



EBENEZER
BIBLE FELLOWSHIP CHURCH

Board of Elders Meeting **January 9, 2017**

Opening & Prayer

Pastor Tim opened the meeting in prayer.

Roll Call

The following elders were present: Tim Gibson, Pat Barry, Wayne Batten, Dick Bickings, Phil Norris, Swannie Griffin, Kevin Hardy, Jeremy Harkins, Shawn Sommons, Scott Holwick, Byron Roth, and Dennis Flanagan.

The following elder was absent: Chris Jones.

Devotional & Prayer

Pastor Tim led the elders through a devotional on "This present age and the age to come," the BFC model vs. amillennialism. Amillennialism sees only two ages and no millennium, but we believe that the scripture provides us with "Progressive Revelation," the more we move through scripture, the two age model does not fit.

- Matthew 12:32 (age and age to come)
- Ephesians 1:21 (age and age to come)
- Micah 4:1-3 (Millennium)
- Isaiah 65:17-25 (Millennium)

In the final analysis, the millennium is also an age, a beautiful time where children are born, and old people die, when Jesus Christ is seated on the throne and his enemies are his footstool. This millennial age fits between our present age, and the eternal age/state if we are to understand scripture literally.

Elders split into twos to pray over their Shepherd Lists.

Approval of Minutes

Approval of December 12, 2016 Meeting Minutes: This was **seconded** and **passed unanimously**

Financial Report

- **Andy Brimer reported final numbers for 2016 - (Attachment #1)**
- The report was **seconded** and **passed unanimously**
 - Income: 98.4%
 - Expenses: 96.3%
 - Net Income: \$18,851

Praise the Lord for His provisions for us in 2016!

Discussion Items:

- 1) **Election of Board Officers**
 - **President:** Wayne Batten, This was **seconded** and **passed unanimously**
 - **Vice President:** Shawn Sommons, This was **seconded** and **passed unanimously**
 - **Secretary:** Dick Bickings, This was **seconded** and **passed unanimously**
- 2) **Annual Conference Delegates:**

The following Elders were nominated to be Delegates. They were all **seconded** and **passed unanimously**

 - Delegate 1: Phil Norris
 - Delegate 2: Wayne Batten
 - Alternate: Scott Holwick
- 3) **Signing of the Declaration of Agreement** - each elder signed and turned in their agreement.
- 4) **Treasurer Update**
 - Responsibilities are being delineated by Andy Brimer
 - Joe Meier has been contacted to consider the position
- 5) **Update of Youth Pastor Search Committee (Dick)**
 - Youth Pastor Search Committee will meet every Thursday evening to review resumes
 - Received 5 resumes, 2 eliminated right away, 3 being considered
- 6) **Church Discipline Letters**
 - Reviewed content of disciplinary letters for two individuals
 - Brief discussion on whether the letters would be presented at the annual business meeting or on Sunday morning. Final decision was to present them at the annual meeting
 - This was **seconded** and **passed unanimously**
 - Letters were signed by each elder, to be mailed the next day.
- 7) **Care List** - Elders discussed the care list (of members who have not attended in the last 3-6 months) to see if any should not be on the list. This list will be presented at the Annual Congregational Meeting (1/29)
- 8) **Agenda Items for the Annual Congregational Meeting on January 29, 2017**
 - Praise and Prayer Time
 - Final financial update from 2016
 - Pastoral Reports
 - Ministry Leader Reports (Missions, Evangelism, Ministry Assimilation, Deacons, Women's Ministry, Benevolence, Kinship Ministry)
 - Youth Pastor Search
 - Announcement regarding potential outreach ministries in our local area to which Ebenezer can take part in using the potential gift provided by the Elizabeth Heyer estate, as proposed by the attorneys overseeing her estate.
- 9) **Children's Ministry (Dick)**
 - Pastor Dick informed the elders that as a result of the good news that Rachel & Dan Marks are adopting a child on or about April 2, there will be an 8 week gap in which Rachel Marks would not be fulfilling her duties at EBFC.
 - Rachel is currently supplying Dick with a day-by-day list of duties in order to provide a better understanding of how to fill those duties.
 - Action Item: Dick is to meet with the PRC to talk through what recommendations

can be made regarding filling the gap.

10) Tanzania Project & Commitment (Swannie)

- Swannie continued our discussion on adopting a Tanzanian people group (as presented by the BFC Tanzania Project)
- Swannie was concerned whether our focus on one group would take our focus off of the other missions we support
- This would require time during worship service for prayer and update
- Swannie recommends not going forward with this project at this time. All the elders agreed.

