday mornings we meet before both services and continue our scripture reading and prayer focused on God's work being accomplished through our music team and the congregation as a whole, so that God is ultimately glorified through our morning services.

#### **C. The mission behind the music & bringing new members into Worship Team**

My responsibility in leading our congregation in corporate worship is to select songs and arrange them in a way that is honoring and glorifying to God. There are many preferences within the beauty of the diversity within our church. I take a lot of time to pray and study the Word in preparation for the songs we sing in our corporate services. I look for songs that take the focus off of us and place it on the character of who God is in light of His Word. Whether these songs are praise songs or hymns (Ephesians 5:19 & Colossians 3:16) the words that we sing are the essence of our worship.

This year we have had the privilege of adding some wonderfully talented singers and musicians. When bringing in new members we evaluate their ability to play or sing, but most importantly we look at the matters of the heart. Are they devoted to Christ and do they understand that the gifts and abilities that they are given are an offering to God. We had Randy Shelly on acoustic guitar join us all of last year, Jesse Sellness on drums, and Jennifer Schanely on vocals. As we bring in new members to our worship teams, we find that it is natural that their fellowship within the church family deepens. We look to help support and grow the body of Christ.

#### **D. Sound Room & Simulcast**

Our Sunday services have been live on the web for over two years now. Jason Lee has been doing a tremendous job in leading/training the volunteer simulcast teams each Sunday. Praise the Lord we are able to give online access to those who are unable to be at our service!

#### **E. Special Worship Services**

- 1) Easter Services- Bethany Randall did a wonderful job leading our choir for the Good Friday service as well as the Sunday morning services.
- 2) Christmas & Christmas Eve Services- Special thanks to all the people who contributed their talents and abilities to serve during the Christmas Season!
- 3) Adult and Children's Choir- This year Jennie Flicker helped lead our Christmas choir for adults & teens, and Karris Pennington continues to lead our children's choir for the 2<sup>nd</sup> year. Both did a wonderful job growing the involvement of children and adults in using music as a tool to bless and grow the church body.
- 4) Outdoor Service- This was our 3<sup>rd</sup> annual outdoor service. We had well over 500 people gather together for fellowship and a meal. It was a joyous time of community and fellowship as we all worshipped together. Praise God for all the volunteers that made the outdoor service possible. All glory be to Christ!

#### **F. Future Plans-**

As I prayerfully consider the songs that are presented every Sunday I will continue to look for fresh arrangements of hymns and praise songs that incorporate deep Spiritual truths. If you have a song that meets that criteria, I always welcome hearing the song and how the message has impacted you. Please feel free to send me an e-mail. Music as a whole really brings people together. I would like to arrange weeknights where we gather, young and old, with our instruments and voices and play psalms, hymns, and spiritual songs collectively.



## 2. College Age Ministry

### **A. Thank You!**

I wanted to simply say thank you to the church family for entrusting your college-age young adults to Lindsay's and my care. The college years are a crucial and formative season in the lives of young people. We are deeply grateful to be given the opportunity to walk through life with them and help them evaluate their identity in Christ.

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, and mutually challenge each other in God's Word, and develop goals to help them grow. In 2017 this took place by meeting regularly at our home and as well as continuing a Bible study during the Sunday School hour. Much of my time during the year is also used in communicating with the students via text/phone calls or meeting to encourage, and pray with them.

I have really been overjoyed at what God is doing in the individual lives of our students. College ministry has its challenges being that half are out of state and regular get-togethers are not possible. But we have been seeing anywhere from 8 to 10 regular students, who are local and seeking fellowship and community.

### **B. Vision & Goals**

#### **-College age Sunday school class.**

The numbers have varied from 25 on some Sundays to 3-4 on others. Adam Whitmer & Dan Trafford have taught soundly and really engaged our listeners to real life application in light of the challenges from God's Word. In 2018 we are beginning in the book of John. Dan will continue to teach as well as Max Whylings. Adam Whitmer will be taking a break from teaching.

#### **-New Bible Studies starting in 2018**

We are beginning a Bible study every-other week and the men and women will meet separately for growth and discipleship at our home. The college men will meet 2 weeks out of the month and the college ladies will meet the other 2 times during the month. Our goal is to have them invite their friends to study God's Word and talk through our roles in view of God's Word and grow in discipleship.

#### **-Discipling**

This year Lindsay and I have been discipling and reaching out to approximately 25 college age students throughout the year. We continue to send out e-mails 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 as they seek the Lord.

One of the most important areas to grow in is continuing to meet each young person where they are. We seek to encourage and challenge them for: having deeper intimacy with Christ, functioning well in the body of Christ, and to 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.

### **C. Activities**

Drive-In's, Beach Trip, Parties and meals at our home.

I was given the opportunity to teach at the YACS retreat in mid-February this year at the SPADE Inn. It was a joy to fellowship with the group and teach through 1 Corinthians 13 and John 3.

We hosted the Lehigh University international students for the 2<sup>nd</sup> year. We had almost 30 students come from Lehigh who were from all over the world. We had a number of opportunities to share about what we believe in relation to the Bible. Afterward, we were also able to continue relationships with some of the men who came, one of which I have been able to meet with on several occasions and share the Hope found in Christ. This continues to be a wonderful outreach for college students in cultivating relationships and giving an answer to the Hope that we have in Christ!

### **D. Future Plans**

- 1) Multiply in discipleship: One of the basic goals for 2018 is to train up student leaders to invite others to church and bible studies.
- 2) Church Integration: We have a number of young people in our two Sunday services. My goal is to continue to look for college age (18-24) and really be intentional in getting to know them and get them plugged in.

### 3. Other Pastoral Involvement

1) **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 relationships with our church people as we lay the burdens down at the feet of Jesus

2) **VBS Worship Team**- with Cheryl Hutchinson leading the VBS week, once again they did an excellent job engaging the kids with music and drama that carried the gospel message in a simple fashion.

3) **Light In The City**-This year was a wonderful year of re-connecting in the lives of the children and their families at Lynfield in South Bethlehem. Shelly & Tom Carlstrom did a wonderful job overseeing and delegating the responsibilities of Light in the City. As we handed out over 25 bibles within the week we were seeing the kids taking time to read with their families and truly comprehend the truths of God's word. God continues to bless through the efforts of the field trips, LITC, and various other meetings with Roy and Malta throughout the year. We continue to pray through how we can continue to partner with them and establish a more consistent presence there. Please pray with us as the Spirit is planting many seeds in the lives of the children and their families.

4) **Dominican Republic Mission Trip**- In the beginning of July, Lindsay and I had the opportunity to take our first mission trip as a married couple with our church & World Servants to the Dominican. This was an amazing time of seeing the Holy Spirit move in power in the lives of the people of Consuelo. We were in awe of how God has used the church to sustain the community in providing jobs, food, and education all with the goal of sharing the hope only found in Christ, Lord willing I would like to go back to the Dominican summer of 2018.

5) **Weddings**- What a blessing to see so many marriages established through our church! We had 6 weddings take place in the summer alone in 2017 and an additional 2 prior to that summer! It was a joy to be involved in these covenant celebrations!

6) **BFC Conferences**- I have had the joy and privilege of leading worship at the annual Pastoral Ministerium at Pinebrook as well as participating with the worship team for the BFC Annual Conference and helping with page duties as well.

7) **BOYYA**- I joined the BFC Board of Youth and Young Adults in the beginning of November. This gives me an opportunity to share in vision and direction in the way in which we lead young people within the churches in our denomination.

8) **AWANA**- It was a blessing to teach the Sparks and TNTer's in Awana throughout the year as we walked through understanding the basics of the Bible.

Respectfully Submitted,  
Pastor Jeremy Harkins  
Worship Pastor & Leader of College Age Ministry

## Facilities Manager—Kevin Kritzberger

---

### Ministry Staff



It truly is a blessing to work here at Ebenezer Bible Fellowship Church. This staff that serves you here truly is remarkable in their Godliness and their pursuit of excellence. It also is a joy to have a partnership with Bethlehem Christian School. To be able to see the students day in and day out, on their good days and even the bad is priceless.

This year was a really busy and expensive year for maintenance at the church. You can see a list of the projects that were completed under the Property Report. We also continued to repaint many areas in the building and upgraded many items throughout.

I would like to thank the many volunteers that so graciously gave of their time to serve their Lord. This year we had 18 people wanting to serve which averaged about 10 hours per week. I also want to thank those of you who have volunteered to take care of the flower gardens thru 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.

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

For His Glory,  
Kevin Kritzberger

## Office Administrator—Robbin Hunsberger

---

### Ministry Staff



It has been my pleasure to serve as the Office Administrator for 13 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, graphic design, publicity, advertising, room reservations, church sign, literature racks, permanent records, database admin, web site admin, electronic forms & registration, copier & office equipment admin, phone system admin, online calendar admin, check writing, assisting the Senior Pastor, HR support, Prayer Requests.

#### A Few Accomplishments from 2017:

- Increased usage of online tools for: registrations/payments, database, finances
- Helped with the details of getting the new database online and user-friendly
- Started using the new logo everywhere
- Major increase in the amount of support I provided for individual ministries

#### Goals for 2018:

- Web-based directory?
- Evaluate email newsletter appearance
- Update some of the web site’s styles
- Be supportive of plans for a new church sign and facelift to the foyer

A huge thanks to Rachel Marks, our Office Assistant who helps in nearly all aspects of this work. Also, a huge thanks goes to Kristy Hard who worked as the Admin Assistant for 10 weeks this summer while Rachel was out on family leave (she became a new mom!). Kristy did an EXCELLENT job taking care of Rachel’s Office and Kids Crossing responsibilities, and filling in for me during my times of vacation. Upon Rachel’s return in September, she transitioned to a part-time worker, so we have several more volunteers helping with office tasks on a regular basis. I am VERY grateful to all of the volunteers: Charity Roth (attendance), Nancy Murphy (attendance), Lois Batten (sanctuary re-stocking), Dawn Blackton (sanctuary re-stocking), Norma Hall (wedding coordinator), Kim White (web site), Tom Murphy & Mark Hardy (tech support), Kirsten Boyle (bulletin stuffing).

