



**Ebenezer
Bible Fellowship Church**

**Board of Elders Meeting
January 11, 2016**

Roll Call & Prayer

The following elders were present: Wayne Batten, Dick Bickings, Andy Brimer, Mark Culton, Dennis Flanagan, Swannie Griffin, Tim Gibson, Kevin Hardy, Jeremy Harkins, Scott Holwick, Chris Jones, Byron Roth and Shawn Sommons.

Pat Barry was excused absent.

Pastor Tim opened in prayer.

Devotional & Prayer

Pastor Tim shared a devotional about faith from Matthew 17.

- The disciples could not cast out the demon because of their lack of faith.
- We as elders have been called as elders by the Holy Spirit.
- Since we are called we are equipped to be elders
- We should be men of faith - there is nothing more important to being an elder than faith.

The elders split into pairs and had a time of prayer for each other and for the needs of the congregation.

Approval of Minutes

Motion was made to approve the minutes from the December 14, 2015 Elders meeting, **seconded** and **passed**.

Financial Report

Andy reviewed the financial report (*Attachment 1*). The books are now closed for 2015. Andy made a **motion** that we receive the report. This was **seconded** and **passed**.

Discussion Items

- 1) Miracle Month – There was a total of \$24,057.50 collected during Miracle Month. Swannie shared that they are currently distributing those funds.
- 2) Missions – Swannie shared about the missions budget and how much was given in 2015.
- 3) Prime Timer Ministry – There was a discussion about the needs in the Prime Timer ministry and how to best care for our older saints.
- 4) Network Discovery – Kevin shared about the state of the ministry and the vision behind it. We as believers are all called to serve. It is our duty and privilege since we have become a holy priesthood. But it can be difficult to discover where we should serve. We want people to find the place where we are most fruitful and fulfilled.
 - The Networking class involves 3 steps:
 1. A discovery phase (the class)
 2. One on one consultation
 3. Meaningful service and character development
 - There will be a real effort this year to help people understand the networking discovery ministry and how it can help them learn where to serve.

- 5) Goals for 2016 – Pastor Tim challenged us to each put together a few measurable goals for our church in 2016.
- 6) Worship Discussion – Wayne shared about how some people have had difficulty with our music style and volume and the elders discussed both style and the heart of worship at Ebenezer.
- 7) Delegates – Wayne Batten and Scott Holwick will serve as delegates for annual conference. Dennis Flanagan will serve as an alternate delegate.
- 8) Membership – The following were voted on and approved for membership, pending pastoral interviews:
 - Frank Podlasinski
 - Terri Ann Podlasinski

Pastoral Reports

The pastors submitted their monthly reports:

- Tim Gibson, Senior Pastor (*none submitted*)
- Dick Bickings, Pastor of Discipleship (*Attachment 2*)
- Jeremy Harkins, Worship Pastor (*Attachment 3*)
- Mark Culton, Youth Pastor (*Attachment 4*)

Adjournment & Prayer

Shawn closed in prayer and the meeting was adjourned.

Respectfully submitted,



Mark Culton

Secretary to the Board of Elders

Addendum:

Corporate Officers

Subsequent to the meeting, the Elders voted via email for the corporate officers of Ebenezer Bible Fellowship Church. By unanimous approval of all 14 elders, the officers will remain the same for 2016:

- President – Wayne Batten
- Vice-President – Shawn Sommons
- Secretary – Mark Culton
- Treasurer – Andy Brimer

January 11, 2016

To: Board of Elders
From: Andy Brimer, Treasurer
Subject: Financial Report for January 2016

The January 2015 Financial Report has the following attachments:

- December Financial Statement
- YTD Financial Statement
- Graphical representation of Income and Expenses vs Budget, Income vs Expense trends, and Asset trends

In reviewing the financial statements I would like to make the following comments:

- Total income for December was 105% of the budgeted forecast while the YTD income was 97% of the budgeted forecast.
- Expenses for December were 175% of the budgeted forecast while the YTD expenses were 104% of the annual forecast. The largest contributor to the overage is from the Deacon Ministries expenses; the approved out-of-budget expenses (\$55,553.15) from the Capital Improvement Fund (902) were transferred.

Other:

- The EBFC Audit Committee – Dale Tshudy, Gail Tshudy, Marge Harris, and Rachael Kuntz - essentially completed their portion of the work. However, Rachael is still waiting for eight people to respond to donor verification letters; she sent thirteen verification letters last month. I wish to thank the audit team for taking on this important work and serving.
- RLB Accountants will be on-site Thursday January 14, 2016 to begin their audit process.

