



Elders Meeting February 10, 2014

Opening & Prayer

Senior Pastor Tim Gibson opened the meeting.

Roll Call

The following elders were present: Wayne Batten, Dick Bickings, Mark Culton, Tim Gibson, Scott Holwick, Byron Roth, and Shawn Sommons. Andy Brimer was excused absent.

Devotion & Prayer

- Pastor Tim led the elders in a devotional about the calling of an elder from 1 Peter 5 and Acts 20
- The elders shared some prayer requests and then spent time in prayer.

Approval of Minutes

- **Motion** was made to approve the minutes from both the December 8, 2013 Congregational Budget Meeting and the December 9, 2013 Board of Elders meeting, **seconded** and **passed**.

Financial Report

- Although Andy Brimer was absent, the elders reviewed the financial report (Attachment 1). We took note that the income is under budget and spending is slightly under what was projected. A **motion** was made to approve it. This was **seconded** and **passed**.

New Pastoral Relations Committee Chairman

- As it was Byron's first meeting, he shared that he has been praying about where to serve on the elder board specifically. Byron feels led to fill in the gap with the Pastoral Relations Committee. A **motion** was made to elect Byron as the PRC Chairman, **seconded** and **passed**.

Congregational Care

- The elders recognize the ongoing need for pastoral care, and how it may be beneficial to have someone come on staff part-time to coordinate the congregational care. This would include making visits, overseeing the needs of the congregation (including shut-ins and emergency needs), and following up with visitors. This was a preliminary discussion and we will continue to pray and discuss this. In the meantime the pastors will come up with a rough job description.

HR Audit

- The initial work on the employee handbook was discussed, and the elders will read through the handbook carefully to make sure it is line with our Faith and Order.
- It was recommended that the worker's compensation panel be accomplished immediately, and other projects be undertaken in the near future. The PRC will meet and come up with a plan of implementation.

VBS Community Outreach

- Dick has been looking at the Pembroke community as the target area for an outdoor community outreach, and we are still pursuing that for at least a few days. Pembroke has a robust summer program already, but there may be opportunity for some ministry. There may be some other areas in Bethlehem that are open as well. These are all being explored. There may also be some community work projects that could come about through our connections we are making through this possible outreach.

Live Streaming Video for Worship Service

- Pastor Dick has been doing research for a while on how to best stream the worship service. The elders desire to do this in order to provide overflow in the event that we have too many people for two services. Another benefit would be video of the services for shut-ins and those who miss the worship service. We have purchased some equipment already, and we continue to make plans. Jason Lee has now joined Dick in this endeavor as they discuss how this should best be accomplished. As this progresses we will have communication with others who should be involved to help determine the best way of going about this.

Easter Mailing

- The elders decided to do a mailing to the neighborhood for Easter rather than Christmas this year. \$2500 will be budgeted for this outreach. Robbin Hunsberger will oversee this.

Discipline and Membership

- A few families and their struggles with Ebenezer were discussed. We desire to follow up with and love people who are discontent.

Deacon Proposal for Youth Room Seating

- The elders approved the deacon's recommendation for seating which includes chairs and couches with an expected expense of approximately \$4000. This was a request by the youth workers to the deacon board.

Missions

- Lilian Solt will be in the area and will be sharing at Ebenezer on May 18th in a ministry moment and during the Sunday School hour. There will also be a luncheon after church to talk about ministry opportunities with the ministry in Costa Rica.

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

February 16, 2014

To: Board of Elders
From: Andy Brimer, Treasurer
Subject: Financial Report for February 2014

Attached you will find the following for the February 2014 Financial Report:

- January Financial Statement

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

- Total income for January was 75% of the budgeted forecast which is a bit lower than anticipated. This may be due to the inclement weather.
- Expenses for January were 90% of the budgeted forecast.

Other:

- The 2013 audit exception report with recommendations from the audit committee has been received, and a memorandum will be forthcoming to address the some of the open items as an interim action while the financial policy is updated. This update is targeted to be completed in 2014.
- ServiceU has been contracted to handle the online giving process, and the church website has been updated with this information along with the placement of bookmarks (with a QR code) in the pews.