Respectfully Submitted,  
Robbin Hunsberger, Office Administrator



It is a blessing to have served at Ebenezer for 11 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 4<sup>th</sup> year of having Awana on Wednesday nights; Julie Gibson does an amazing job as Awana Commander. Karris Pennington continues to lead the children's choir, which sings on special holidays throughout the year. We sent 15 kids (and 4 adults) to Victory Valley for Winter Blast weekend retreat and 15 kids Day Camp last summer. I enjoy mentoring my small group of T&T girls on Wednesday nights for Awana during the school year. For VBS (Galactic Starveyors), I coordinated the missions rotation; this was our 4<sup>th</sup> year using LifeWay's VBS material. We are so very grateful for Cindy Lasso who stepped up to coordinate the VBS program. I have continued maintaining background check & mandated reporter training requirements for all children & youth ministry volunteers.

I am incredibly grateful for Kristy Hard who filled in for me over the summer while I was away on family leave! She did a phenomenal job of completing tasks, utilizing the database, communicating with volunteers and families. She has continued working hard in helping to organize the Resource Room and classroom cabinets and sorting curriculum, making things much easier for our volunteers.

On a personal note:

I continue 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 am so very thankful for being granted the privilege of taking a 10-week family leave this past summer as Dan & I welcomed our foster sons, Josh & Jacob, into our hearts and home! It was such a blessing to know that my responsibilities and tasks were in good hands of staff (Robbin, Pastor Dick, & Kristy) and many volunteers who were so willing to serve (and continue to do so), as well as for the elders who made this possible. This was a vital time for us to spend time together and bond as a family.

Our adoption has been quite a journey with many ups and downs, full of heartache and happiness, smiles and tears. Dan & I have grown together as a couple, becoming increasingly thankful for each other's strengths and aware of our weaknesses, while relying on the Lord for wisdom and guidance. While our journey is not what we initially expected or planned, God has shown that His ways are higher and better than what we could have ever imagined.

And so we look forward to becoming a forever family in 2018! The boys' foster care goals were officially changed in November from reunification with their birth mother to finding an adoptive family. We are awaiting our next court date for parental rights to be terminated. While we find ourselves *waiting again* without an actual deadline in sight, we rest in knowing that God is fulfilling His perfect plan – and that He will bring about a beautiful purpose for our boys with a future that is filled with goodness and hope.

We are forever grateful for the children's ministry volunteers, church staff, friends, and family who have loved on our boys and shown them the love of Christ! It has been such a blessing for our boys to learn more about God and the Bible through Sunday School, Awana, and the CEF program at Freemansburg Elementary. We pray every day – and encourage you join us – that Josh and Jacob would trust in Jesus as their Savior and be adopted into God's family!

*"The Lord has done great things for us, and we are filled with joy." – Psalm 126:3*

Respectfully Submitted,  
Rachel Marks  
Kids Crossing Assistant

# Women's Ministry Coordinator—Laura Sommons

## Ministry Staff



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)
- Care Ministry: Dawn Blackton
- Mom to Mom mentors: Lisa Pyles, Laura Sommons
- Team Leader: Alyssa Nye, Cindy Lasso, Lois Favere, Linda Visco, Debbie Flannigan
- Special Events Leader: Linda Visco
- MOPS Coordinators: Courtney Nagy & Jill Rathmell (2016-2017), Amy Hardy & Suzi Hardy (2017-2018)

## Well Fed:

**Bible Studies:** In 2017 we offered a variety of studies to help meet all the different needs of women here and outside the church. It is a joy to lead studies and I am thankful for Vicki Cowley who leads as well.

- Jan-April: Experiencing God/ Hosea
- Jan- April: Sermon on the Mount
- Fall: A Study on 2 Corinthians
- Fall: The Daniel's Prayer 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 16 week course and will finish in May. We have about 12 moms and about 18 children.

## 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. Welcome to the Well gatherings have made a huge impact on the lives of the women of our church. We have seen deeper connections made with one another and have been able to move into each other's lives in a more real way. 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. Vicki Cowley and Linda Visco do an amazing job each month to host this gathering. Here is a list of some of the events we offered this past year:

- January: Welcome to the Well
- February: Welcome to the Well
- March: Welcome to the Well/ Trip to see Anita Renfro
- April: Connecting Breakfast/Welcome to the Well
- May: Game night
- June: Connecting Dessert/ Welcome to the Well
- August: Well Picnic
- September: WELL Breakfast/ Cry Out Simulcast
- October: Welcome to the Well
- November: Welcome to the Well/ Lunch at Laura's for Senior Women
- December: Ladies' Night Out: Christmas Edition (Sparrow Drive Concert)

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

- MOPS: Mothers of Preschoolers meets on the 1<sup>st</sup> and 3<sup>rd</sup> Thursdays of the month.
- Prayer and Share Together: Meets the 2<sup>nd</sup> 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. This year we ended our study in Ruth and began a book study on Friendship called *Sisters on a Journey*, by Jessie Seneca. We currently have 10 women come out on a consistent basis. This past fall Linda Visco began leading this small group in her home.

## 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 that are going through chemotherapy. They blessed women with beautiful hats and prayer shawls. They also made dresses for little children. We are incredibly blessed by this ministry. I know that the members of our congregation who have been hospitalized have really loved receiving these hand-stitched items and they felt very encouraged and loved by them. Meetings are on the 2<sup>nd</sup> Tuesday of each month at the home of Susan Bittner
- 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.
- Care Ministry: This past year we have been more diligent in trying to meet the needs of the hurting in our congregation. We currently have a couple of women, led Dawn Blackton, who navigate the needs of the hurting, elderly, or those who just might need a little extra help. Some of the needs this team meets are as follows: drivers for doctor appointments, meals, grocery shopping assistance, etc. I am so thankful for Dawn Blackton and her willing spirit to help those in need on a moment's notice.

Respectfully Submitted,  
Laura Sommons

## Worship & Youth Assistant—Heather Hunsberger

---

### Ministry Staff



### Worship Ministry

I enjoy supporting this ministry so much in the many administrative needs. And I am also blessed to have the privilege of being a member of the worship team here at Ebenezer. 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.

### Youth Ministry

From January through May while we did not have a youth pastor, we were blessed to have Pastor Mark Evans with us each week to teach lessons at youth group, and we have such a strong group of adult leaders who all worked together to maintain the ministry, pouring their lives into the students. In June, God brought us the Notary family! We are extremely blessed by Pastor Mike and his family. Mike and Jenn and their children have quickly become like family to us. It is a joy getting to know them better and ministering with them. Pastor Mike truly is the Godly shepherd we were praying for. We are so grateful to Mike and Jenn for opening their home to the youth staff for dinners and meetings. They also quickly created a student leadership group that meets regularly in their home. We could not be more grateful to the Lord for bringing Mike and Jenn and their family to Ebenezer! I find joy every day in supporting the youth ministry administratively. It is exciting to organize logistics for our retreats, events, and trips as well as help coordinate details for our weekly youth group meetings. I also have the privilege of being a growth group leader for the senior high school girls! It is a joy to mentor students and help them grow in their relationship with the Lord. We have so many beautiful, vibrant students in our Ebenezer family, it is a joy to be a part of their lives! I'm excited to see all the Lord has in store for our students throughout this next year!

With love and joy for our Lord!  
Heather Hunsberger

# Current Elders and Deacons

## Church Leadership

### Elders and Their Terms:

2016 - 2018	2017 - 2019	2018 - 2020
Shawn Sommons Patrick Barry Dennis Flanagan	Swannie Griffin Kevin Hardy Phil Norris Byron Roth	Scott Holwick Chris Jones Tom Galloway

The following men will serve on our Elder Board in 2018:

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

At the end of 2017 Wayne Batten steeped off of the Elder Board. He had served as an elder at Ebenezer for over 40 years. We are so thankful for his faithfulness of shepherding God's people. He has been a blessing to serve with and we are certainly going to miss his wisdom and partnership.

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

2016 - 2018	2017 - 2019	2018 - 2020
Mark Florentine George Hardy	Kamba Kalubi Andy Meeks Robert Penchick	Rob Christiansen Mark Hardy* Kevin Kritzberger Blake Kuntz

*\* 1 year term (2018 only)*

The following men will serve on our Deacon Board in 2018:

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



# Board of Elders

---

## Church Leadership

*“Pay careful attention to yourselves and to all the flock in which the Holy Spirit has made you overseers, to care for the church of God, which he obtained with his own blood. I know that after my departure fierce wolves will come in among you, not sparing the flock; and from among your own selves will arise men speaking twisted things, to draw away the disciples after them. Therefore be alert.” Acts 20:28-31*

It is a sobering thing to consider that Elders have been made so by the Holy Spirit to care for the Church of God and oversee the ministry. This calling causes all of us to tremble at the significance of our role and the accountability that we will have on that last day when we stand before Jesus, our Savior. We are reminded that the main ministries of the elders are the faithful preaching and teaching of the Word of God and prayer (Acts 6:4). We take these roles very seriously. Following is a list of areas that the Elder board gave strong consideration in 2017:

**Prayer:** Prayer is a vital part of what we do as Elders. Our hearts’ desire is to be dependent upon the power of the Lord and seek His will regarding every issue we face. We also strive to diligently pray for the flock, which the Lord has made us overseers. We spend time each month breaking up into prayer groups and praying for our designated shepherd groups. Big decisions are always bathed in prayer seeking the Lord’s will and not our agenda.