11) Ministry Health Evaluation: Goals for 2017 (Pat Barry)

- Pat shared his passion for evaluating ministry health as opposed only being concerned about a ministry's administrative items.
- Moving forward, we decided to evaluate the spiritual health of 1-2 Ebenezer Ministries during each of our Elder meetings
- This will help give ministries accountability for their direction and effectiveness
- Wellness Report from LifeWay (Attachment #2)
 - This is a new tool that Pat presented to help us evaluate EBFC ministries
 - Address four specific areas:
 1. Spiritual Vitality
 2. Personal Vitality
 3. Relational Vitality
 4. Missional Vitality
 - To practice using this tool, over the next 4 Elder Meetings, we will take ONE of the vitalities, and evaluate all of the EBFC ministries with it.

12) Elder's Retreat: possible for Summer Time; Pastor Tim to work on this.

13) LEAD Class:

- discussed possible leaders to attend
- Bring on possible elder interns after LEAD class

Meeting adjourned at 10:05 PM, with Phil Norris closing in prayer

Pastoral Reports

The pastors submitted their monthly reports:

- Tim Gibson, Senior Pastor (*Attachment #3*)
- Dick Bickings, Pastor of Discipleship (*Attachment #4*)
- Jeremy Harkins, Worship Pastor (*Attachment #5*)