EBENEZER BIBLE FELLOWSHIP CHURCH - JANUARY 2014 FINANCIAL STATEMENT

BALANCE SHEET

GENERAL FUND - BUDGET vs. ACTUAL

ASSETS	31-Jan-14	31-Dec-13	\$ Change	January	Budget	Variance	% YTD
Assets - Checking/Savings							
18000 · Checking (KNBT)	481,652.13	506,289.49	-24,637.36	58,275.16	77,856.50	-19,581.34	75%
18002 · CDs (KNBT)	67,134.49	67,134.49	0.00	42.91	72.92	-30.01	59%
19000 · Savings (M&T Bank)	90,687.53	90,679.83	7.70	0.00	0.00	0.00	N/A
19001 · Checking (M&T Bank)	5,375.67	5,375.67	0.00	1,084.17	1,084.17	0.00	100%
Total Checking/Savings	644,849.82	669,479.48	-24,629.66	59,402.24	79,013.59	-19,611.35	75%

TOTAL ASSETS	644,849.82	669,479.48	-24,629.66				
LIABILITIES							
Current Liabilities							
901 · Building Fund	82,979.19	82,096.19	883.00				
902 · Capital Improvements	0.00	0.00	0.00				
903 · Transportation Fund	43.00	18.00	25.00				
904 · Scholarship Fund	1,759.50	1,717.50	42.00				
905 · Faith Promise	4,766.69	30,341.69	-25,575.00				
907 · Benevolence Fund	13,776.28	13,391.30	384.98				
908 · Music Fund	74.20	49.20	25.00				
911 · Year End Accruals	8,480.16	8,480.16	0.00				
912 · Run For The Children	808.01	2,458.01	-1,650.00				
914 · HRA	7,000.00	0.00	7,000.00				
915 · Youth Summer Missions	105.73	105.73	0.00				
100 · Payroll Liabilities	6,129.58	7,044.32	-914.74				
Total Current Liabilities	125,922.34	145,702.10	-19,779.76				

Income							
1100 · Offerings / Gifts	1,766.89	1,562.00	204.89				
1400 · Interest	1,465.67	2,548.84	-1,083.17				
1700 · Memorials	150.00	25.00	125.00				
1900 · BCS & Other Bldg Use	174.09	550.00	-375.91				
Total Income	5,126.65	5,135.84	-88.19	57,252.14	63,541.42	-6,289.28	90%

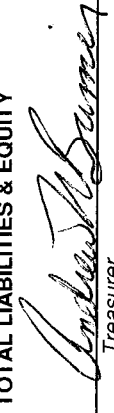
DESIGNATED FUNDS

Net Ordinary Income	2,150.10	15,472.17	-13,322.07				
Net Fund Transfers between Accts.	7,000.00	0.00	7,000.00				
Net Income	-4,849.90	15,472.17	-20,322.07				

Long Term Liabilities	Income	Expenses	Net Income
810 · Mortgage	883.00	0.00	883.00
Total Long Term Liabilities	25.00	0.00	25.00
Total Liabilities	125,922.34	145,702.10	-19,779.76
EQUITY			
900 · Retained Earnings	931,656.18	959,280.04	-27,623.86
Net Income	-4,849.90	-27,623.86	22,773.96
1000 · Opening Bal Equity	-407,878.80	-407,878.80	0.00
Total Equity	518,927.48	523,777.38	-4,849.90
TOTAL LIABILITIES & EQUITY	644,849.82	669,479.48	-24,629.66

OTHER LIABILITY ACCOUNTS

902 · Capital Improvements	0.00	0.00	0.00
911 · Year End Accruals	0.00	0.00	0.00
912 · Run For The Children	150.00	1,800.00	-1,650.00
914 · HRA	7,000.00	0.00	7,000.00
915 · Youth Summer Missions	0.00	0.00	0.00
Total Current Liabilities	10,947.00	29,212.02	-18,265.02


 Date 2/16/14
 Treasurer

**Pastor Tim's Ministry Report
February 10, 2014**

Studying & Preaching: We made it through one of the hardest sections of Hebrews (chapter 6) and discussed the huge issue of apostasy. I had a few questions, but for the most part, I think everyone understood the complexity of that particular passage. We are not entering into a challenging section, which I have entitled the "Superior Ministry of Jesus." This section is challenging because the rituals and structure of Israel is so foreign to us. However, I believe that this section of Scripture (7-10) is going to be very rewarding as we study through it. I hope and pray that our people will grow in their understanding of the Levitical Priesthood and how Jesus' ministry is more superior in every way making it possible for us to have access to God!

LEAD Men's Leadership Training: We had an incredible discussion of Church Health going through Mark Dever's 9 Marks book. Our discussion was very beneficial and I hope that the men who are participating (still about 20+) are getting a clear understanding of what makes the Church healthy: Biblical theology, understanding biblical salvation, understanding evangelism, church leadership, etc. We are now about to read MacArthur's book, Ashamed of the Gospel. It is my goal to help our men try to develop a clear philosophy of ministry statement.

Worship Ministries: (From Jennie Flicker)

Praise God! We just added two more students to the worship team! We are auditioning one more this coming week. The choir committee and I decided to begin rehearsing every Wednesday again. Our experiment with running fewer rehearsals in order to gain more members only provided us with one extra choir member. Now, the group feels disjointed and unprepared. So, we're going to go back to what we were doing before while praying for God to give us direction for the future. Most of my additional planning time this month will be spent preparing for Missions as well as Easter. There are many more services to plan and volunteers to coordinate for March. So, I'd appreciate if you can pray that we can fill all the slots. We just applied and paid for the CCLI Streaming License. This will cover all services that are streamed online. See Pastor Dick for more info.