EBENEZER BIBLE FELLOWSHIP CHURCH - DECEMBER 2015 FINANCIAL STATEMENT

BALANCE SHEET REPORT / COMPARISON

GENERAL FUND - BUDGET vs. ACTUAL

ASSETS	31-Dec-15	30-Nov-15	\$ Change	December	Budget	\$ Over Budget
Assets - Checking/Savings						
18000 · Checking (KNBT)	521,645.92	504,192.79	17,453.13	88,304.74	83,870.65	4,434.09
18002 · CDs (KNBT)	67,587.38	67,587.38	0.00	34.59	26.00	8.59
19000 · Savings (M&T Bank)	90,853.65	90,853.65	0.00	0.00	0.00	0.00
19001 · Checking (M&T Bank)	5,375.67	5,375.67	0.00	1,313.00	1,093.00	220.00
Total Checking/Savings	685,462.62	668,009.49	17,453.13	89,652.33	84,989.65	4,662.68
TOTAL ASSETS	685,462.62	668,009.49	17,453.13			
LIABILITIES						
Current Liabilities						
901 · Building Fund	93,189.44	93,376.95	-187.51	1,135.85	917.25	218.60
902 · Capital Improvement Fund	0.00	-55,553.15	55,553.15	5,800.62	2,275.48	3,525.14
903 · Transportation Fund	188.00	178.00	10.00	417.00	1,200.00	-783.00
904 · Scholarships	817.50	1,651.50	-834.00	21,762.50	22,312.50	-550.00
905 · Faith Promise	38,263.97	17,714.82	20,549.15	66,116.90	7,165.76	58,951.14
907 · Benevolence Fund	16,257.26	14,850.81	1,406.45	1,713.71	940.00	773.71
908 · Music Fund	174.20	174.20	0.00	3,096.07	2,257.00	839.07
911 · Year End Accruals	8,480.16	8,480.16	0.00	187.29	942.61	-755.32
912 · Run For The Children	2,481.19	2,481.19	0.00	48,858.54	46,979.05	1,879.49
914 · HRA	0.00	470.30	-470.30	149,088.48	84,989.65	64,098.83
915 · Youth Summer Missions	4,533.88	4,523.88	10.00	-59,436.15	0.00	-59,436.15
100 · Payroll Liabilities	7,454.27	6,601.93	852.34	0.00	0.00	0.00
Total Current Liabilities	171,839.87	94,950.59	76,889.28			
Long Term Liabilities						
810 · Building Mortgage	0.00	0.00	0.00			
Total Long Term Liabilities	0.00	0.00	0.00			
Total Liabilities	171,839.87	94,950.59	76,889.28			
EQUITY						
900 · Retained Earnings	991,473.20	991,473.20	0.00			
Net Income	-69,971.65	-10,535.50	-59,436.15			
1000 · Opening Bal Equity	-407,878.80	-407,878.80	0.00			
Total Equity	513,622.75	573,058.90	-59,436.15			
TOTAL LIABILITIES & EQUITY	685,462.62	668,009.49	17,453.13			

	Income	Expenses	Net Income
901 · Building Fund	830.00	1,017.51	-187.51
903 · Transportation Fund	10.00	0.00	10.00
904 · Scholarships	20.00	854.00	-834.00
905 · Faith Promise	28,248.50	7,699.35	20,549.15
907 · Benevolence Fund	2,101.45	695.00	1,406.45
908 · Music Fund	0.00	0.00	0.00
OTHER FUNDS			
902 · Capital Improvement Fund	59,254.70	3,701.55	55,553.15
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	470.30	-470.30
915 · Youth Summer Missions	10.00	0.00	10.00
Total Other Current Liabilities	90,474.65	14,437.71	76,036.94

Andrew M. Burner
Treasurer

1/11/16
Date

EBENEZER BIBLE FELLOWSHIP CHURCH - 2015 FINANCIAL STATEMENT

BALANCE SHEET REPORT / COMPARISON

ASSETS	31-Dec-15	31-Dec-14	\$ Change	GENERAL FUND - BUDGET vs. ACTUAL			
Assets - Checking/Savings				Dec YTD	Budget	Variance	%BGT YTD
18000 · Checking (KNBT)	521,645.92	578,252.65	-56,606.73	917,052.05	952,852.00	-35,799.95	96.2%
18002 · CDs (KNBT)	67,587.38	67,545.48	41.90	570.04	742.00	-171.96	77%
19000 · Savings (M&T Bank)	90,853.65	90,770.55	83.10	1,850.00	0.00	1,850.00	N/A
19001 · Checking (M&T Bank)	5,375.67	5,375.67	0.00	14,216.00	13,116.00	1,100.00	108%
Total Checking/Savings	685,462.62	741,944.35	-56,481.73	933,688.09	966,710.00	-33,021.91	97%