Respectfully submitted,



Pastor Dick Bickings
Secretary to the Board of Elders

EBENEZER BIBLE FELLOWSHIP CHURCH - 2016 FINANCIAL STATEMENT

BALANCE SHEET REPORT / COMPARISON

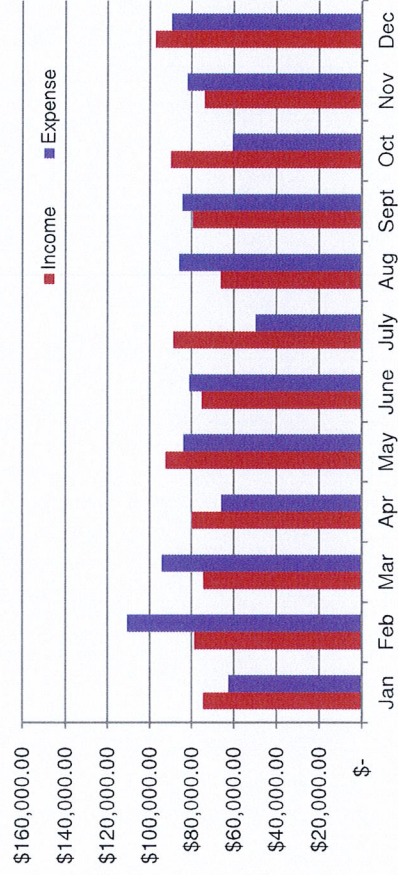
GENERAL FUND - BUDGET vs. ACTUAL

ASSETS	31-Dec-16	31-Dec-15	\$ Change	Income	Dec YTD	Budget	Variance	%BGT YTD
Assets - Checking/Savings								
18000 • Checking (BB&T/KNBT)	541,631.79	521,645.92	19,985.87	1100 • Offerings / Gifts	954,716.55	972,161.96	-17,445.41	98.2%
18002 • CDs (BB&T/KNBT)	67,714.56	67,587.38	127.18	1400 • Interest	583.51	750.00	-166.49	77.8%
19000 • Savings (M&T Bank)	92,952.54	90,853.65	2,098.89	1700 • Memorials	2,005.00	0.00	2,005.00	N/A
19001 • Checking (M&T Bank)	5,375.67	5,375.67	0.00	1900 • BCS / Bldg Use	15,471.00	15,759.00	-288.00	98.2%
Total Checking/Savings	707,674.56	685,462.62	22,211.94	Total Income	972,776.06	988,670.96	-15,894.90	98.4%
TOTAL ASSETS	707,674.56	685,462.62	22,211.94	Expenses				
LIABILITIES				2000 • General Finance	52,108.45	58,241.00	-6,132.55	89%
Current Liabilities				3000 • Discipleship	26,379.74	26,170.00	209.74	101%
901 • Building Fund	104,543.44	93,189.44	11,354.00	5000 • Evangelism	6,589.61	8,415.00	-1,825.39	78%
902 • Capital Improvements	0.00	0.00	0.00	6000 • Missions	164,923.48	166,100.00	-1,176.52	99%
903 • Transportation Fund	268.00	188.00	80.00	7000 • Deacon	90,076.49	105,750.00	-15,673.51	85%
904 • Scholarships	2,607.50	817.50	1,790.00	8000 • Worship	8,974.87	10,020.00	-1,045.13	90%
905 • Faith Promise	33,123.24	38,263.97	-5,140.73	9000 • Office/Admin	14,833.93	16,275.00	-1,441.07	91%
907 • Benevolence Fund	8,596.23	16,257.26	-7,661.03	10000 • Congregational Care	2,571.11	2,960.00	-388.89	87%
908 • Music Fund	274.20	174.20	100.00	11000 • Compensation	587,466.48	594,739.96	-7,273.48	99%
911 • Year End Accruals	8,480.16	8,480.16	0.00	Total Expense	952,507.34	988,670.96	-34,746.80	96.3%
912 • Run For The Children	4,137.51	2,481.19	1,656.32	Net Ordinary Income	18,851.90	0.00	18,851.90	
914 • HRA	0.00	0.00	0.00	Net Fund Transfer between Accts.	0.00	0.00	0.00	
915 • Youth Summer Missions	4,767.88	4,533.88	234.00	Net Income	18,851.90	0.00	18,851.90	
100 • Payroll Liabilities	6,984.34	7,454.27	-469.93					
Total Other Current Liabilities	173,782.50	171,839.87	1,942.63					
Long Term Liabilities								
810 • Building Mortgage	0.00	0.00	0.00	Income	11,354.00	0.00	11,354.00	
Total Long Term Liabilities	0.00	0.00	0.00	901 • Building Fund	80.00	0.00	80.00	
Total Liabilities	173,782.50	171,839.87	1,942.63	903 • Transportation Fund	1,987.00	197.00	1,790.00	
EQUITY				904 • Scholarships	42,409.27	47,550.00	-5,140.73	
900 • Retained Earnings	921,501.55	991,473.20	-69,971.65	905 • Faith Promise	22,675.27	30,336.30	-7,661.03	
Net Income	20,269.31	-69,971.65	90,240.96	907 • Benevolence Fund	100.00	0.00	100.00	
1000 • Opening Bal Equity	-407,878.80	-407,878.80	0.00	908 • Music Fund				
Total Equity	533,892.06	513,622.75	20,269.31					
TOTAL LIABILITIES & EQUITY	707,674.56	685,462.62	22,211.94	OTHER FUNDS				
				902 • Capital Improvements	0.00	0.00	0.00	
				911 • Year End Accruals	0.00	0.00	0.00	
				912 • Run For The Children	3,751.30	2,094.98	1,656.32	
				914 • HRA	6,600.00	6,600.00	0.00	
				915 • Youth Summer Missions	234.00	0.00	234.00	
				Total Other Current Liabilities	89,190.84	86,778.28	2,412.56	