**Spiritual Growth:** We also spend a great deal of time reminding ourselves of what God expects of our character. To that end in 2017 we used Steven Miller’s book on Spurgeon’s Spiritual Leadership to sharpen one another. We covered topics like: prayer, faith, holiness, service, love for the Lord & Word, willingness to suffer, and zeal for proclaiming the Gospel. Each month we discussed these topics to encourage us to continue to grow in godliness and be the best leader we can be for the glory of God and the good of Ebenezer Bible Fellowship Church.

**Finances, Faith & Vision:** There is always a balance of being good stewards with what God has given us and having faith that God will provide for the future vision. With the shortfall of 2016, we were forced to step out in faith with a larger budget, but knew that the Lord would provide. The finances of 2017 have been incredible. In short, Ebenezer was more than 10% over our projected income for the year. The Lord blessed tremendously and our people were faithful in giving. The elders continually keep one eye on our finances and one eye toward the heavens seeking the Lord’s help.

Furthermore, Ebenezer has become the beneficiaries of the Elizabeth Heyer estate. Elizabeth Heyer attended EBFC many years ago when the church was on Main Street. She passed away and named EBFC one of her beneficiaries which will guarantee our ministry at a minimum \$20,000/year. The Elders would like to see this money be used for outreach in the city of Bethlehem, and not used for normal ministry expenses or upkeep of the building.

With this providential windfall the Elders have begun praying that the Lord would give us a vision to reach Bethlehem with the Gospel of Jesus Christ. Recently we have been praying how the Lord would open doors for us to use this money to minister to the “least of these.” A task force has been put together to investigate and pray and cast vision for the future. This vision has the potential to not only include the community known as Lynfield in South Bethlehem, but also other areas. We are not certain what this ministry will look like. However we are convinced that if the vision is focused to reach people in Bethlehem, that our church will be excited to jump on board with the ministry.

**New Leadership:** It is exciting to bring on Mike Notary as our new Youth Pastor. It took us a few months to interview him. The Lord led us to hire him and call him to full time ministry. We certainly miss Mark Culton, but are thankful that the Lord has brought us a man who loves young people and is devoted to teaching the Word of God faithfully. He also has embraced a vision, which encourages the parents to be the main spiritual leaders of the home. For this we are all very thankful. His precious wife and children also warm us. They are such a wonderful addition to our church. We believe that there are great things in store for us with Mike’s leadership.

The LEAD class was also offered this year for potential new elder candidates. We were so blessed with nine men who all have a deep desire to be used to serve the local church. It is amazing to see how the Lord is raising up men who love doctrine, ministry, and people. None of these men were selected this year as candidates, but the current elder board is watching them closely knowing that the Lord will appoint some of them in due time. Some of the candidates are young and need continual growth. But we are excited about the future of the leadership of Ebenezer.

We also voted in a new Treasurer this year. We divided responsibilities and refocused the Treasurer position to finances only. Many of the other duties were given to the Finance Committee, namely the chairman, Byron Roth. We are very thankful for Joe Meier who stepped in as Treasurer to fill Andy Brimer's shoes.

**Logistics, Property & Vision:** This year the Elders decided to make some logistical changes. We moved the time of the first service from 8:45 to 8:30 am. While fifteen minutes doesn't seem like much, it fits into our vision providing more time between services for our people to fellowship with one another. We felt like friendliness and warmth and fellowship has been lacking. We hope that this change will help our people be a little more engaged with one another.

Furthermore, the Elders approved a great deal of spending this year. We approved spending for the HVAC over the sanctuary, new lighting in the sanctuary, and a small parking lot project. All of these projects were necessary to continue fulfilling our vision at Ebenezer. Furthermore, we hope that there will be a remodeling of the foyer in days to come that will open up a place where our people can fellowship with one another on a more intimate level.

One other logistical change we made this year involved corporate prayer. We decided it was necessary to incorporate prayer into our Sunday morning services for our missionaries. We now devote about 5-10 minutes every-other Sunday for selected missionaries. While it may be awkward for newcomers or those who are not accustomed to praying, we believe that prayer is the powerhouse of ministry. Every-other week we break up and pray in groups for our missionaries.

**Ministry Health Evaluation:** In 2017, the Elders determined to do ministry evaluation. Each month at our meetings we evaluated the following: Evangelism ministry, assimilation ministry, missions, senior fellowship, welcome ministry, & adult electives. We spent time praying and evaluating the effectiveness of these ministries providing input to the leader.

**Caring & Shepherding:** Overseeing our flock is most important. We, as elders, encourage one another to take seriously each individual who attends our church. Every elder is given a list of members & regular attendees, who they are asked to pray for, encourage, and contact on a regular basis.

**Security:** In light of the wicked events of 2017 in church settings across our country, the Elders asked the Deacons to review our security policy and present a plan for 2018. While we believe that God is sovereign and that our church doors should be open to all people, we do want to be wise and provide a safe place for our people to worship. A new security plan will be evaluated and implemented in 2018.

**Meetings:** The following congregational meetings were held:

Annual Congregational Meeting – January 29  
Semi-Annual Congregational Meeting – July 30  
Congregational Budget Meeting – December 10

**Goodbyes:** It is always sad to say goodbye to those we love and appreciate. Wayne Batten felt led by the Lord to not renew his eldership for another term and so he formally retired from eldership at the end of 2017. Wayne has been an elder for 40+ years serving Ebenezer Bible Fellowship Church faithfully. We are truly going to miss his fellowship, his wisdom and partnership in the ministry. We pray that the Lord will continue to bless him and his family. We know that Wayne will continually be seen serving the Lord at Ebenezer. We know that we will be able to lean on his wisdom if needed.

It is a joy to serve as the chairman of our elder board. I'm honored to serve alongside such godly men who love the ministry at Ebenezer. It is our hope that 2018 will be a joy-filled year with great fruit. Our hearts are continually in prayer seeking the Lord's will and the Lord's provision. Please pray for your elders. Please submit to your elders. While we are not perfect men, we are a board of men striving to lead you in a Christ honoring way. It is our hearts' desire that the Word of God be supreme at Ebenezer, and that the people at EBFC be holy, loving and genuine in their walk with Christ.

Serving Christ,  
Pastor Tim Gibson  
Elder Board Chairman



# Board of Deacons

---

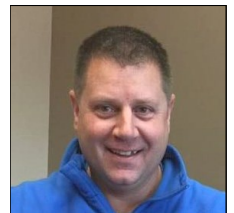
## Church Leadership

The deacon board would like to ask for your continued prayers as we serve the people of Ebenezer in our many areas of responsibility. Even with the addition of some new deacons this year we are still shorthanded. The men have been working tirelessly to meet the needs of the church. This past year we have gone through a study called “Not a Fan” and it has been an uplifting study in regards to transforming our minds to be 100% followers of Christ and not just fans. We encourage others in the church to read this book.

Deacons are responsible for the following areas of ministry: activities/sports, benevolence, caregivers, church-school liaison, community concerns, counting offering, ordinances (communion & baptisms), property, crisis management, church vehicles, and ushers. The deacons meet on the second 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.

Lastly, we have many jobs that need to be done but lack the volunteers to assist us in completing them. If you feel like God is calling you to serve we would gladly appreciate any time that you could give. Please reach out to any of us on the deacon board if you feel led.

For His Glory,  
Kevin Kritzberger,  
Chairman



# Activities Committee

---

## 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.

This year we are thankful for the addition of Karris Pennington and Anmarie Jones to the committee. Their fresh ideas have been a blessing. We are eager to implement some new events this coming year.

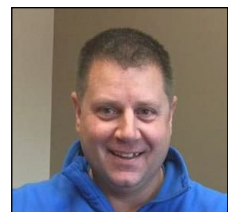
On the sports end of this committee we have an organized softball team and a dart baseball team. This year we have continued our partnership with Athletes for the Cross through kid’s soccer and basketball programs. We saw as many as 100 kids participate and about a third of them were from the community. The ladies ZUMBA fitness classes have been officially phased out and we have launched 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, Judy Seyfried, Rob Christiansen, Sharon Kritzberger, Karris Pennington, Anmarie Jones

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 2017:

In 2017 we had 8 classes, with two of them being an “extended” offerings. We have also brought on four new teachers Chris Jones, Mike Hard, Dan Marks and Matthew Zmarzley. These have been valuable and already are involved in teaching various classes.

Spring 2017 Jan 8—April 30	Summer 2017 May 21—Aug 27	Fall 2017 Sept 17—Dec 17
Matthew Minor Prophets Ezra/Nehemiah	Revelation Part 1 1 Cor 13, “A Look at Love”	Romans Part 1 Revelation Part 2 How to Study the Bible

### Planning 2018:

As we go into 2018 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 2018:

- 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.

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, Mike Hard, Chris Jones, Joe Maddock, Dan Marks, Phil Norris, Mat Zmarzley.

In His Service,  
Richard Mastronardo,  
Leader of Adult Electives



# Benevolence

---

## Deacon Ministry

Because of the generous giving and support of the Ebenezer church family, having contributed \$23,626.20 in 2017, the Benevolence Fund was able to financially assist numerous individuals and families, both member/attendees and non-attendees, this past year. In addition, financial counseling was provided and encouraged for those in need of this service.

Ebenezer Bible Fellowship Church's benevolence fund was able to distribute \$19,032.30 to assist with necessities such as rent, utilities, food, disaster relief and international medical assistance. A large portion of this assistance was in the form of grocery gift cards to lighten the load of food expense. At the end of 2017 the benevolence fund balance was \$13,340.15.

My thanks and appreciation to committee members Kevin Kritzberger, Steve McDaniel, Mark Dammeyer, Keith Beyer and Diann McDaniel. I offer special thanks to Kevin and Steve whose jobs at the church allow them to attend to benevolence requests "received during weekdays. Much of this responsibility falls on their shoulders and it is recognized and appreciated. This dedicated committee strives to follow biblical mandates such as Deuteronomy 15:11 "For there will never cease to be poor in the land. Therefore I command you, you shall open wide your hand to your brother, to the needy and to the poor, in your land."