TOTAL ASSETS	685,462.62	741,944.35	-56,481.73				
LIABILITIES							
Current Liabilities							
901 · Building Fund	93,189.44	93,730.19	-540.75				
902 · Capital Improvements	0.00	0.00	0.00				
903 · Transportation Fund	188.00	118.00	70.00				
904 · Scholarships	817.50	2,381.50	-1,564.00				
905 · Faith Promise	38,263.97	32,400.32	5,863.65				
907 · Benevolence Fund	16,257.26	15,172.92	1,084.34				
908 · Music Fund	174.20	144.20	30.00				
911 · Year End Accruals	8,480.16	7,488.33	991.83				
912 · Run For The Children	2,481.19	409.29	2,071.90				
914 · HRA	0.00	0.00	0.00				
915 · Youth Summer Missions	4,533.88	-320.53	4,854.41				
100 · Payroll Liabilities	7,454.27	6,825.73	628.54				
Total Other Current Liabilities	171,839.87	158,349.95	13,489.92				

Expenses							
2000 · General Finance	48,614.63	50,411.00	-1,796.37				96%
3000 · Discipleship	26,834.39	32,544.00	-5,709.61				82%
5000 · Evangelism	5,462.22	9,350.00	-3,887.78				58%
6000 · Missions	164,599.88	166,100.00	-1,500.12				99%
7000 · Deacon	163,896.78	106,700.00	57,196.78				154%
8000 · Worship	11,461.58	7,150.00	4,311.58				160%
9000 · Office/Admin	15,921.41	19,475.00	-3,553.59				82%
10000 · Congregational Care	580.05	5,580.00	-4,999.95				10%
11000 · Compensation	566,288.80	569,400.00	-3,111.20				99%
Total Expense	1,003,659.74	966,710.00	36,949.74				104%

DESIGNATED FUNDS

Long Term Liabilities							
810 · Building Mortgage	0.00	0.00	0.00				
Total Long Term Liabilities	0.00	0.00	0.00				
Total Liabilities	171,839.87	158,349.95	13,489.92				
EQUITY							
900 · Retained Earnings	991,473.20	931,656.18	59,817.02				
Net Income	-69,971.65	59,817.02	-129,788.67				
1000 · Opening Bal Equity	-407,878.80	-407,878.80	0.00				
Total Equity	513,622.75	583,594.40	-69,971.65				
TOTAL LIABILITIES & EQUITY	685,462.62	741,944.35	-56,481.73				

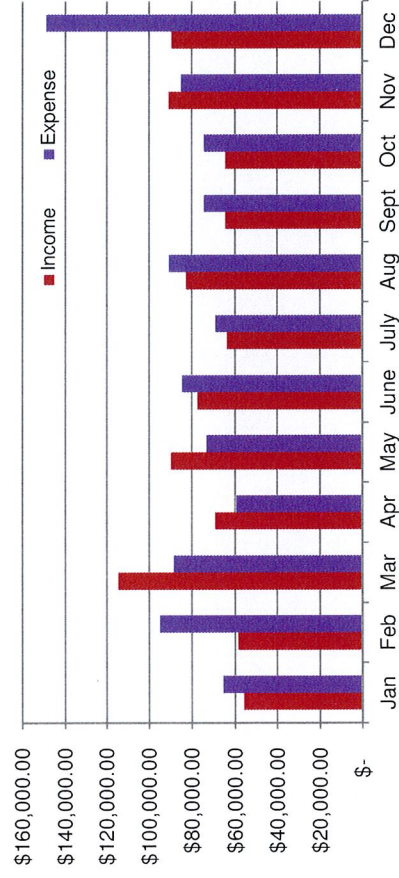
OTHER FUNDS

902 · Capital Improvements	67,958.55	67,958.55	0.00				
911 · Year End Accruals	991.83	0.00	991.83				
912 · Run For The Children	3,434.74	1,362.84	2,071.90				
914 · HRA	6,600.00	5,500.00	1,100.00				
915 · Youth Summer Missions	28,486.58	19,046.32	9,440.26				
Total Other Current Liabilities	203,091.47	184,544.74	18,546.73				

