



## **Board of Elders Meeting January 12, 2015**

### **Roll Call & Prayer**

All elders were present: Wayne Batten, Pat Barry, Dick Bickings, Andy Brimer, Mark Culton, Dennis Flannigan, Tim Gibson, Swannie Griffin, Kevin Hardy, Scott Holwick, Chris Jones, Byron Roth, and Shawn Sommons. Pastor Tim opened in prayer.

### **Devotional & Prayer**

- Pastor Tim led the elders through a devotional time highlighting the responsibilities of an elder - feeding, protecting, leading, and caring. We focused our time highlighting the last of these - caring. Acts 20:28-35 spells out ways in which we care for the flock - paying careful attention, being alert, guarding from wolves, and helping the weak.
- One way to apply this passage is by using the Shepherd's List. The list has been divided up now among all 14 elders (including Pastor Jeremy), and we want to seek to use these lists to care for our people.
- The elders then spent some time praying in pairs.

### **Approval of Minutes**

**Motion** was made to approve the minutes from the December 8, 2014 Board of Elders meeting, **seconded** and **passed**.

### **Shepherds List**

Tim handed out Shepherd's Lists to all elders so that we can care for our people.

### **Financial Report**

Andy Brimer reviewed the financial report (Attachment 1). Giving was under budget in December, but thankfully we made budget for the year due to special donations. The audit team of Rachel Kuntz and Dale & Gail Tshudy did an in-depth review of our financial records and procedures and found everything to be order. The budget is ready for 2015 and Andy is going to send out a message to ministry leaders asking for feedback on how they anticipate spending throughout the year. A **motion** was made to approve the financial report. This was **seconded** and **passed**.

### **New Elder Roles**

Pat Barry - Evangelism  
Chris Jones - Welcome Ministry  
Kevin Hardy - Ministry Assimilation  
Swannie Griffin - Missions  
Dennis Flanagan - Mercy Ministry

### **Election of Officers**

The following elections were made:

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

These were **nominated, voted** on and **approved**.

### **Annual Conference Delegates**

The following elders were **nominated** to be delegates:

- Scott Holwick
- Wayne Batten
- Andy Brimer - alternate delegate

These were **voted** on and **approved**.

### **Discussion Items:**

- 1) Annual Congregational Meeting – The elders discussed the agenda for the January 18<sup>th</sup> annual meeting. The new elder responsibilities will be announced at the meeting. We also will be voting on the annual conference delegates. Pat Barry will give an update on the current missionaries since Wayne and Swannie will be in Costa Rica.
- 2) Jeremy Harkins' Job Description – There is a clear job description for the worship portion of Jeremy's job (75%). However, there is nothing clear on what the 25% should entail. This was discussed for a bit with nothing put in writing.
- 3) New Background Check Regulations – There have been updates to the regulations for children's and youth workers in the state of Pennsylvania. We need to be in compliance before July 15<sup>th</sup> of this year. Each worker now needs the following clearances:
  - 1) Report of Criminal History from PA State Police (PATCH)
  - 2) Child Abuse History Clearance from the Department of Human Services (ChildLine)
  - 3) A signed Non-Disqualification Form stating they have not committed a specific list of criminal offenses
  - 4) FBI fingerprint (only for paid employees and volunteers who have lived out of state within the last 10 years)
- 4) Beth Moore Discussion – Scott is going to send out an email bringing the new elders up to speed on this discussion. There have been concerns in the past from various congregants about the doctrine and direction of Beth Moore. The elders believe that one of our responsibilities is to guard the flock from false teaching, and so we want to take these concerns seriously. We are planning to discuss this at the next elders meeting.

### **Pastoral Reports**

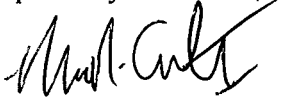
The pastors submitted their monthly reports and summarized them for the elders:

- Tim Gibson, Senior Pastor (Attachment 2)
- Dick Bickings, Pastor of Discipleship (Attachment 3)
- Mark Culton, Pastor of Youth (Attachment 4)

### **Adjournment & Prayer**

The meeting was closed in prayer and adjourned.