Respectfully Submitted,  
Robert Penchick,  
Chairman



# Caregivers

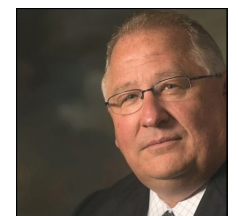
---

## Deacon Ministry

The Caregivers ministry strives to serve widows, widowers, single parents, and other individuals with short term or long term needs within our church family. The ministry is challenged with both uncovering needs within the congregation and then rallying resources to meet the needs, which range from planned visitations, household repairs & maintenance, assistance with residential moving, snow removal and yard maintenance to consulting in daunting decisions our members face.

Requests to serve congregants originate with referrals from pastors and office staff, Kinship leaders, family members, and fellow church members. We encourage all church members to be sensitive to needs around them and to reach out to the Caregivers team as partners in meeting needs. Please consider your role in being the eyes and ears of the Caregivers ministry as well as your role in being the hands and feet of service of to your fellow congregants.

Respectfully Submitted,  
Mark Dammeyer



# Children's Ministry: Kids Crossing

## Discipleship Ministry

### Awana:

We are in our fifth 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 (September-May) from 6:30-8:00 pm. The program is available for children ages 3 through 5th grade. We average 50-60 kids each week in AWANA, and God has provided us with approximately 30 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 2,000 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 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 8 through April 30, 2017.

This year saw an increase in the number of participants in the program. 22 children successfully completed the Bible Memory Program. The children were able to choose from a Hackman's gift card, a Christianbook.com gift card or a partial camp scholarship for their award. 2 of the children chose the \$35 Hackman's gift card as their award. 9 of the children chose the \$35 Christianbook.com gift card. 1 chose the \$70 camp scholarship to Explorer Girls' Camp and 10 chose the \$70 camp scholarship to Victory Valley Camp. 9 of the children participating earned an extra bonus (\$10 gift card for Hackman's or Christianbook.com) by memorizing the books of the Bible and reciting them to us. With the upcoming closing of Hackman's Bible Book Store, we will no longer be able to offer that option as an award for the program.

The program ministered to 12 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. 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!

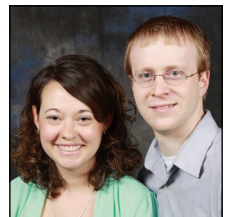
Respectfully Submitted,  
Rachel Marks  
Children's Church Coordinator, Kids Crossing Assistant

## 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. This past summer, we had a modified schedule for each month so that volunteers had more flexibility and time off to spend with family.

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 also send out a weekly email update with the lesson summary so that families can talk about the lesson together. 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:

It has been a pleasure and a blessing to serve as the Early Childhood Coordinator in the past year. It is exciting to see the Lord working in the hearts of these precious 2 and 3 year-olds as we spend time in prayer, scripture reading, memorizing verses and worship in singing!

It's also exciting to see all three of our classes growing as the Lord is sending more little ones to us. We've had 10 or more in the past several weeks.

I thank the Lord for dedicated, faithful volunteers who serve in this department. He has blessed us with more volunteers this past year. We welcome Jillian Sams and Jody Marsh on our permanent rotation and Jenn Notary and Jenna Lichtenwalner on our substitute list. I am so thankful for all the ladies that teach, help and substitute and for their commitment to serving in this department. They are a blessing to me and to our children!

As our classes are growing, we are always looking for more helpers (permanent or substitute volunteers). Please consider being a blessing to these precious little ones and their family. You will be truly blessed in return!

In His Service,  
Debbi Flanagan, Early Childhood Coordinator

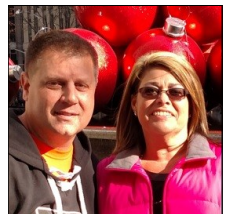


## Nursery:

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

---

## Deacon Ministry

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

### Security

Providing a safe and secure place for Ebenezer Bible Fellowship Church to pursue its purpose - "to worship God with our whole heart; build believers with the Word of God; and reach the lost with the Good News," continues to be the mission of the Security team. God continues to bless Ebenezer Bible Fellowship with members willing to use their gifts and training to accomplish this mission. There is currently a Security presence each Sunday that works alongside the Usher team. Members of the congregation are encouraged to report any suspicious activity to a member of the Usher team or to a ministry leader.

### Fire/Safety

Ebenezer Bible Fellowship Church continues to work closely with Bethlehem Township regarding compliance with fire safety policies. As a result, the church has again received a good rating by the Township.

### Medical

First Aid Stations are 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. The congregation is encouraged to report any medical emergency to the Usher team and to call 911.

Respectfully Submitted,  
Andy Meeks  
Chairman





### Reaching Arms for the Gospel

We continue to be blessed by faithful preaching from the pulpit with a consistent emphasis regarding our responsibility as believers to proclaim the gospel to those who are lost. In 2017 we continued to ensure materials were available to aid church members in their individual evangelistic efforts, i.e. tracts, Gospel of John books, DVDs, and prayer cards. In addition, to encourage individual outreach, the 318 Team established monthly evangelism meetings and were consistently held during the fourth quarter of the year. These meetings are intended to be a source of individual encouragement, an opportunity for personal testimony, prayer, and a short devotional is given. Corporate and individual evangelism opportunities for the month are also discussed. These monthly meetings have been faithfully led by Matt Zmarzley and participation is growing!

### Community Outreach

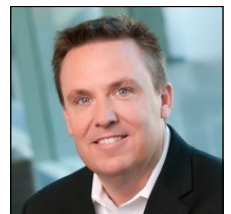
We have continued to have an effective presence in the Lynnfield community under the faithful leadership of the Carlstrom family. Light in the City, a VBS program at Lynnfield, was successfully held in July and other community outreach including after school programming and Bible study has continued in 2017. We are very thankful for Tom and Shelly along with Pastors Dick, Jeremy, and Mike who have committed to a presence in the Lynfield community. Pastor Dick has established a ministry team and the team is continuing to pray, brainstorm, and ask God to direct our ministry efforts in the South Bethlehem community. In 2017 we also continued to advertise to the community to create awareness in our local area regarding services and ministry opportunities available at Ebenezer. We invested in local mailings prior to Easter and Christmas services as this is a seasonal time where unchurched people are often seeking opportunities to attend church services. Once again I want to offer praises to God for a faithful group of people who are committed to going out as a team to reach the lost throughout the year. Matt Edmunds continues to lead teams to Staten Island for open air preaching and evangelizing on the Staten Island Ferry. Steve Leaser again organized a program for “in-home” outreach programming through Harvest America. Additionally, members from the 318 Evangelism Team periodically walked the streets of downtown Bethlehem and Allentown handing out tracts and evangelizing. If this is something you’d be interested in doing, please attend one of the monthly 318 Evangelism Meetings for more information.

### Outreach Abroad

In 2017 I had the privilege to lead an intergenerational team from Ebenezer to Consuelo, Dominican Republic for a short-term mission trip. We participated in worship, home visits for prayer and evangelism, worked on a construction project and ministered to 200+ children daily at a Kid’s Club Bible program.

In 2018 Pastor Tim will be overseeing our 318 Evangelism Ministry as I transition to my new responsibilities as Chairman of the Pastoral Relations Committee.

Respectfully Submitted,  
Patrick Barry  
Evangelism Chairman



# 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 Bible Fellowship Church. Kinship groups provide smaller informal gatherings for growing in our faith, and spending time in fellowship with one another. 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 2017, the Lord has continued to bless and move this program forward in such a powerful way. Efforts were focused this past year around the key areas below:

- To update the Kinship Group Brochure
- To inform the congregation about the Kinship Group Ministry through various means in August, and to assimilate all those interested into appropriate groups
- To raise up new Kinship group shepherds/leaders, as needed
- To develop more Kinship group shepherds/leaders from within existing groups
- To assist current shepherds/leaders by meeting one-on-one with them, as needed

The Lord blessed the program with increased Kinship leadership and more small groups. Four new leaders were added, Mike Coldren, Nate Gore, Mike Hard, and Laszlo Onody, along with three new Kinship groups. The groups assimilated over 30 "new" adults and children over this past year. As is always the case, a number of people left groups due to various reasons (life changes, moving away, death, etc.). The challenges that presented in 2017 were met with more leadership, additional groups, and increased participation! We praise the Lord for His provisions! Amen!! Below are some key facts about our 2017 Kinship groups:

### 1) List of Kinship Shepherds/Co-shepherds (meeting location in the Lehigh Valley)

Wayne Batten (Bethlehem)  
Pastor Dick Bickings/Rich Mastronardo (Bethlehem area)  
Andy Brimer/Dan Hutchinson (Bethlehem - Bethlehem Township)  
Mike Coldren (Easton - Forks Township)  
Dennis Flanagan (Bethlehem and Hanoverville)  
Tom Gallaway (Bethlehem area)  
Pastor Tim Gibson (Nazareth)  
Bob Gill (Bethlehem)  
Nate Gore (Bethlehem)  
Mike Hard (Bethlehem)

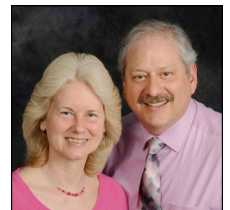
Kevin Hardy (Bethlehem - Lower Nazareth Township)  
Chris Jones/Kevin Gasho (Bethlehem)  
John Mead (Bethlehem - Ebenezer Bible Fellowship Church)  
Laszlo Onoly (Bethlehem)  
Bob Penchick (Bethlehem)  
Byron Roth (Bethlehem)  
Bob Smith (Easton area)  
Shawn Sommons (Bethlehem)  
Matt Zmarzley (Whitehall)

2) Currently there are: 19 total Kinship groups (3 new groups added) · 8 groups with children/11 groups without children · Total of 285 people in groups (213 adults and 72 children) · Breakdown average: à 11 adults per Kinship group à 9 children per Kinship group with children.