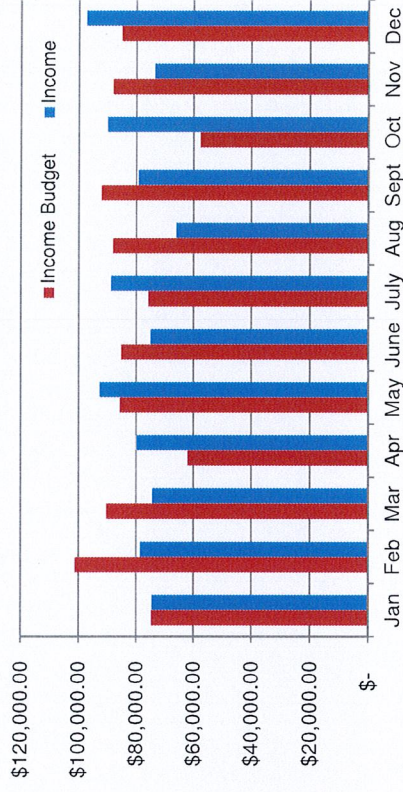
Andrea J. Buncer
Treasurer

1/9/17
Date

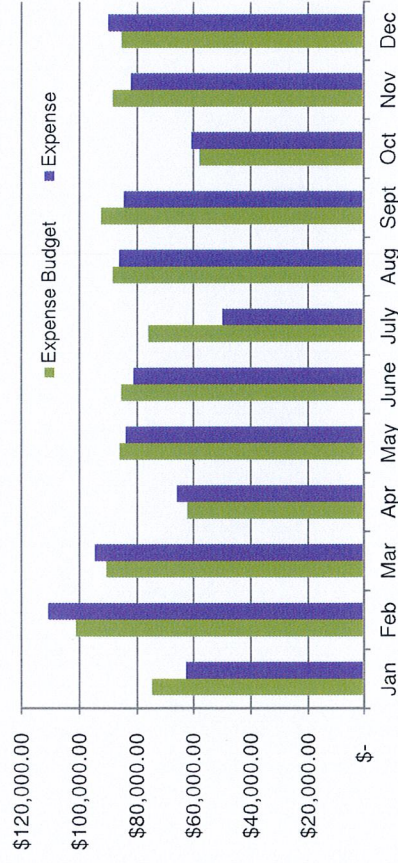
2016 Income vs Expenses



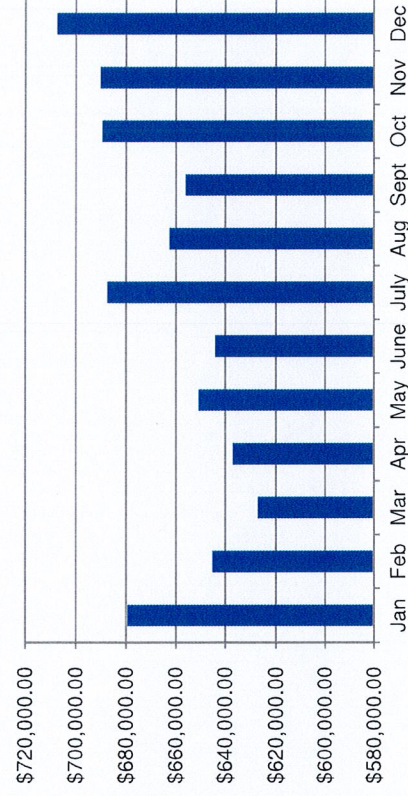
2016 Income vs Budget



2016 Expenses vs Budget



2016 Assets



EBENEZER BIBLE FELLOWSHIP CHURCH - DECEMBER 2016 FINANCIAL STATEMENT

BALANCE SHEET REPORT / COMPARISON

GENERAL FUND - BUDGET vs. ACTUAL

ASSETS	31-Dec-16	30-Nov-16	\$ Change	December	Budget	\$ Over Budget
Assets - Checking/Savings						
18000 · Checking (BB&T/KNBT)	541,631.79	525,918.26	15,713.53	96,292.96	84,086.94	12,206.02
18002 · CDs (BB&T/KNBT)	67,714.56	67,714.56	0.00	28.26	62.50	-34.24
19000 · Savings (M&T Bank)	92,952.54	90,944.80	2,007.74	0.00	0.00	0.00
19001 · Checking (M&T Bank)	5,375.67	5,375.67	0.00	1,256.00	1,313.25	-57.25
Total Checking/Savings	707,674.56	689,953.29	17,721.27	97,577.22	85,462.69	12,114.53
TOTAL ASSETS						
	707,674.56	689,953.29	17,721.27			
LIABILITIES						
Current Liabilities						
901 · Building Fund	104,543.44	103,533.44	1,010.00	1,920.02	487.46	1,432.56
902 · Capital Improvement Fund	0.00	0.00	0.00	6,817.47	3,435.76	3,381.71
903 · Transportation Fund	268.00	233.00	35.00	686.78	366.74	320.04
904 · Scholarships	2,607.50	2,507.50	100.00	21,312.50	21,375.00	-62.50
905 · Faith Promise	33,123.24	19,722.97	13,400.27	7,799.39	7,550.22	249.17
907 · Benevolence Fund	8,596.23	10,642.91	-2,046.68	1,079.23	1,070.00	9.23
908 · Music Fund	274.20	274.20	0.00	2,943.70	1,919.00	1,024.70
911 · Year End Accruals	8,480.16	8,480.16	0.00	372.86	246.74	126.12
912 · Run For The Children	4,137.51	4,137.51	0.00	46,806.68	49,011.77	-2,205.09
914 · HRA	0.00	2,556.50	-2,556.50	89,738.63	85,462.69	4,275.94
915 · Youth Summer Missions	4,767.88	4,724.88	43.00	7,838.59	0.00	7,838.59
100 · Payroll Liabilities	6,984.34	7,086.75	-102.41	7,838.59	0.00	7,838.59
Total Current Liabilities	173,782.50	163,899.82	9,882.68			
Net Ordinary Income						
				7,838.59	0.00	7,838.59
Net Fund Transfer between Accts.						
				0.00	0.00	0.00
Net Income						
				7,838.59	0.00	7,838.59