Respectfully submitted,



Mark Culton  
Secretary to the Board of Elders

January 12, 2015

To: Board of Elders  
From: Andy Brimer, Treasurer  
Subject: Financial Report for January 2015

Attached you will find the following for the January 2015 Financial Report:

- December Financial Statement
- December YTD Financial Statement
- Graphical representation of:
  1. Income compared to projected budget
  2. Expenses compared to projected budget
  3. Income trends in relation to expense trends
  4. Asset trends

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

- Total income for December was 176% of the budgeted forecast while the YTD income was 101% of the budgeted forecast.
- Expenses for December were 157% of the budgeted forecast while the YTD expenses were 94% of the annual forecast. A large contributor to the apparent overage in expenses is due to clearing the expenses from the Capital Improvement Fund (902) to the Deacon line for capital improvement expenditures per advice from the audit committee.

Other:

- The 2014 internal audit is going well, and the team - Rachael Kuntz (lead), Dale Tshudy and Gail Tshudy plan to have a report for the Elders by the congregational meeting. I wish to thank the audit team for taking on this important work and serving us in this manner.

# EBENEZER BIBLE FELLOWSHIP CHURCH - DECEMBER 2014 FINANCIAL STATEMENT

## BALANCE SHEET REPORT / COMPARISON

## GENERAL FUND - BUDGET vs. ACTUAL

ASSETS	31-Dec-14	30-Nov-14	\$ Change	December	Budget	\$ Over Budget
<b>Assets - Checking/Savings</b>						
18000 · Checking (KNBT)	578,252.65	499,380.12	78,872.53	137,350.75	77,856.50	59,494.25
18002 · CDs (KNBT)	67,545.48	67,503.05	42.43	84.16	72.91	11.25
19000 · Savings (M&T Bank)	90,770.55	90,762.84	7.71	745.00	0.00	745.00
19001 · Checking (M&T Bank)	5,375.67	5,375.67	0.00	1,093.00	1,084.13	8.87
<b>Total Checking/Savings</b>	<b>741,944.35</b>	<b>663,021.68</b>	<b>78,922.67</b>	<b>139,272.91</b>	<b>79,013.54</b>	<b>60,259.37</b>
<b>TOTAL ASSETS</b>						
	<b>741,944.35</b>	<b>663,021.68</b>	<b>78,922.67</b>			
<b>LIABILITIES</b>						
<b>Current Liabilities</b>						
901 · Building Fund	93,730.19	93,262.19	468.00			
902 · Capital Improvement Fund	0.00	-43,030.32	43,030.32			
903 · Transportation Fund	118.00	118.00	0.00			
904 · Scholarships	2,381.50	2,351.50	30.00			
905 · Faith Promise	32,400.32	15,508.69	16,891.63			
907 · Benevolence Fund	15,172.92	17,197.42	-2,024.50			
908 · Music Fund	144.20	144.20	0.00			
911 · Year End Accruals	7,488.33	8,480.16	-991.83			
912 · Run For The Children	409.29	2,035.29	-1,626.00			
914 · HRA	0.00	1,035.26	-1,035.26			
915 · Youth Summer Missions	-320.53	-320.53	0.00			
100 · Payroll Liabilities	6,825.73	5,976.04	849.69			
<b>Total Current Liabilities</b>	<b>158,349.95</b>	<b>102,757.90</b>	<b>55,592.05</b>			
<b>Long Term Liabilities</b>						
810 · Building Mortgage	0.00	0.00	0.00			
<b>Total Long Term Liabilities</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>			
<b>Total Liabilities</b>	<b>158,349.95</b>	<b>102,757.90</b>	<b>55,592.05</b>			
<b>EQUITY</b>						
900 · Retained Earnings	931,656.18	931,656.18	0.00			
<b>Net Income</b>	<b>59,817.02</b>	<b>36,486.40</b>	<b>23,330.62</b>			
1000 · Opening Bal Equity	-407,878.80	-407,878.80	0.00			
<b>Total Equity</b>	<b>583,594.40</b>	<b>560,263.78</b>	<b>23,330.62</b>			
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>741,944.35</b>	<b>663,021.68</b>	<b>78,922.67</b>			
<b>OTHER FUNDS</b>						
902 · Capital Improvement Fund				43,030.32	0.00	43,030.32
911 · Year End Accruals				0.00	991.83	-991.83
912 · Run For The Children				74.00	1,700.00	-1,626.00
914 · HRA				0.00	1,035.26	-1,035.26
915 · Youth Summer Missions				0.00	0.00	0.00
<b>Total Other Current Liabilities</b>				<b>73,979.49</b>	<b>19,237.13</b>	<b>54,742.36</b>