Plans moving forward in 2018 will focus on refreshing the foyer Kinship bulletin board, increasing Kinship Ministry awareness throughout the congregation, updating the "Small Group Shepherd/Leader Ministry Description" and "Kinship Resource List," and distributing these documents to all shepherds before fall.

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

Respectfully Submitted,  
Bob and Laurie Gill



# Liaison - Church/School

---

## 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 Ebenezer Bible Fellowship Church and Bethlehem Christian School; and to expose members of the church to the opportunity of a Christ-centered education, here at our own facility.

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.

The 2017-2018 enrollments in preschool through 8<sup>th</sup> grade are less than previous years. 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 4<sup>th</sup> graders transition and enroll into 5<sup>th</sup> grade (Calvary campus).

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

---

## Discipleship Ministry

The Growth Garden Library is a wonderful and underutilized resource for our church family. We are open and available every Sunday (with exception of Christmas and Easter). The library materials 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, read and processed lots of new and current material. We stock thousands of fiction and non-fiction books for both adults and kids. Many books are also read to ensure they are appropriate to our values.

2017 saw the implementation of our computerized checkout system for all patrons who use the library. All have been cooperative and patient with our morning volunteers as they all learn and adjust to using the new system. We are looking forward to seeing all this system has to offer.

2017 also, 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 staff members who contributed to the program by suggesting their favorite reads. The Summer Reading Program saw tremendous participation from the children in 2017, and the winner gets to recommend their favorite books in each of the Recommended Reading months! We had over 20 kids sign up and over 35 entries for our grand prize drawing.

We also started a "Library Recommendation" section in the church's weekly bulletin and newsletter by Ann Greenzweig. Check it out at the end of the announcement page. You never know what you may find: kids book, adult fiction/non-fiction or video.

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; Ann Greenzweig, Sarah Hardy, Lois Batten, Beth Smith, Jessica Donnelly, Patti Gallagher, Deb Griffin, Barbara Ruppert, Barbara Tinker, Ian Thompson, Heather Thompson, or Jacque Prebula.

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

The Lord blessed in 2017. We performed 3 membership classes. We added 16 members to the flock this year. Following is a summary:

- 420 Members as of 12/31/16
- 364 Members as of 12/31/17
- 545 Average Sunday Attendance for 2017 (including children)

During 2017:

- 16 Members Added
- 56 Members Dropped (death, moved, transferred to another church, church discipline, or no attendance for over a year)
- 18 Baptisms
- 2 Child Dedications
- 11 Weddings: Abed & Devyn Sanchez, Craig & Tammy Ward, Robert & Hannah Etherington, Tim & Liz James, Ben & Leila Jefferis, Kerry & Tracey Hickok, Ray & Carrie Pierre, Jake & Allie Wright, Kevin & Liz Biondolillo, Jonathan & Veronica Horvath, Rick & Nancy Smith
- 9 Funerals: Joyce Achey\*, Norman Failla, Harold Kline\*, Stephen Ruppert\*, Loretta Salabsky\*, Maisie Sandwick\*, Walter Smock\*, Oletha Stickler\*, Hilda Transue\*. (\*Member) Others: Eric Drych, Robert Kern, Marilyn Nye, Frank Pinho
- 507 First-Time Visitors
- 182 Visitor Letters Sent

This brings our membership total to 364 at the end of 2017. This is a drop in 56 members for the year. Loss in membership is mainly due to deaths (9), church discipline (4), moved away (7), transferred to another church (7), or delinquent members who have not responded to encouragement to return to worship (29). This is just indicative of life issues. It is disappointing however, that several have drifted away from the Lord. We continue to pray for them to return to fellowship with the Lord's people and a desire to live their lives for the glory of God.

In 2016, we instituted a process whereby we evaluate members who do not attend faithfully. The Elder board is very concerned about these members and we do everything in our power to contact them and encourage them to return to worship. While we do not believe attending worship is necessary for salvation, it is certainly an indication of the spiritual condition of an individual's heart. Lack of attendance may be an indication that hearts are being led away from a pure devotion to Christ. Once these members are delinquent for 6 months they are presented to the congregation on a formal Care List. This happens two times a year, once in January and once in July. The congregation is encouraged to go after these individuals. If the delinquent members do not respond then they are removed from the membership by church vote after being absent for a year. We believe this process is in accordance with the teaching of our Lord in Matthew 18. We continue to pray for everyone who has left our fellowship. Some have moved away for good reasons. Some have left to go to other good Bible believing churches. But our main concern is for those who are not attending anywhere and it is apparent that their hearts have grown cold toward the Lord and His Church.

Church discipline was performed on a few members this year. It is difficult to do but we believe that discipline is the most loving thing we can do. Just as our heavenly Father disciplines His children, so the Church is required to discipline members who refuse to repent from sin clearly delineated in Scripture. Most of the discipline procedures were simply the dropping of delinquent members.

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 with whom to keep in contact. It is our hearts' 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

---

## 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 2017:
  - ◇ Tuesday evenings/Saturday mornings – "The Bethel Series" (for men & women), taught by Jason Lee (January-April), and Dick Bickings (October-November).
  - ◇ 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 begin with a passage of scripture (usually the Psalms), and use 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. The worship time was led by, Dan Hutchinson or Randy Shelly. The theme of this year's teaching time was entitled "Me? A Spiritual Leader?" which looked at four ways that scripture defined Spiritual Leadership, "the **command** to lead," "the **consequence** of not leading," "the **characteristics** of a Spiritual leader," and "the **courage** of a Spiritual leader."
- 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



# Mercy Ministry

---

## 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 is a ministry to our shut-in seniors. We make sure that the senior saints' spiritual and physical needs are being met, through visits, cards, and calls. I am very thankful that there are several people on this ministry team who help on a regular basis. The helpers and shut-ins are prayed for regularly.

We maintain an updated list of shut-ins and encourage our church family and kindship groups to reach out and connect with these shut-in saints. Anyone interested in helping, please contact me.

Respectfully Submitted,  
Dennis Flanagan



# Ministry Assimilation

---

## Elder Ministry

*“And He gave some as apostles, and some as prophets, and some as evangelists, and some as pastors and teachers, for the equipping of the saints for the work of service, to the building up of the body of Christ from whom the whole body, being fitted and held together by that which every joint supplies, according to the proper working of each individual part, causes the growth of the body for the building up of itself in love.” **Ephesians 4: 11-12, 16***

Finding our place of service should not be a difficult process but one of joy and excitement! God’s word is clear and serving is a command for every believer as they step out in faith. It is a blessing to be continually reminded that the Lord is faithful in building us up as a body in Christ for the work of service for His glory! **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. This is the emphasis which is evident in Paul’s teaching in Ephesians 4.

It was such a blessing to work through this biblical view of servanthood throughout the year with brothers and sisters in Christ!

We went through the Saved to Serve class twice this year – in the spring and again in the fall on Wednesday nights. We were blessed to work with over a dozen individuals, many of whom, are already faithfully serving. My only disappointment is that I would have loved to meet with more of our new members. Please pray that more would come forward and desire to work through this process.

A recap on what the Saved to Serve process entails:

- 1) The 3-part class 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!*

In addition to the formal class times, I have been blessed to work through this process one-on-one with individuals throughout the year. Another blessing was having the opportunity to begin working with ministry leaders on specific ministry health and evaluating the assimilation process within those ministries. I’ve really appreciated the honest perspectives and insight of various leaders and fellow members of Ebenezer in regards to serving and the assimilation process.

Some goals for 2018:

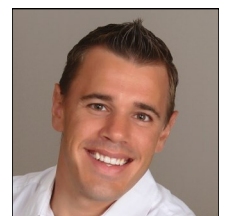
- 1) Continue to be available at Ebenezer on Wednesday nights to teach Saved to Serve and also seek opportunities to disciple individuals in the area of biblical servanthood – particularly those members who are not actively serving in the body.
- 2) Continue to connect and follow-up with previous participants to check-in with and encourage them as they seek to be faithful in serving.
- 3) Meet with more ministry leaders to evaluate the health of the various ministries and the specific needs they may have.
- 4) Schedule regular times to meet with the ministry assimilation team to discuss how to be most effective in encouraging faithful service within the local body.
- 5) Develop a strategy to encourage more opportunities for group serve dates.

In closing, I want to encourage each of you to consider these questions: What are the things that God has laid His hands on you to do? When is the last time you examined how the Lord is leading you to serve in the local body? Are you serving sacrificially for His glory and building up the body? *“But be doers of the word, and not hearers only, deceiving yourselves.” **James 1:22***

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 effectively equipping and spurring on our local church body to do ministry.

Thanks to, Andy Brimer, Jacque' Prebula, and Kristie Hard for their willingness to serve on the team.

In His Service,  
Kevin Hardy



# Missions Committee

Elder Ministry

## Committee Members:

Swannie Griffin, Chairman	Doug Chen
Wayne Batten	Shelley Penchick
Betsy Calwonsen	Karen Coldren
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.