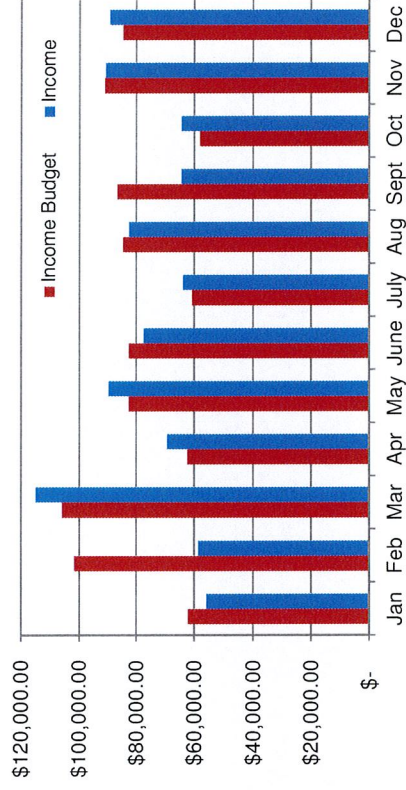
Andrew J. Bumer
Treasurer

1/11/16
Date

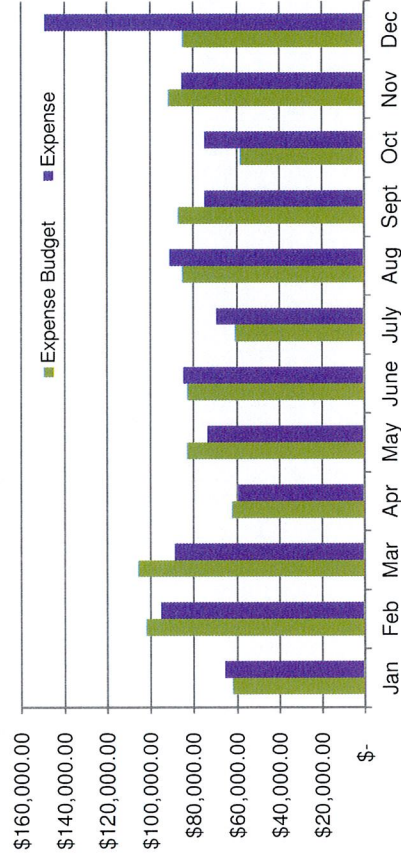
2015 Income vs Expenses



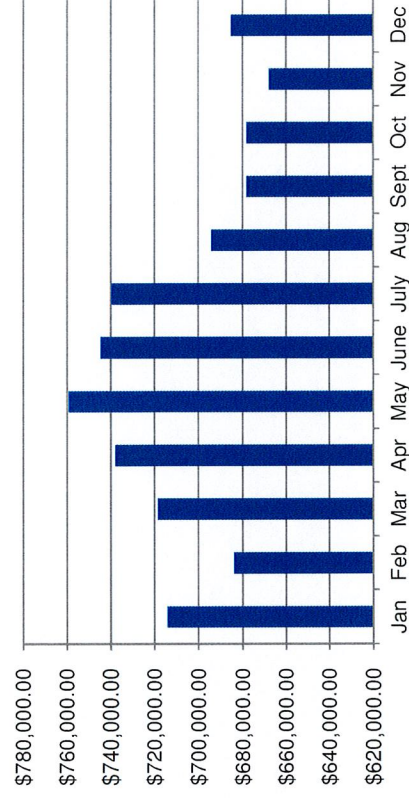
2015 Income vs Budget



2015 Expenses vs Budget



2015 Assets



POD (Pastor of Discipleship) Report, Dec 2015/Jan 2016

As I continue in my trek through the book of Psalms, my next stop was Psalm 103. Listen to this incredible description of the relationship our God has with his people:

"The Lord is merciful and gracious, slow to anger and abounding in steadfast love. He will not always chide, nor will he keep his anger forever. He does not deal with us according to our sins, nor repay us according to our iniquities. For as high as the heavens are above the earth, so great is his steadfast love toward those who fear him; as far as the east is from the west, so far does he remove our transgressions from us. As a father shows compassion to his children, so the Lord shows compassion to those who fear him. For he knows our frame; he remembers that we are dust." (Psalm 103:8-14, ESV)

When I feel the lowest and so incapable of doing the work I've been given, I reflect on this portion and it's as if my heavenly Father is lifting me up and repositioning me to keep going.

