



EBENEZER
BIBLE FELLOWSHIP CHURCH

Combined Elders/Deacons Meeting October 30, 2017

Opening & Prayer

Pastor Tim Gibson opened the meeting in prayer.

Roll Call

- The following elders were **present**: Tim Gibson, Wayne Batten, Dick Bickings, Phil Norris, Swannie Griffin, Shawn Sommons, Byron Roth, Pat Barry, Dennis Flanagan, Chris Jones, Mike Notary, Jeremy Harkins, Scott Holwick, Kevin Hardy,
- The following deacons were **present**: Andy Meeks, Bob Penchick, Kevin Kritzberger, Kamba Kalubi
- Also present: Joe Meier (Treasurer)
- The following deacons were **absent**: George Hardy, Mark Hardy, Mark Dammeyer, Mark Florentine

Devotional Time: Jeremiah 3:15

- Return faithless Israel
- I (the Lord), will give shepherds after my own heart
- We lead only according to God's own heart
- Feed with knowledge and understanding.

Discussion Items

1) 2018 Budget (led by Joe Meier, Byron Roth)

- Purpose is to present a unified budget agreed upon by both Elders and Deacons.
- Background (Byron):
 - Giving trend for 2017 (6.3 % above budget)
 - Giving trend Member vs Non-member for 2017, growth in member units (families); Members: 72%, Non-members: 27%, therefore, growth in membership brought growth in giving
 - Trend Us vs BFC Churches (5th in offering, 2nd in salaries)
 - Mission Budget for 2018: increase 6%
 - Salaries for 2018: increase 3%
 - Other ministries for 2018: flat
- Elders/Deacons reviewed the proposed budget (Joe)
 - Motion made to include Jeremy Harkins and Mike Notary in the full 3% increase for salaries (prorated for start dates). Seconded, unanimously passed.
 - Question was asked whether or not all equipment (projectors, carts, etc.) should be under the property committee. Was decided to talk about this separate from this meeting.
 - Motion made to receive the 2018 proposed budget with the following

two changes, and with overage to be used for capital improvements. Seconded, and unanimously passed.

- Change#1: Jeremy Harkins to receive full 3% compensation increase
 - Change #2: Tim Gibson: increase in conference expense to \$1000
- Prayer of Thanksgiving: Pat Barry

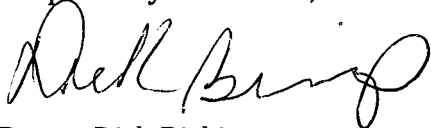
2) Preliminary discussion on reconsidering the sale of the parsonage

- Kevin Kritzberger, on behalf of some of the Deacons, questioned whether it is within our vision to sell the parsonage.
- Byron Roth reminded the boards of the options used to determine that selling the parsonage was the best option.
- Kevin suggested that the deacons would like to see the parsonage used for ministry, even though they need to discuss it together and provide a recommendation.
- Motion made to take the parsonage off the market, to wait and pray until God gives us a vision either to use or sell the parsonage for the ministry, with the understanding over the next two months both boards will pray and discuss the vision for the parsonage. With the intent to get together in January to discuss and evaluate the options to sell, identify the vision or extend our pause. Motion was seconded, and vote passed: 12 yes, 7 no

3) PRC Recommendation for Staff Bonuses (Wayne Batten): Motion to give bonuses to the Non-Pastoral staff, seconded, and passed unanimously.

Adjourned meeting in prayer: Byron Roth

Respectfully submitted,



Pastor Dick Bicking
Secretary to the Board of Elders