DESIGNATED FUNDS

	Income	Expenses	Net Income
901 · Building Fund	1,010.00	0.00	1,010.00
903 · Transportation Fund	35.00	0.00	35.00
904 · Scholarships	100.00	0.00	100.00
905 · Faith Promise	17,900.27	4,500.00	13,400.27
907 · Benevolence Fund	2,175.25	4,221.93	-2,046.68
908 · Music Fund	0.00	0.00	0.00
OTHER FUNDS			
902 · Capital Improvement Fund	0.00	0.00	0.00
911 · Year End Accruals	0.00	0.00	0.00
912 · Run For The Children	0.00	0.00	0.00
914 · HRA	0.00	2,556.50	-2,556.50
915 · Youth Summer Missions	43.00	0.00	43.00
Total Other Current Liabilities	21,263.52	11,278.43	9,985.09

Andrew M. Bumer
Treasurer

1/9/17
Date

Discussion on the "wellness" of our church body—

Wellness check for 2017

We all want to be part of a healthy church. But what indicators show a vibrant, healthy congregation? There's no question that church health is a work of God. But there's also no question that He uses people to accomplish it. As a healthy person gives attention to proper diet, adequate rest, and regular exercise, healthy churches give attention to those things that are most important for their vitality.

Spiritual vitality

Sign #1

The church seeks to know and to follow God's will. They never lose sight of the fact that it's His people, His power, and His purpose and plan. They are committed not only to God's will, but God's way.

Sign #2

Christian growth is emphasized and facilitated. Healthy churches are intentional about helping their people realize God's potential in their lives. They accept the Great Commission - to make disciples - as their reason for existence.

Sign #3

Church members have an attitude of servanthood, not seeking control, power or status. These churches foster a climate where everyone is useful in God's work. They acknowledge Jesus as Lord of the church and know that whatever positions individuals hold are for His glory and the extension of His kingdom.

Sign #4

Church members are faithful in stewardship of time, talents, and treasures. Healthy churches foster a climate of giving, not a concern for getting. Members look for opportunities to help with all that God has entrusted to them.

Sign #5

The church is a place of vibrant, engaging worship. The styles may vary greatly, but their worship touches the heart, engaging and involving people. Those who attend worship in these churches do not doubt that they've been in the presence of God.

Sign #6

Members model purity and integrity and do not ignore sin in the body. They deal redemptively with people, realizing that we're all imperfect. But healthy churches also hold high the standards God has set and they seek to live by them. They don't allow willful, flagrant, unrepentant sin to continue.

Personal vitality

Sign #7

The church is adaptable and flexible - willing to change. They don't compromise or seek the latest fad, but they are teachable. They have an unselfish spirit and are pliable in the Master's hands. Leaders and members each have preferences, but they forgo their "rights," desiring what's best for the church and for the lost.

Sign #8

The church emphasizes the positive and never dwells on the negative. They celebrate victories. Even where there have been disappointments, they don't allow that to monopolize their focus and permeate their thinking. But they learn and benefit from mistakes.

Sign #9

The church practices accountability and maintains high expectations - for themselves and for others. In healthy congregations, members help one another mature as Christians. They never lower the requirements of membership or discipleship to appeal to the uncommitted or to draw larger crowds. Their growth may not be immediate, but it is certain. And it is both numerical and qualitative.

Sign #10

Don't try to do everything, but what they do they do well. They utilize a team approach, using the gifts of individuals. Healthy churches prioritize, and they intentionally neglect those things they should not do or that they cannot do well.

Sign #11

The church has focus and purpose. They're intentional and only do those things that move them toward the fulfillment of that vision. They understand and distinguish between the essential and the extraneous.

Sign #12

The church is proactive, not reactive. Healthy churches help create their future. They do not wait passively to see what will happen. They're constantly praying and assessing their present and their potential.

Relational vitality

Sign #13

People feel accepted, encouraged, and included. An important characteristic of healthy churches is the way they include others. People who visit these churches find a genuine welcome and a compelling sense of community. As a result, they want to be a part of the church.