With that in mind, here is a quick summary of some of the ministry opportunities from December 2015/January 2016:

Kids Crossing

- **Cross Time Sunday School (10:05 AM):** Praise the Lord that he has provided a helper for 4 yr-old-K class, and a teacher for the 3-4 Grade class. We have several openings for teachers & assistants, beginning now through the coming spring. Please pray that the Lord would raise up His people to fill the following positions:
 - o Grades 1&2 (teacher, odd months)
 - o Grade 5 (teacher, even months)
- **Early Childhood (2&3 year-olds):** Continuing to go well for both services and Sunday School. Praise the Lord, all teaching positions are filled.
- **Children's Church:** The Gospel Project curriculum worship segment continues to work well for Children's Church. We continue to see between 8-12 students each week. We do however, have an immediate opening for a team (D), beginning in February 2016.
- **"WINTER BLAST" Kids' Retreat (Friday – Sunday, February 5-7, 2016):** This Friday - Sunday retreat, for ages 7 - 5 grade, is packed with fun, food, fellowship and hopefully snow!
- **New Security Check-in:** The new check-in system seems to be working okay, however, we are continuing to monitor the performance of the BCS iPads we are using.
- **Wednesday Evening Programs:** Our Awana program is blessed this year with around 60 children, which the elder's have the privilege of teaching both the T&T and Sparks groups, focusing in on the question, "Who is Jesus?" from the gospel of John. We will begin a new series by the elder's called "Who is...?" in January. This series will highlight different people in the scriptures and their role in God's redemptive plan.

We had the Awana store on December 16, where the kids were able to spend their Awana bucks they earned on gifts for their families. Please pray for Julie Gibson in her role as Awana commander, and that the Lord would provide more volunteers for the T&T group.

- **New PA Background Check Requirements for Employees & Volunteers:** There are still a number of volunteers who have not completed the Mandatory Reporter Training, though not required to serve.

Student Ministry

- See Pastor Mark's report.

Adult Ministry

- **Adult Electives:** We began our new winter/spring semester on January 10, 2015, with the following breakdown of classes:

- o I Corinthians - Scott Holwick
- o Pastoral Epistles -Dick Bickings

As always, please continue to pray that the Lord would send forth some new adult elective teachers so that we may offer a variety of subjects, and give the current teachers a break. We currently only have 5 teachers.

• **Men's Ministry:**

- o **Bethel Series:** There is only one multi-gender class this time around that meets on Tuesday evenings and is taught by Jason Lee, and one women-only class taught on Thursday evenings by Peggy Brimer.
- o **Men's Bible Studies/Prayer:**
 - Thursday mornings from 6:15 AM – 7:30 AM, This early morning bible study group is currently in a study on "The Life and Ministry of Jesus Christ".
 - Thursday mornings from 9:00 AM – 10:30 AM, This Men's Bible Study is currently studying, "Act Like Men," by James MacDonald. There are currently 6-8 men involved in this study.

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

"December was a month of preparing for the exciting things beginning in January. We will be starting Priscilla Shirer's new study Armor of God this week! We currently have 42 ladies registered. Vicki Cowely and Laurie Gill will be leading on Monday evenings and I will be leading Tuesday mornings. This is a 7 week study and we will be alternating weeks.

MOPS: We were able to bless one of our MOPS moms in December with an outpouring of love in their time of financial need. Our church benevolence helped them as well.

I am currently taking the free seminary class on line thru Dallas Seminary on the gospel of John. I have completed the first 5 lessons and have learned so much.

Hosted Christmas dinner for the Women's ministry team and staff ladies on Monday December 14th along with devotional.

Tis So Sweet Tuesday: So excited to begin a study on the book of Ruth beginning on Tuesday, January 19th. We will be going thru a book titled "The Gospel of Ruth" by Carolyn Curtis James as well as reading thru the book of Ruth each month. I am encouraged to see 10 ladies that have signed up to be a part of this monthly Bible Study/book study."

Discipleship Support

- **Kinship:** Praise the Lord, for the great response and diligent work of the Kinship leaders to make this core ministry of our church a continued success. A special thanks goes to Bob and Laurie Gill for their tireless work to make this all possible!