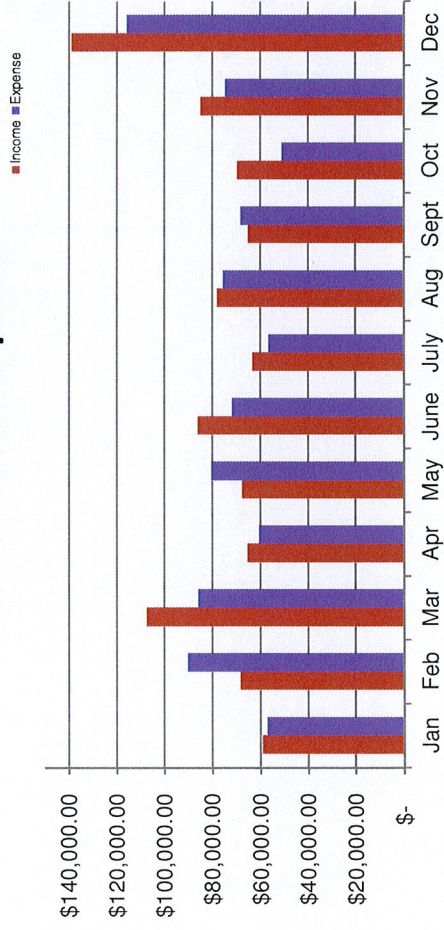
*Andrew B. Bramer*  
Treasurer

1/12/15  
Date

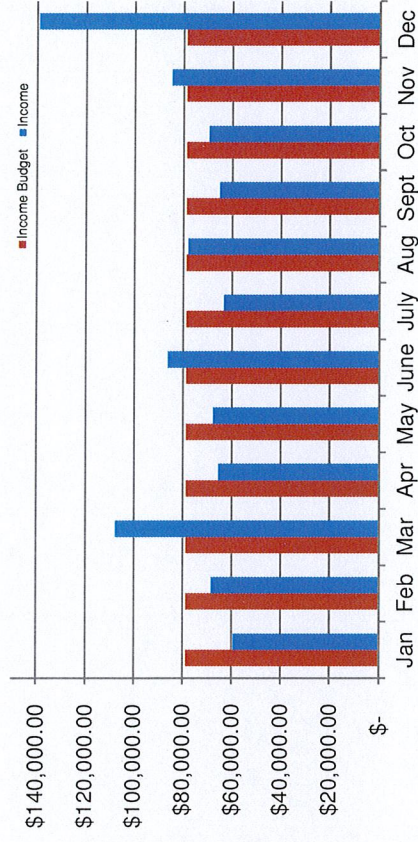
## DESIGNATED FUNDS

	Income	Expenses	Net Income
901 · Building Fund	468.00	0.00	468.00
903 · Transportation Fund	0.00	0.00	0.00
904 · Scholarships	30.00	0.00	30.00
905 · Faith Promise	28,291.32	11,399.69	16,891.63
907 · Benevolence Fund	2,085.85	4,110.35	-2,024.50
908 · Music Fund	0.00	0.00	0.00
<b>OTHER FUNDS</b>			
902 · Capital Improvement Fund	43,030.32	0.00	43,030.32
911 · Year End Accruals	0.00	991.83	-991.83
912 · Run For The Children	74.00	1,700.00	-1,626.00
914 · HRA	0.00	1,035.26	-1,035.26
915 · Youth Summer Missions	0.00	0.00	0.00
<b>Total Other Current Liabilities</b>	<b>73,979.49</b>	<b>19,237.13</b>	<b>54,742.36</b>

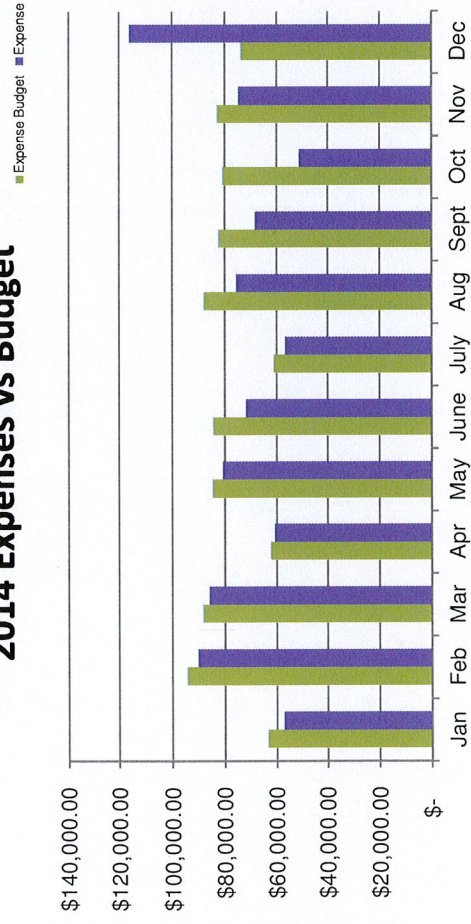
### 2014 Income vs Expenses



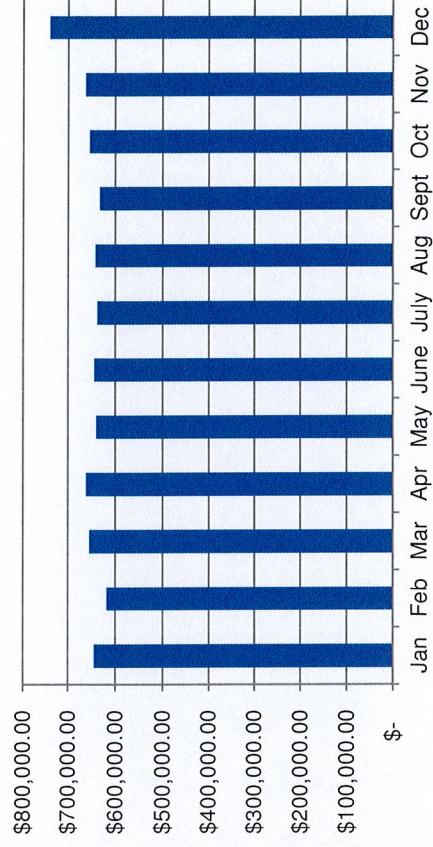
### 2014 Income vs Budget



### 2014 Expenses vs Budget



### 2014 Assets





**Pastor Tim's Ministry Report**  
**January 12, 2015**

*Attachment # 2*

**Studying & Preaching:** In the month of December I finished up a 5 part series out of the Psalms I entitled "Living the Good Life." We looked at how to have a 1) blessed life (Psalm 1), 2) fearless life (Ps 27), 3) Grateful life (Ps 138), 4) Good life (Ps 49), & 5) Joyful life (Ps 42). Beginning in the New Year, I have begun a series through the book of Genesis. My goal is not to preach on all the details, but to give the over arching themes. I expect to be in the book of Genesis for most of the year. The first series is entitled "Answers for Life" from Genesis 1-11. My goal is to answer the big questions in life providing a biblical worldview and confronting worldly opinion. Once we get into chapter 12 and following, my plan is to take broad strokes and look at the picture of God's faithful redemption and covenant with His people. Again, I am going to focus on the big picture in Genesis and not get too bogged down in the details. My plan is to get back to the New Testament in the Fall of 2015.