Sign #14

The church builds families (including singles). No church is stronger than the families and the individuals that make it up. Because of that, churches do well to help build their members into growing, vibrant, balanced, relational Christians. All are considered important. Regardless of the church's size, appropriate ministries are provided for every age group and life circumstance (singles, blended families, empty-nesters, etc.).

Sign #15

Conflict is handled positively and redemptively. Realistically, no church can expect to avoid conflict. It's a part of life. But there are differences in the way conflict is handled and the degree of impact it has. Unfortunately, in some churches it's like an Olympic competition - fierce and unyielding. Those churches that handle conflict well actually grow stronger and are better able to withstand whatever may come.

Sign #16

The church is forgiving, but not compromising on sin. These churches aren't judgmental, but always show genuine compassion and concern for people. However, they leave no doubt about God's high standards or their absolute commitment to living according to those standards.

Sign #17

The church trusts, respects, and supports the pastor. Every healthy church recognizes that their pastor is called by God to lead their congregation. Though there is a legal employment status, he is not viewed as an employee. Even as he's evaluated, he is encouraged and enabled. Members respect both the person and the position, removing hindrances to his leadership.

Sign #18

The church has effective, ongoing communication. There is openness anytime it's appropriate. Vision, goals, ministry needs, and other aspects of church life are clearly and consistently shared with the congregation through a variety of means, public and private.

Missional vitality

Sign #19

The church has a clear vision, priorities, and plan. These churches know where they're going and how to get there. They know that they can't afford to waste their resources or promote ministries that don't fulfill God's purpose for their church. The vision drives all that they do, helping them determine priorities and establish plans.

Sign #20

The church trains and empowers people for ministry according to their giftedness. There is a recognition that every Christian is gifted, just not in the same way. Healthy churches utilize people's gifts in appropriate areas of ministry and avoid "filling vacancies" with anyone they can find. These churches would rather have a vacant position than have the wrong person in it.

Sign #21

The church constantly develops leaders. Healthy churches recognize the crucial importance of leadership in all that they do, and plan for both attrition and future ministry needs. They constantly work to expand their leadership base and develop existing leaders for more effective service.

Sign #22

The church is outwardly focused. Effective churches resist the temptation to turn inward. They grow larger and stronger themselves by focusing on others.

Sign #23

The church finds or creates connecting points with the community. Healthy churches engage their communities. They keep their focus on ways to connect those who are outside the church with the message and ministry of the church.

Sign #24

Church members are intentionally evangelistic. The Great Commission compels healthy churches to reach the lost through various methods. These churches don't see evangelism as a program, but as a passion. They make opportunities to share the gospel with others they encounter.

Sign #25

The church is producing congregations. Healthy churches, like healthy people, plants, or animals, reproduce themselves. They look beyond themselves, and find joy in birthing new congregations. They plant the DNA of reproduction in congregations that will reproduce yet more congregations.

Pastor Tim's Ministry Report December 12, 2016

Studying & Preaching:

- In December I preached 3 Christmas sermons that focused on the "Way to Joy." We looked at the 1) Message of Joy from the angels to the Shepherds, 2) the Way to Joy (Christmas Eve) which described the journey of the Magi to Bethlehem, and then 3) the Child of Joy (Christmas Day).
- I finished 2 Peter on January 1, 2017. My goal is to preach through the remaining portion of Genesis 25-50. This will take about 30 sermons. The sermon series title is "Walking with the Patriarchs." This series will teach us about life lessons of hope, faith, and obedience as we trust in the promises of God. A steady balance of both NT and OT preaching is best for the congregation. It is not enough to say that all of Scripture is inspired. We must be faithful to preach all of it. So we are devoting ourselves to this study in Genesis.
- Wednesday nights are truly a time of study, & prayer. We just finished up Matthew after 3 years. I am beginning a study in 2 Chronicles that should last about 20 weeks. We have been having a steady 15-20 people each week.

Shepherding/Ministry:

- Attended a court session with a church attendee.
- 2 counseling sessions
- 1 baptism interview
- 2 hospital visitations
- Helped move a man
- 1 breakfast meeting & 2 lunch meetings
- Continued to meet with Laszlo, intern.

While the month of December is very busy getting ready for Christmas services, ministry always seems to slow down a little. People are busy and one on one time is less available. A large part of my time was helping a certain man get his life together. It was a joy to help him move and help him make some very large life decisions.