## 2017 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
Istrate, Daniel and Ana, Yugoslavian Evangelistic Society, Romania	4,800.00
Knaub, Kimberly – Africa Inland Mission, Tanzania	4,800.00
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
Weinhofer, Colby and Theresa – Pioneers, Japan	1,800.00
Widman, Scott and Joanna – BCM, Northern Ireland	3,000.00
Ziegenfuss, Carrie – Africa Inland Mission, Tanzania (left the field in June)	3,600.00
Zikanovi, Ondra and Melissa – TEAM, Czech Republic	1,200.00

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

Church Extension Ministries	35,000.00
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)	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	1,200.00
Whylings, Max & Jen – Haycock Camping Ministries	1,800.00



Missions Giving through Faith Promise:

Marc & Elizabeth Hoyle – BCM International, support .....	1,800.00
Dan & Candace Trafford - DiscipleMakers, support .....	1,800.00
Max & Jen Whylings - Haycock Camping Ministries, support .....	1,200.00
Matthew & Erin Kay – CRU, Lehigh Valley, support .....	1,800.00
Church Extension Ministries, Fork Twp. for projector screen .....	500.00
Church Extension Ministries, Cape May Courthouse for heating system .....	2,500.00
Church Extension Ministries, Naples, FL for undersupport .....	2,000.00
Truth for Women – furniture for Truth Home .....	1,046.73
Matthew Reyes, summer missions trip .....	500.00
Elijah Beebe, Word of Life summer missions trip .....	250.00
Beth Smith – summer missions, Partners in Evangelism, Russia .....	500.00
Seth Miller – summer mission trip to Belize with Hope Community Church .....	250.00
CEDCAS – Costa Rica (Lillian Solt) - Chicks and Bibles Project .....	2,000.00
Church Extension Ministries, Jason Filbert, Naples, FL hurricane relief .....	3,000.00
Bright Hope – 2 seats for Ebenezer representatives at annual gala .....	100.00
CEDCAS – Costa Rica (Lillian Solt) hurricane relief .....	2,000.00
Samaritan's Purse – hurricane relief .....	2,000.00
Texas Relief Aid Trip (NCC Christian Fellowship Club) .....	500.00

Missions Giving through Miracle Month:

- 2016 Miracle Month offerings of \$20,963.27 were given in the months of December 2016 and January 2017, then distributed in January 2017 with an additional \$6,046.73 added from Faith Promise.
- 2017 Miracle Month offerings of \$23,028.07 were given in December 2017 as encouragement gifts (\$500/missionary we support). \$15,500.00 was distributed in 2017; the rest will be distributed in 2018.

Missions Emphasis 2017 – March 5-12 “Viewing the World from our Backyard”

**March 5**

Morning Worship Services – Matt Shackleford, Sr. Pastor, Grace Bible Church  
Combined Adult Elective – Tanzania Project – Luke Raughley, World Impact, Newark, NJ  
Combined Class for High & Middle School – Dan Trafford, DiscipleMakers  
Combined Class for Grades 1-5 – Max & Jen Whylings, Haycock Camping Ministries  
Evening – International Potluck Dinner with Tim Zuck, BFC Church Planter, Forks Township

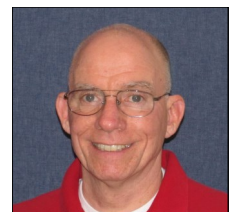
**March 12**

Morning Worship Services – David Riddell - Director, World Team  
Combined Adult Elective – Tanzania Project: Kim Knaub & Carrie Ziegenfuss  
Combined Class for High & Middle School – Pat & Carol Barry, Dominican Republic Team  
Combined Class for Grades 1-5 – Beth Smith, Russian Short-Term Mission Trip

Missions Special Speakers 2017 (in addition to Missions Emphasis)

June 25 – Combined Adult Elective - Messicks  
July 2 – Combined Adult Elective - Bright Hope  
August 27 – Morning Worship Services – Daniel Istrate  
October 15 – Combined Adult Elective – Short-Term Mission Trip Presentation  
October 15 – Luncheon – Scott Widman

Respectfully submitted  
Swannie Griffin,  
Chairman of the Missions Committee





# MOPS: Mothers of Preschoolers

---

## Women's Ministry

"Free Indeed!" has been the theme of MOPs (Mothers of Preschoolers)/MomsNext this year and a joy to celebrate and unpack as we more deeply discover who Christ is, why He came and the amazing freedom we are beyond blessed to receive because of His sacrifice on the cross.

*And he came to Nazareth, where he had been brought up. And as was his custom he went to the synagogue on the Sabbath day, and he stood up to read. And the scroll of the prophet Isaiah was given to him. He unrolled the scroll and found the place where it was written, "The Spirit of the Lord is upon me, because he has anointed me to proclaim good news to the poor. He has sent me to proclaim liberty to the captives and recovering of sight to the blind, to set at liberty those who are oppressed, to proclaim the year of the Lord's favor." – Luke 4:16-19*

We started the year with our annual kick-off at Louise Moore Park in September and continue to meet at the church on the 1<sup>st</sup> and 3<sup>rd</sup> Thursdays of each month. We strive to make MOPs/MomsNext a welcome place for any mother to come and find a glimpse of God's love, sweet friendship, good food and a break while the kids are being lovingly taken care of by our amazing Moppets workers.

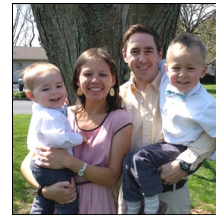
This year we have been blessed to minister to 36 women, 10 of which serve as Discussion Group Leaders and Assistant Discussion Group Leaders, and their 63 children. We are blessed by our 5 mentor moms and 17 Moppets (childcare) workers. Our steering team includes Amy and Suzi Hardy (co-coordinators) Laura Sommons (oversight/support), Lisa Pyles (head mentor mom), Courtney Nagy (treasurer), Ashley Gottier (discussion groups), Jess Donnelly (publicity), Amanda Cook (service), Mary Baker (hospitality), Mary and Faith Baker (Moppets), Lindsay Harkins (creative activities).

Some of the highlights of the year include encouragement and advice on bringing children up in Christ, tips on how to keep life simple and organized to better prioritize God and family in our lives, and a delicious Christmas banquet with a sweet time of worship. We look forward to presentations on keeping God as the center of our marriages, VAST on human trafficking in the Lehigh Valley, medical advice from a panel of nurses and how to courageously share our faith in our families and social circles.

At each gathering many women donate gently used items to our "Blessings Table" that can be used to fill the needs of the women attending, a local family in Easton, Children's Home of Easton, and American Family Services. Outside of this, our service project this year will be to support the efforts of VAST and their new office.

Amy and Suzi have felt very blessed to be called by God to help lead this group this year and are excited to see God work as He continually guides them and the Steering Team in topics and materials to be shared with the group.

Respectfully Submitted,  
Suzi and Amy Hardy  
Co-Coordinators



# Pastoral Relations Committee (PRC)

---

## Elder Ministry

Early in the year the PRC was active in working with Mike Notary to complete the details of calling and hiring him as our Youth Pastor. In late summer the PRC worked with Rachael Marks to adjust her hours and job description to be compatible with her new role as a mother of two foster children. In the fall the PRC oversaw reviews with all four of our pastors for the purpose of encouraging and equipping each for his respective ministry. The adequacy of their compensation was also discussed. Toward the end of the year the PRC also gave input to the finance committee on proposed salary and compensation line item changes as a part of the 2018 budget formation process.

It has been an active year for the PRC and we are encouraged to report that our staff is unified in its efforts to lead and minister at Ebenezer Bible Fellowship Church and all are positive about their role on the ministry team and relationships with the congregation.

Pastoral Relations Committee: Shawn Sommons, Dennis Flanagan, Byron Roth, Wayne Batten  
[Note that in 2018, Pat Barry is the new PRC Chairman, and Wayne Batten has stepped off of the PRC.]

Sincerely,  
Wayne Batten, Chairman



# Property Committee

---

## Deacon Ministry

Property committee members: George Hardy, Kevin Kritzberger, Otis Powell, and Wayne Batten

### Some of the projects completed this year were:

- Driveway was widened and curbing was added on the right side, the large cracked areas in the main parking lot were repaired, and some of the storm drain areas were repaired.
- Replaced 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. These areas were refilled and seeded or mulched where needed.
- Replaced the roof outside the sound room, three of the rooftop HVAC units for the sanctuary and office wing, and relocated and replaced one of the bathroom exhaust fans.
- The stage lighting in the sanctuary was replaced with a new long lasting LED system.
- The sound system in the Fellowship hall was replaced and upgraded.
- The parsonage was repaired and renovated to increase its value for the proposed sale. The interior was painted throughout, some exterior painting was done, all the flooring was replaced, all electrical outlets and switches were replaced. The light fixtures in the dining room, kitchen, all bathrooms, front room and rear exterior were replaced. The bathrooms were updated with new vanities, counter tops and mirrors. The front door was replaced. The basement staircase was enclosed and all electric was brought up to code. All smoke and carbon monoxide detectors were replaced and an occupancy permit was obtained from Bethlehem township. Yard was cleaned up, mulched and lawn reseeded where needed, rain gutters were cleaned out and repaired. I would like to give a special thank you to all the volunteers who helped with these repairs and renovations.

### 2018 capital projects may include:

- Replace the stove/range in the kitchen.
- Hot seal cracks, seal-coat the entire parking lot and driveway and repaint all the lines.
- Replace the lighting in the sanctuary, foyer, and fellowship hall.
- Replace the flooring in the lobby and foyer area.

### Future Capital projects may include:

- Replace HVAC units for the foyer, rooms 12-14 and BCS hallway
- Replace windows in the South Fellowship hall
- Replace both church signs.
- Replace the Fellowship hall roofing panels and shingles 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.
- Expand the parking lot when needed due to growth.

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 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 2018.