**Worship Pastor Search Committee:** The search committee finished its job unanimously recommending Jeremy Harkins to the Elder board as the full time worship pastor. The interviewing process went well. Once the Elders unanimously voted to approve Jeremy, He was presented to the Church. On January 4, Jeremy led the congregation in worship & the Church voted him in at 96%. The process was time consuming but rewarding. It was a joy to lead the committee through the process of seeking the Lord's will. I am very excited about having Jeremy as a part of the pastoral team.

**Transition Leadership Team (TLT) for Forks Church Plant:** I continue to meet with Tim Zuck as a part of his leadership team. The team simply provides encouragement and prayer support for Tim and the core team.

**Marriage Counseling:** I continue to meet every other week with a couple for marriage counseling. I am holding them accountable to make certain changes in their lives. I have also given them a couple of books to study through.

**Funerals:** Both Greenzweig's went home to be with the Lord in the month of December. First Mary Emma and quickly following her husband Edwin. While funerals are sometimes stressful, it was a joy to preach the Gospel at both of these funerals and remember the lives of these Saints who love the Lord dearly! My hope and prayer is that our ministry to Ann Greenzweig and her brother provided eternal comfort and hope.

**Counseling/Lunch/Mentoring/Visitation:** I was able to visit with many different church members this month over lunch or at their home to encourage them in the Lord. This is one of my favorite parts of ministry. I also made several hospital/home visits this last month carrying communion with me to offer. It is a joy to visit our shut-ins and those in the hospital.

**Christmas Parties:** It is a joy every year to have Christmas parties for both the Elder & Deacon boards. Opening our home for food, fellowship and joyful laughter (instead of business alone) is great for the morale of our leadership teams. Once again, we had a wonderful time fellowshiping together.

The month of December is a very busy month, but quite rewarding. It was a joy to preach the Christmas Eve service this year. It was an unusual holiday for our family as we stayed here, not seeing any family over the Christmas or New Years holiday. While we missed our family, we were able to have a nice intimate celebration with our kids. It is a joy to minister here at EBFC! May the Lord continue to bless us as we make plans and work hard to preach the Word and faithfully minister to those whom the Lord brings through our door.

Serving Christ,  
**Pastor Tim Gibson**

# POD (Pastor of Discipleship) Report, Dec 2014/Jan 2015

In my current personal bible reading and study, I recently read this portion of scripture in 1 Kings 11 that caused me to ask and answer the question, "Why do good men go bad?" First, the good man goes bad...

*"So Solomon did what was evil in the sight of the Lord and did not wholly follow the Lord, as David his father had done." (1 Kings 11:6, ESV)*

This is the same King that a few chapters before, gave this benediction to the people of Israel...

*"that all the peoples of the earth may know that the Lord is God; there is no other. Let your heart therefore be wholly true to the Lord our God, walking in his statutes and keeping his commandments, as at this day." (1 Kings 8:60-61, ESV)*

So, what went wrong? Here it is...

*"from the nations concerning which the Lord had said to the people of Israel, 'You shall not enter into marriage with them, neither shall they with you, for surely they will turn away your heart after their gods.' Solomon clung to these in love. He had 700 wives, who were princesses, and 300 concubines. And his wives turned away his heart. For when Solomon was old his wives turned away his heart after other gods, and his heart was not wholly true to the Lord his God, as was the heart of David his father." (1 Kings 11:2-4, ESV)*

What this amounts to is distraction! A good godly man doesn't suddenly overnight become a heretic or godless, but slowly, little by little, one distraction after another stealthily steals his heart away from the eternal, sovereign God.