Other:

- Continue to meet with a couple to counsel and encourage with their marriage
- Began teaching the Pastoral Epistles for adult electives
- Led service at Atria on December 13 & Preached on December 27
- Continued to visit and provide physical & Spiritual care for several people in our church.
- Continued work on the new Church Database as time permitted (especially KC security modules).
- Continuing in Greek I, TNARS seminary course, which is a part of my BS501 Biblical Languages course, as time permits.

Respectfully Submitted, Dick Bickings, Pastor of Discipleship

Worship /College-Age Ministry Update December-January, 2015-2016

Jeremy Harkins, Worship Pastor

"Isaac Watts, a great hymn writer wrote: 'The Great values not the service of men, if the heart be not in it: the Lord sees and judges the heart; he has no regard to outward forms of worship, if there be no inward adoration, if no devout affection be employed therein. It is therefore a matter of infinite importance, to have the whole heart engaged steadfastly to God'" (Taken from: "Worship Matters" by, Bob Kauflin p.31).

Worship/College Age Shepherding

-Had a couple really good meetings with a couple young men in December and was really encouraged by their spiritual maturity and growth. It is exciting how God is working in the hearts of our young people!

-Met with a couple of our worship leaders for encouragement and prayer.

Simulcast/Sound/Media

-We were able to have the Christmas Eve service live streamed this year which allowed those who were visiting family to still be able to watch the service. Jason and I will be meeting soon to evaluate how to continue to grow the ministry in 2016. He and his team have done a phenomenal job.

College-Age Fellowship- Kinship

We had our College Fellowship Christmas party at our home which was really nice we had 3 college-age that came as well as some friends of the church family. We had a wonderful time of interacting and sharing. We start session 4 of Tim Keller's "The Gospel In Life" series in mid-January.

Additional Areas

-I was able to make some visits during December and pray with some individuals dealing with some strong affliction both physically and financially.

-The choir did an amazing job on the December 20th and were a great addition to the worship team. Thankful for John and Nicole Huie and their desire to orchestrate and prepare the choir to be integrated with the praise team.

-Enjoyed leading music for the men's breakfast. Fostering relationships with my brothers in this church and praying over some deep needs within our church body was a huge blessing!

Student Ministries Report - December 2015

"The steadfast love of the Lord never ceases; his mercies never come to an end; they are new every morning; great is your faithfulness"

Lamentations 3:22-23 ESV

I love to consider this Scripture at the beginning of every new year, and many times throughout the year! Everyone seems to be thinking about new starts when January rolls around (and this can be a good thing), but what do you do when you mess up on January 8th. Do you despair or give up hope? God is in the process of making our students (and all of us that aren't students) more and more into His likeness, from glory to glory. This involves a thousand new starts, and thankfully, his mercies are always new - He is a faithful God. We enter 2016 as a student ministry with this rallying cry - our God is faithful!!

Teaching

- **Middle School**
In our Core Truth curriculum, we are finishing up our series on worship called "Living Sacrifice".
- **High School**
We are still going through Ecclesiastes.
- **Sunday School**
We are teaching through the Gospel Project in both the MS and HS SS classes. Right now we are looking at fasting, hospitality and giving.
- **Preaching**
Enjoyed the privilege of preaching Christmas Eve.

Shepherding

- Made a couple visits to those with health needs.
- Met with a student who is confused about spiritual things and talked through the gospel and other topics with him.
- Continue to meet with a student for ongoing discipleship and direction with a struggle.
- Had lunch with a young adult who came through our ministry but moved away. It was nice to reconnect.
- Have begun pre-marital counseling with a former Ebenezer student and his fiancée.
- Had the incredible privilege of baptizing a former Ebenezer student.

Staff

- Had our bi-monthly staff meeting at our house. What an awesome group of servants.
- Met with Henri to continue to talk through Illuminite and direct that ministry.

Activities

- **Illuminite**

December was a MS & HS Christmas party for Illuminite.

Other

- Still continue to lead a Bible Study at Lehigh University with wrestlers who are eager to grow in their faith.
- Watched a webinar on student leadership. It was very helpful and I continue to think through an effective way of restarting student leadership.
- Had the privilege to teach at Bethlehem Christian School and Lehigh Valley Christian High School.
- Continued to work with the BOYYA on Sno Glo details.
- Met with area BFC youth pastors for breakfast.
- Enjoyed being part of the distribution of the gifts at Lynfield right before Christmas. This was an incredible time of praying with people and it just reminded of us of how much opportunity for ministry there is in the Lynfield community.
- Really enjoyed some vacation with my family between Christmas and New Years.

Respectfully Submitted,

Mark Culton