I'm excited about the New Year. There is something about the grace of God being extended to us in the New Year. I'm praying that the Lord will help our ministry grow – yes in numbers but more so in spiritual vitality. My hope is that families will be strengthened, and more of our members will become involved in ministry. God provided wonderfully in 2016 and I believe that He is also going to work in our lives in 2017.

Serving Christ,
Pastor Tim Gibson

Pastor of Discipleship Report, Dec 2016/Jan 2017

As I continue my trek through the OT, and specifically, in my current study in the book of Ezekiel, I was confronted as a shepherd with this convicting truth:

"...Should not shepherds feed the sheep? You eat the fat, you clothe yourselves with the wool, you slaughter the fat ones, but you do not feed the sheep. The weak you have not strengthened, the sick you have not healed, the injured you have not bound up, the strayed you have not brought back, the lost you have not sought, and with force and harshness you have ruled them. So they were scattered, because there was no shepherd, and they became food for all the wild beasts. My sheep were scattered; they wandered over all the mountains and on every high hill. My sheep were scattered over all the face of the earth, with none to search or seek for them." (Ezekiel 34:2b-6, ESV)

Though the prophet was indicting the shepherds of Israel for leading their sheep into idolatry and neglected them for their own benefit, nonetheless, some of the points of the indictment are worth taking note of in relation to my own shepherding. Am I feeding, healing, pursuing, and protecting the sheep God has placed under my care? How much do I love them, and am I placing their needs above my own? Sobering questions...I pray that I am, "Oh help me Lord!

With that in mind, here is a quick summary of some of the ministry opportunities from December 2016/January 2017:

Kids Crossing

- **Cross Time Sunday School (10:05 AM):** Praise the Lord that he has provided a complete roster of teachers and helpers.
- **Early Childhood (2&3 year-olds):** Praise the Lord, he has brought us all the teachers and helpers we need for both odd and even months!
- **Children's Church:** The Gospel Project curriculum worship segment continues to work well for Children's Church. We continue to see between 6-8 students each week.
- **Database Security Check-in:** New iPads for been ordered and received and will be deployed by mid January. This will provide hands on access for the teachers to all emergency policies and procedures, and the necessary allergy and emergency contact information for each child.
- **Wednesday Evening Programs:** The Awana program continues to grow and is now between 55-60 children every week. The new T&T curriculum is working very well and has set an environment of discipleship training, allowing each class to go through the weekly themed lesson together, and then have that lesson reinforced be the teaching elder at council time. Please pray that the Lord would send at least two more men leaders for T&T, and several more volunteers for the Sparks groups.

Adult Ministry

- **Adult Electives:** The winter session began January 8, with the following class lineup:
 - o Ezra/Nehemiah - Rich Mastronardo
 - o Matthew: Part 1 - Phil Norris
 - o Minor Prophets - Joe Maddock
- **Learn How to Study the Bible (Saturday, January 14, 9:00 AM - 12:00 PM):** a seminar on Bible study methods (hermeneutics), taught by Rich Mastronardo in Room #2. This class is open to everyone whether you attend Ebenezer BFC or not. We'll use two books by Howard Hendricks for this class and they will be available for \$10 each at the first class: "Living by the Book" and "Teaching to Change Lives."

- **Student Ministry:** Taught two evenings in December on the topic "Why Christmas?" from Galatians 4:4-7. Mark Evans begins Tuesday, January 10, as our Youth Ministry Teacher for a maximum of 5 months or until we find a new Youth Pastor. He will be teaching the youth the book of Romans.

The Youth Pastor Search Committee was formed and began its activities on Thursday, January 5 by reading several resumes and doing an online evaluation on each. We will be officially meeting every Thursday evening, beginning January 12.

- **Senior Fellowship Ministry:** Praise the Lord that the Senior Fellowship Ministry is in full swing, under the direction of Phil Norris and John Mead. It consists of monthly meetings of lunch, bible study, and prayer, along with service projects.

- **Men's Ministry:**

- o **Bethel Series:** The NT phase is currently in session with one class, taught by Jason Lee, on Tuesday evenings from 7:00-9:00.

- o **Men's Bible Studies/Prayer:**

- Thursday mornings from 6:15 AM – 7:30 AM, This early morning bible study group is currently studying the book, "Answering the call".
- Thursday mornings from 9:00 AM – 10:30 AM, This Men's Bible Study is back in full swing, and studying the book by James MacDonald, "Act Like Men".
- Saturday mornings from 7:00 AM - 8:00 AM, This men's pray time is for men who are serious about going before the throne of grace together to cry out to God for their marriages, family, jobs, neighbors, country, etc.