Respectfully submitted,  
George Hardy  
Property Committee Chairman



# Senior Fellowship

## Discipleship Ministry

Senior Fellowship is a ministry that seeks to disciple senior adults 55+ through:

- Worship – attend, participate, or sponsor worship events in our local church and in our denomination
- Fellowship – meet together to eat, study God’s Word, pray, and share together in the issues that affect us
- Service – become involved in various ministries within the church and our community

Senior Fellowship seeks to activate the seniors in our local church to:

- Use our spiritual gifts to grow this local body of believers
- Use our years of wisdom and walk with the Lord to mentor younger men and women
- Interact inter-generationally to do various service projects that promote the love of Christ

Our regular monthly meetings included the following:

- Time of fellowship while we eat our bag lunch and share desserts
- Devotional time led by John, Phil or one of the seniors
- Sharing prayer requests and prayer
- Special features:
  - ◇ January: Slide/tape on Jerusalem
  - ◇ February: DVD on Amy Carmichael
  - ◇ March: Slide/tape on Petra
  - ◇ April: DVD on John Bunyan
  - ◇ May: trip to Sight and Sound in Lancaster
  - ◇ June: packed bags for VBS
  - ◇ September: DVD on Jim Elliot
  - ◇ October: Slides on Historical Geography of Israel
  - ◇ November: DVD on Augustine
  - ◇ December: trip to Pinebrook Christmas Banquet
- Attendance varied from nine to seventeen and those who attend seem to enjoy the fellowship with one another.

Outings Included:

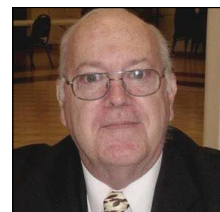
- In May we went to Shady Maple and Sight and Sound Theater to see “Jonah.” Eighteen seniors went including three from another church.
- We went to Hymn Sings at Pinebrook in April, May, June, September, October and November. Eight to sixteen attended these hymn sings and enjoyed singing the old hymns and great luncheons provided by the Pinebrook staff.
- In December the seniors went to the Pinebrook Christmas Banquet which featured trumpeter Bruce Heffner and a dramatic presentation of Scripture by Piercing Word. Nine attended and had a great time of fellowship and a great meal on a snowy day.

Seniors have helped with the following ministries:

- Seniors collected clothing for Kosovo
- Several seniors are involved in ministering to shut-ins
- Helping with VBS by packing bags (June 16)
- Operation Christmas Child: helped to pack boxes
- Seniors are involved in various ministries of the church

On Thursday, January 25 we again plan to meet in Room 20, 12:00-2:00pm. We will bring sack lunches, and beverages & desserts will be provided. 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,  
Co-Leaders



# Support Groups

---

## Elder Ministry

The GriefShare support group was offered again this past fall and consisted of 4 participants, all of whom attend Ebenezer. 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. Once again each attendee was blessed and helped by going through the program, which also includes invaluable small group discussion and sharing. The program clearly presents the gospel on a couple of occasions and it encourages participants to find healing at the cross. We will offer GriefShare again in the fall of 2018. I am considering offering DivorceCare in 2018, possibly in late winter into spring. It is 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 times of need. Please pray for us this year as we do this important ministry. Thank you and God bless!

In His Service,  
Shawn Sommons



# Transportation Committee

---

## Deacon Ministry

Number of trips (use frequency) of the church vehicles in 2017 was slightly less than in 2016; the number of rental vans required in 2017 increased slightly, due to a weekend retreat which had high attendance. 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]:**

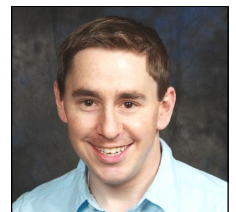
- January: While in for diagnosis of an inoperative parking brake, Mavis Discount Tire (Nazareth) found rear brake rotors and shoes/pads rusted and deteriorated, as well as one of the rear calipers failing to completely release or fully compress. I also noted what sounded like the serpentine belt intermittently squealing; Mavis inspected and found the serpentine belt to be dry rotting. As a result of the significant labor associated with dual rear wheel brake maintenance, it was decided to replace both calipers as well as the other parts which were unserviceable; the following parts were replaced for a total cost of \$1,489.94:
  - ◇ Left & Right rear brake rotors and calipers
  - ◇ Left and right rear pads/shoes
  - ◇ Serpentine belt
  - ◇ Oil & filter
- November: The right rear mud flap was again found to be loose, the flap support bar bent, and laying on the tire; it was removed and will be repaired or replaced in 2018. Also, the main rear tailpipe bracket was found to be broken, causing the tailpipe to hang solely from the vibration damper mount. Kevin Kritzberger was able to reposition and re-secure the remaining portion of the bracket with in-house hardware. Total Cost: Blood, sweat, and Kevin's lunch break.

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

- October: During a day trip, significant vibration at certain speeds, was noted by the driver. Upon inspection, the left rear tire was found to be slightly misshapen. Mavis Discount Tire (Nazareth) found the tire's internal support belt to be broken; both rear tires were replaced. It was recommended that we replace the right rear tire as well, as it was at its max expected life span (NHTSA 6-10 years) and also showing signs of dry rot. Total Cost: \$284.95

Thanks to Kevin Kritzberger for serving as our onsite Tailpipe Repair Technician, and Fred Parris for serving as our primary Driver Trainer in 2017.

Mark Hardy,  
Transportation Chairman



Responsibilities of the Technology Committee include maintaining the wired and wireless networks, purchase, deployment and troubleshooting of EBFC's hardware and software, and upkeep and hosting (by Kim White) of EBFC's Web Site, [aplaceforyou.org](http://aplaceforyou.org).

### In 2017...

Hardware & Infrastructure: Windows Server, 18 workstations, 4 Chromecasts; Router, 6 Wireless Access Points, Multiple Switches

- A donated flat screen TV was mounted on the wall in the conference room
  - ◊ A Chromecast and Blu-ray player were also installed.
  - ◊ A desktop computer and webcam were installed to allow video conference. In 2018, we plan to install a dedicated USB microphone to resolve audio issues with skype.
- Configured, tested, and implemented a VPN for EBFC Staff to use while outside EBFC's network; to also allow for a secured connection when Tech team members remotely access EBFC workstations for troubleshooting or to perform general IT maintenance tasks.
- Configured an external network drive to accept automated 'Time Machine' (Apple's backup program) backups from Pastor Tim's laptop, and then backup to the server.
- During the first week of May, EBFC's Windows server had multiple errors occur, failed to reboot, and remained offline for approximately 15 hours. Automated Startup/OS disk repairs failed to run, and a manual repair of the corrupted windows directory was necessary to fix the issues. The server has remained online and fully operational since then.
- The Finance workstation also crashed, due to a failure of the aftermarket video card; the video card was removed, and the integrated video (VGA) was reconnected to the display. The computer was taken offsite (2 days) for diagnosis and repair by the Tech Team.
- Purchased and installed a new HP All-In-One printer/scanner/copier for the Facilities Manager, after attempted repair of his previous printer failed.
- Performed regular firmware updates on the router/firewall and wireless access points.
- Reformatted and deployed a donated laptop as an Adult Elective presentation workstation.
- Two additional Blu-ray players were purchased for use on a designated projector cart, and TV cart.
- Purchased replacement monitors for the Office Administrator's dual screen workstation.
- Purchased and installed RAM upgrades for the Finance computer, Facility Manager, and Worship/Youth Assistant workstations, to 8GB total RAM per workstation.
- A new laptop was purchased for the Senior Pastor (Apple Refurbished MacBook Pro), and a desktop (Dell OptiPlex) for the Office Assist.
- An additional WAP was purchased to solve the issue of inadequate Wi-Fi coverage in certain areas of the building; multiple mounting brackets were also purchased and will be used in 2018 to relocate all WAPs below the drop ceiling, to further increase signal strength and minimize interference.

### Software:

- Completed upgrade of all primary workstations to Microsoft Office 2016.
- Continue to troubleshoot a Windows Update error on the Library workstation.
- Exited the testing phase of the FileMaker Pro database; Pastor Dick completed the changeover from our old database software (Servant Keeper) to an in-house/locally hosted database (FileMaker Pro Server), and the office staff began solely entering data into FMP. Dick continues to make changes to the "look and feel," and the functionality. In 2016, at the beginning of FMP trials, in light of firewall and network conflicts it was deemed beneficial to extend an offer to BCS to host their existing FMP database collectively with ours; they graciously agreed and offered their current FMP server - a Mac Mini - as a host computer. Pastor Dick completed RAM and OS upgrades to the Mac Mini and completed migration from the MacBook Pro we were using to host the software during testing, to BCS' Mac Mini.
- Due to the server crashing and being offline (May), QuickBooks was also unusable during this time, since it was hosted on the server. No data was lost - just unreachable during the downtime. However, it was decided to switch from QuickBooks Premier to QuickBooks Online. Joe Meier (Treasurer) persevered through multiple complications, and completed the migration process to QuickBooks Online.

Also in 2017, the committee completed and implemented the EBFC Technology Policy.

### Special thanks for their efforts in 2017 go to:

- Joe Meier for the multiple days of work he spent migrating EBFC's Financial data to QuickBooks Online, as well as Debbie Griffin for the many extra hours she put in learning the new system.
- Jason Lee for his dedication and continued success with the simulcast project (and for donating the TV for the conference room).
- Kim White as she continues to modernize and maintain our industry leading website.
- Pastor Dick Bickings has continually devoted many hours to implementing, and constantly updating, our FileMaker Pro database, ensuring a robust, efficient, and reliable system.

Respectfully Submitted,  
Mark Hardy, Chairman, Technology



# Ushers

---

## Deacon Ministry

The Usher Ministry serves Ebenezer during Sunday morning worship services as well as for other special services throughout the year including holiday services and the outside service. Our ushers welcome guests and regular attendees, provide information and address needs that arise during a service. Some of our main duties are to help people get seated, collect the weekly offering, collect the monthly Benevolence offering, serve communion, and take an attendance count. The ministry currently has 30 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

---

## Elder Ministry

*"Therefore welcome one 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 singing time, 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 consisting of ~24 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, Mark Dammeyer has been faithfully serving behind the welcome desk every Sunday after 1<sup>st</sup> service. My wife, Anmarie, is going to help me stay organized in 2018 by sending monthly emails and assisting in recruiting new greeters. My entire family will be joining the greeting team for 2018. A vision for the new year is to increase the number of greeters serving after the 1<sup>st</sup> service and before Sunday School so we can place at least one greeter at each of the side sanctuary doors to hand out welcome packets to newcomers and invite them to the newcomer luncheon.