*"Oh God, please smack me up the side of my head if I ever allow anything to steal my heart away from you, Amen"*

With that in mind, here is a quick summary of some of the ministry opportunities from December 2014/January 2015:

## Kids Crossing

- **Cross Time Sunday School:** Praise the Lord for the full complement of teachers he has given us! We are currently studying (after 3 lessons in December on the birth of Christ), the power of Christ as seen in creation and his ability to provide.
- **Early Childhood (2&3 year-olds):** Continuing to go well for both services and Sunday School.
- **Children's Church:** The Gospel Project curriculum worship segment continues to work well for Children's Church. We continue to see between 5-12 students each week.
- **Wednesday Evening Programs:** Our Awana program continues to be effective in teaching the scriptures to our kids through bible memorization, and doctrinal truths. The elders have completed their teaching of the book of Proverbs, and are now beginning a teaching series based on John Piper's book, "What Jesus Demands from the World". Though there is a smaller T&T group this year, the kids still seem to be excited and engaged, proving to be a great blessing to those of us who have the privilege of hearing them quote scripture.
- **New PA Background Check Requirements for Employees & Volunteers:** Here is an excerpt from an email given to me by Rachel Marks who has done a lot of due diligence on this new policy:

"I know there has been a lot of confusion about the new PA state requirements for background checks. There hasn't been much information or clarification until recently. I just received some helpful information through Lancaster Bible College's Children's Ministry Connection that you might find useful. **Attached are 2 resources on new requirements for employees & volunteers who work with children & teens** (anyone under 18).

From what I understand, here is a summary of the new requirements:

- o Any paid church employees (including paid church daycare providers) working with minors will now be required to have 3 clearances (PA state police criminal record, PA child abuse history, FBI fingerprints); this will total \$47.50 every 3 years.

- o Any church volunteers working with minors must now have 2 clearances (PA state police criminal record and PA child abuse history); this will total \$20 every 3 years. This requirement begins in July 2015.
- o For volunteers, an FBI fingerprint is not required UNLESS they have lived outside of PA in the past 10 years.
- o For example, this means that NJ residents serving at a church in PA must have an FBI fingerprint. This is an additional \$27.50 every 3 years.
- o Volunteers must affirm in writing that they have been a PA resident for 10 consecutive years and that they are not disqualified from serving. I believe this means that children/youth ministries will need to add this to any "background acknowledgement consent forms" for volunteers to complete.
- o Volunteers and employees are responsible to cover the costs of clearances themselves. Agencies and organizations (including churches), however, can cover these costs if they so choose. The attachments include information on how to do this.
- o Churches are required to keep copies of all clearances on file.
- o Failure to run background checks is considered a misdemeanor of the third degree."

### **Student Ministry**

- See Pastor Mark's report.

### **Adult Ministry**

- **Adult Electives:** Our new Spring 2015 semester began on January 11, and we had about 100 people attending the following 3 classes:
  - o *Ezekiel* - Scott Holwick
  - o *Following Jesus in a Post Christian Culture* - Tim Zuck
  - o *James, The Epistle* - Dick Bickings

Please 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:** The Bethel Series NT began again the first full week in January 2015. As a reminder, we have close to 35 students attending our 3 classes. These classes are as follows, Jason Lee's Class, Tuesday evenings from 7:00-9:00 PM, Gail Tshudy's Class for women only, Thursday evenings from 7:00-9:00 PM, and Pastor Dick Bickings' Class on Saturday mornings from 8:00-10:00 AM.
- o **Men's Bible Studies/Prayer:**
  - Tuesday mornings from 6:15 AM – 8:00 AM, Men's prayer time with currently only 3 men attending.
  - Thursday mornings from 6:15 AM – 7:30 AM, This early morning bible study group is close to ending their study on Ezra & Nehemiah...stay tuned for information on their next study, possibly, the book of Esther.