- **Women's Ministry:** Here is an update from Laura...

"Bible Studies: Experiencing God has about 5 more lessons to go on Tuesday mornings. We will begin Hosea in March. This will be for every week for 7 weeks.

Vicki will begin a Sermon on the Mount series by Jen Wilkin next Monday on the 16 of January.

MOPS: Lisa Pyles prepared an amazing breakfast for our moms and is truly a blessing to this ministry. This ministry is thriving under Courtney and Jill.

MOM to MOM: We met only one time in December due to the holidays and we continue to have 10-14 women attend. We have 4 young girls that serve in the nursery for childcare.

Tis So Sweet: We did not meet in December. We will meet on the 17th of this month and will finish our Ruth study.

Welcome to the Well: This ministry is flourishing. Women have such a strong desire to be connected and fellowship. This will continue to be a monthly gathering.

Our team begins meeting next week to confirm and plan for the upcoming year. We are hoping to start a connecting ministry that would birth from the Welcome to the Well nights. This would be a mentoring/accountability/not a secret sister type connection.

We are also hoping to have a crisis team in place for different women in need.

I am going to do some speaking this upcoming Spring. I will also speak at the She Leads conference in September."

Discipleship Support

- **Kinship:** Praise the Lord for Bob & Laurie Gill who have worked hard to place all who have desired to be involved into 18 different groups. The groups continue to thrive and have become an important spiritual growth asset to our people.

Other:

- Preached once in January 2017.
- Continued to visit and provide physical & Spiritual care for several people in our church.
- Involved in overseeing and leading Student Ministry activities which included teaching Youth Group two times in December 2016.
- Worked on organizing and communicating with the Youth Pastor Search Committee approved by the elders.
- Continued work on the new Church Database as time permitted (especially financial modules).

Respectfully Submitted, Dick Bickings, Pastor of Discipleship

Worship /College-Age Ministry Update December-January, 2017

Jeremy Harkins, Worship Pastor

Music

- The music set lists for our services and specials services, in December, were selected in celebration of Christmas. In the focus of Christmas we went further to focus on Christ's redeeming work on the cross and His coming again.

Both Karris Pennington (Children's Choir) and Ashley Morrin (Adult Choir), have served to help grow our young and old in choral praise. I am so incredibly thankful to our team members who continue to offer themselves to the service of the Lord through music!

Sound & Media

-We are continuing to work together to make sure that we cover all areas of our sound and simulcast needs with excellence so that the message is carried out with clarity. Obviously, technology is a tremendous gift, but sometimes it presents unique challenges when it is not working properly. I am so very grateful to those who have invested many hours to continue to do things effectively and with excellence, especially with the many media needs we had over the Christmas Season!

Teaching & Shepherding

- December began with the MOPS group event. I lead them in Christmas carols and sharing passages of scripture (Isaiah 11, Psalm 72, & Romans 15). These passages talked about the privilege to be grafted in as gentiles and the hope that has come through the shed blood of Jesus Christ.

- I also had the opportunity to help with music for the men's prayer breakfast and the Youth Illuminite with Jen & Max Whylings.

-In the time that our students have been home I have been deeply encouraged by the meetings and time with them. I have taken time with a new college student who has found Ebenezer because he was looking for community with other college age and a healthy church to attend. We have been meeting regularly for discipleship. During the last month Lindsay and I have had precious moments one on one with these college students praying and reading God's word together!

-Our College Fellowship hour (**during sunday school**) is going really well! There have been many good interactions and challenges from God's word from our college age students. Adam Whitmer & Dan Trafford are doing an excellent job unpacking different passages of scripture as well as continuing to walk through articles from The Gospel Coalition dealing with False Teaching and how young people are to live an authentic love for Christ that is theologically rich.

-I have been helping the youth with leading worship for youth group on Tuesday nights starting the mid December. Max and Jen Whylings will also help with leading the youth in the new year.

-December 18th we met with the college age at Panera and had a blast with them catching up on life and how to continue to pray for them.

- We continue to study the book of Ephesians in our Kinship group and being with the holidays we did not meet that often, but we will continue in the new year. Much more to share as to what God is doing! And I'd love to share!