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 Luncheon. Mike & Judy Sicardi and Mark Dammeyer are a tremendous help in this area of the Welcome Ministry.

Starting in April the Newcomer Dessert was successfully changed to a Newcomer Luncheon that meets the 4<sup>th</sup> Sunday of every month from 12:45-1:45pm in the Serving Room. We have had more people attend and also have had more Elders stop in to meet the attendees. We had the privilege of hosting ~52 newcomers at our luncheons this year. This will continue to be an important part of the welcome ministry as a way for visitors to get information and feel welcomed. The luncheon 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.

There has been some thought on how to engage visitors in between services. One thought is to invite visitors to come to the serving room after first service for coffee and to meet pastors, elders and church members. With the change in service time, there is now more time for fellowship between the first service and Sunday School. There is the opportunity to develop that time and make it a blessing for members and visitors alike. We anticipate another great year of welcoming and greeting visitors to our church. I welcome any suggestions for ways to better engage and welcome the visitors to Ebenezer.

In Christ's Service, Chris Jones





# Young Adult Ministry

a.k.a. YACS: young adult couples and singles

## Discipleship Ministry

It's been great to be involved with the Young Adult ministry this last year. For those a little fuzzy on the details, YACS is open to the 20s and 30s age groups—although there is also a thriving post-YACS social scene that some-times intersects!! This year, as in most years, we have seen some several new 20s joining in and said bon voyage to some straying into their 40s. We are excited though to see God growing this ministry.

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 who regularly teach at the Thursday night Bible study. In 2018 we hope to have a teacher's retreat where we can hone our teaching skills further and expand our leadership team. 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.

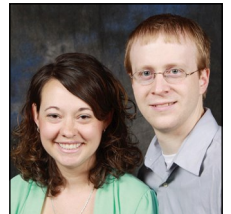
We continue to organize official social events, informal social occasions between members, and service projects. We also organize two successful residential events each year, the Summer Beach Trip and the Winter Retreat. The latter is coming up soon in February 2018.

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 is comprised of: Dan Marks, Andrew Butillo and James Vari—pray for us as we seek to disciple our young adults.

Respectfully Submitted,  
Dan Marks



# Finance

---

## Elder Ministry

As we reflect on 2017, we should all take time to thank the Lord for his provision this year. EBFC is His ministry and he has given us abundant funds to fulfill His purpose.

Total income for the year was \$1,107,901.41 which was \$119k over our planned budget of \$988,614.72. As you remember, that based upon our giving trend going into 2017 the budget was a concern but we were trusting that God would provide and He has.

Our total expenditures for the year were \$1,061,365.41 which was \$72k over budget. This total does include the additional expenditure of \$115k approved by the congregation for three specific projects this year (air conditioning, lighting and the parking lot). Although we had this additional expenditure our savings for the year increased by \$7k over last year's total. Additional money was spent in both Discipleship and Evangelism for the year and we have savings in church finance and compensation.

We also received our first check from the Heyer Trust. Mrs. Heyer grew up at EBFC and at the time of her death included EBFC in her will. We will be receiving a \$20,000 gift from her estate each year during the next 20-year period. Pastor Tim, Pastor Dick and Byron met with the trustees of the estate. During the meeting, they learned about how Ebenezer had an impact on her as a child and that she always remembered going to church with her father. The impact lasted her entire life and she wanted to give back to Ebenezer. I am sure that those serving at the time would have not known the lasting impact of their efforts. The Board of Elders discussed and determined that these funds be used to reach the greater Bethlehem area and as such we have established a designated fund. The Elders will be presenting the vision for the use of these funds this year.

This was also a year of change with regards to how we manage our finances and payroll. Both Joe Meier and Debbie Griffin have spent significant time implementing these changes and we should be thankful for their efforts. We made a change to QuickBooks Online which will help in our reporting and administration of our financial records. We also transitioned to an outsourced solution for our payroll. With the complexities of the constantly change tax laws use of a third party for payroll is a good thing for the church.

We also want to thank the members of the Finance and Audit committees for their time and efforts. The Finance Committee members are Joe Meier, Debbie Griffin, George Hardy, Dale Tsudy, and Byron Roth. The Audit Committee members are Dale and Gail Tsudy, Marge Harris, and Rachael Kuntz.

Respectfully submitted,  
Byron Roth - Chairman Finance Committee  
Joe Meier - Treasurer





# EBENEZER BIBLE FELLOWSHIP CHURCH - DECEMBER YTD 2017 FINANCIAL STATEMENT

## BALANCE SHEET REPORT / COMPARISON

## GENERAL FUND - BUDGET vs. ACTUAL

ASSETS	31-Dec-17	31-Dec-16	\$ Change		Dec YTD	Budget	Variance	%BGT YTD
<b>Assets - Checking/Savings</b>				<b>Income</b>				
18000 · Checking (BB&T/KNBT)	548,724.07	541,631.79	7,092.28	1100 · Offerings / Gifts	1,090,843.49	972,792.72	118,050.77	112%
18002 · CDs (BB&T/KNBT)	67,799.37	67,714.56	84.81	1400 · Interest	392.03	750.00	-357.97	52%
19000 · Savings (M&T Bank)	93,045.54	92,952.54	93.00	1700 · Memorials	1,370.00	0.00	1,370.00	101%
19001 · Checking (M&T Bank)	5,375.67	5,375.67	0.00	1900 · BCS / Bldg Use	15,295.89	15,072.00	223.89	101%
<b>Total Checking/Savings</b>	<b>714,944.65</b>	<b>707,674.56</b>	<b>7,270.09</b>	<b>Total Income</b>	<b>1,107,901.41</b>	<b>988,614.72</b>	<b>119,286.69</b>	<b>112%</b>
<b>TOTAL ASSETS</b>	<b>714,944.65</b>	<b>707,674.56</b>	<b>7,270.09</b>	<b>Expenses</b>				
<b>LIABILITIES</b>				2000 · General Finance	49,011.33	56,379.00	-7,367.67	87%
<b>Current Liabilities</b>				3000 · Discipleship	30,698.43	27,855.00	2,843.43	110%
901 · Building Fund	70,352.70	104,543.44	-34,190.74	5000 · Evangelism	8,901.02	8,365.00	536.02	106%
902 · Capital Improvements	0.00	0.00	0.00	6000 · Missions	165,945.29	166,100.00	-154.71	100%
903 · Transportation Fund	268.00	268.00	0.00	7000 · Deacon	196,296.98	104,500.00	91,796.98	188%
904 · Scholarships	3,039.44	2,607.50	431.94	8000 · Worship	8,703.77	8,800.00	-96.23	99%
905 · Faith Promise	17,010.82	33,123.24	-16,112.42	9000 · Office/Admin	15,326.01	16,025.00	-698.99	96%
907 · Benevolence Fund	13,340.15	8,746.23	4,593.92	10000 · Congregational Care	1,552.40	2,960.00	-1,407.60	52%
908 · Music Fund	374.20	274.20	100.00	11000 · Compensation	584,930.18	597,630.72	-12,700.54	98%
911 · Year End Accruals	8,480.16	8,480.16	0.00	<b>Total Expense</b>	<b>1,061,365.41</b>	<b>988,614.72</b>	<b>72,750.69</b>	<b>107%</b>
912 · Run For The Children	2,310.86	4,137.51	-1,826.65	<b>Net Ordinary Income</b>	<b>46,536.00</b>	<b>0.00</b>	<b>46,536.00</b>	
914 · HRA	550.00	0.00	550.00	<b>Net Fund Transfer between Accts.</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	
915 · Youth Summer Missions	-20.01	4,767.88	-4,787.89	<b>Net Income</b>	<b>46,536.00</b>	<b>0.00</b>	<b>46,536.00</b>	
100 · Payroll Liabilities	37.68	7,136.75	-7,099.07					
<b>Total Other Current Liabilities</b>	<b>134,798.57</b>	<b>174,084.91</b>	<b>-39,286.34</b>					

## DESIGNATED FUNDS

<b>Long Term Liabilities</b>				<b>Income</b>	<b>Expenses</b>	<b>Net</b>
810 · Building Mortgage	0.00	0.00	0.00	6,808.00	40,998.74	-34,190.74
<b>Total Long Term Liabilities</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	0.00	0.00	0.00
<b>Total Liabilities</b>	<b>134,798.57</b>	<b>174,084.91</b>	<b>-39,286.34</b>	1,441.94	1,010.00	431.94
<b>EQUITY</b>				43,497.58	56,277.00	-12,779.42
900 · Retained Earnings	941,468.45	921,501.55	19,966.90	23,626.22	19,032.30	4,593.92
<b>Net Income</b>	<b>46,556.43</b>	<b>19,966.90</b>	<b>26,589.53</b>	100.00	0.00	100.00
1000 · Opening Bal Equity	-407,878.80	-407,878.80	0.00	20,000.00	945.43	19,054.57
<b>Total Equity</b>	<b>580,146.08</b>	<b>533,589.65</b>	<b>46,556.43</b>			
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>714,944.65</b>	<b>707,674.56</b>	<b>7,270.09</b>			

## OTHER FUNDS

902 · Capital Improvements	72,060.47	72,060.47	0.00					
911 · Year End Accruals	7,370.91	9,632.16	-2,261.25					
912 · Run For The Children	2,819.79	4,646.44	-1,826.65					
914 · HRA	5,509.00	4,950.00	559.00					
915 · Youth Summer Missions	27,128.11	31,916.00	-4,787.89					
<b>Total Other Current Liabilities</b>	<b>210,362.02</b>	<b>241,468.54</b>	<b>-31,106.52</b>					

*Joe Meier*  
Treasurer

1/4/18  
Date