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

"Bible Study: We concluded our study on 1st and 2nd Thessalonians and this week will begin a study titled: "Always True" by James McDonald. This study is on the promises of God. So excited to see about 50 women that have signed up to begin this study.

MOPS: MOPS will start the new year on Thursday.

WM team will be traveling this weekend. The Mastronardo's have graciously allowed us to stay at their home in Ocean Grove. The goal/purpose of this weekend is to pray and plan and be in God's word for an



extended period of time. Hoping to have the opportunity to move into their lives in a deeper way and encourage them in their walk as well.

Speaking: I am humbled to have the opportunity to speak tonight in New Jersey at a Women's event. I am also speaking at MOPS on Thursday.

Outreach: MOPS and Wm worked with Kim Checkeye and the Truth Home over the holidays. MOPS really went over and beyond to bless these girls for Christmas, It was fantastic.

I have quite a few one on ones appointments coming up trying to make connections and build relationships with the women of EBFC."

### **Discipleship Support**

- **Kinship:** We continue to add new people to our 14 Kinship Groups, thanks to the efforts of Bob & Lori Gill. Please pray that the Lord will raise up new leaders to start new Kinship Groups in the coming year.

### **Other:**

- Continued to meet with several couples to counsel and encourage
- Began (1/6/15) an 8 week men's discipleship series using our "BattleZone" curriculum in the Northampton County Prison on Tuesday mornings from 9:00-10:30
- Worked as an Awana leader
- Help in the MOPPETS group during the MOPS program
- Completed Galatians, Ephesians, and Philippians Class on Sunday mornings for Adult Electives, and now teach a class on the Epistle of James
- 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

## Student Ministries Report - December 2014

*But Mary treasured up all these things, pondering them in her heart. And the shepherds returned, glorifying and praising God for all they had heard and seen, as it had been told them.*

**Luke 2:19-20, ESV**

December is a time where we ponder the scientifically impossible idea of the God-man. It is also a time where we proclaim to others about the joy Jesus brings into our life. My prayer is that we led our students through last month with that sobriety and joy! I know for me caroling around Lynfield after Bethlehem and Beyond was much like being the shepherds who went and spread the news of Jesus birth. Some of our teens joined us for that time, and it was neat to see the joy that it brought to a number of the people who live there and may or may not be familiar with the gospel. Praise the Lord for a month of contemplation of the Christ-child.

### Teaching

- **Middle School**  
In our Core Truth curriculum, we just finished a series on "Relationships".
- **High School**  
We are coming to the end of our study of Proverbs. Next we will study the book of Mark.
- **Sunday School**  
In our "Gospel Truth" curriculum, we are continuing through a study on the theme of the "Kingdom of God" throughout Scripture.

### Shepherding

- Had the blessing of continuing the pre-marital counseling with a couple who I will be marrying.
- Attended a funeral for one of our church members

### Staff

- Had our bi-monthly staff meeting where we discussed events coming up and had a nice time of Christmas celebration.

### Activities

- **Bethlehem and Beyond** - Some of our students jumped in and helped with Bethlehem and Beyond
- **Illuminite Christmas Party** - This was a fun time of friendship and fellowship.

**Other**

- Attended a Sno Glo meeting with the BOYYA.
- Continue to have a deeper Bible study with a few of the Lehigh wrestlers.
- Attended the worship time with Jeremy Harkins and our elders.
- Attended the BFC youth pastor's breakfast.
- Had the blessing of participating with the budget meeting through worship leading.
- Attended an elders Christmas party - good time of fellowship
- Was able to attend a regional FCA (Fellowship of Christian Athletes) meeting.
- Participated in Bethlehem and Beyond
- Was able to take some vacation time at the end of December to spend it with my family.

Respectfully Submitted,

Mark Culton