Counseling: It is a joy to counsel and pray with our congregation. I continue to do so on a weekly basis as needed. I usually have anywhere from 3-5 appointments/week discussing issues including: marriage needs, baptism needs, etc.

Kinship Group: We continue to meet every other week. Our group is very faithful. We eat together each week. We sing together & pray together. We are going through Piper's Desiring God. It is very challenging. I truly think our group is enjoying the study!

Wednesday Night Bible Study/Prayer Meeting: Attendance has been down over the last few weeks. I think it is due to the weather and previous cancelations. However, we continue to have a joyous time singing a couple of hymns and studying through Matthew and then praying together afterwards. We are currently in the heart of the Sermon on the Mount. We always have a few "Prayer Letters" that we all sign and send out to those in our church and abroad that need encouragement. It has been very successful. I receive notes and emails from people continually expressing their gratitude for our concern and prayers.

Baptisms: We just had 2 baptisms on Sunday, February 10. It was a joy to see Ashley Herrera and Julie Brown publicly identify with Jesus and follow His command to be baptized. Both of these women have incredible testimonies. The Lord is truly working among so many! Praise the Lord!

I am overwhelmed with the grace of God in placing me here at Ebenezer. I am praying that the Lord would use me and our ministry to reach more and more people with the Gospel of Jesus Christ and that our ministry would be influential in helping the Saints mature into people who look like Jesus.

Serving Christ,
Pastor Tim Gibson

POD (Pastor of Discipleship) Report – Jan/Feb 2014

As I continue by personal trek through the Bible, in particular, the Old Testament, I was deeply impacted by what God said to Moses in Exodus 4...

“Then the Lord said to him, ‘Who has made man’s mouth? Who makes him mute, or deaf, or seeing, or blind? Is it not I, the Lord? Now therefore go, and I will be with your mouth and teach you what you shall speak.’ But he said, ‘Oh, my Lord, please send someone else.’” (Exodus 4:11-13, ESV)

God, for reasons known only to Himself, chooses to bring glory to Himself by calling fallible people to do His work. So often these fallible people, like Moses, respond with, *“Oh, my Lord, please send someone else.”* The truth of the matter is always, not who we are or how qualified or unqualified we think we are but who God is and what He will do with us for His glory.

“Oh Lord, please help me to look at you and never at myself when determining if I can do what you have given me to do, Amen”

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

Kids Crossing

- **Cross Time Sunday School:** Please pray that the Lord will raise up a couple of teachers needed, one immediately for our 4 yr-old - K class, (even months) and possibly another for our 1st & 2nd grade class (odd months).
- **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 with an average increasing to 10 children attending.
- **Winter Blast Kids Retreat (Jan 24-26):** Our Kid’s Crossing winter retreat was packed with fun, food, fellowship and snow! Special activities included Bible lessons, worship, rollerblading, rock climbing wall, and more! This year’s theme was “God’s Team” (Winter Olympics). We had 10 children and 3 adults attending.
- **Wednesday Evening Programs:** Our Awana program is currently running around 65 kids. It is very exciting to see kids learning and reciting scripture and listening intently to the bible teaching done by our elders, who are teaching a number of doctrinal topics. **Please pray that the Lord would send us the necessary volunteers,** and that the scriptures the children are learning may richly dwell in them!

Student Ministry

- See Pastor Mark’s report.

Adult Ministry

- **Adult Electives:** Our winter/spring semester of Adult Electives is in full swing with three classes being offered and about 150 people attending...the classes offered are as follows:
 - The book of Acts (Part 2) – Rich Mastronardo
 - The book of John - Mike Capaldi
 - The book of Joshua – Pastor 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:**
 - **Bethel Series:** Praise the Lord, the program is going very well...between all three classes we have around 45 students.
 - **Men’s Bible Studies/Prayer:**

- Tuesday mornings from 6:15 AM – 8:00 AM, Men's prayer time with 4-6 men attending.
 - Thursday mornings from 6:15 AM – 7:30 AM, This early morning bible study group is currently studying 'What is Providence?' by Derek W. H. Thomas.
- **Women's Ministry:** Here is an update from Laura...

“We have started the Gideon bible study and the women are so thrilled with this. Monday evenings have about 30 women in attendance. Tuesday mornings have been a struggle to meet due to the snow, but we have about 12 of us that come out.

Wm is offering an open house at my home tomorrow evening on February 11th for a time of fellowship and I am looking forward to having them.

I attended a SHE LEADS meeting and we are so excited to be having Chris Adams from Lifeway to be coming to be our keynote speaker. She is the primary person at Lifeway for Wm. The conference is July 19th here at EBFC.

I am very excited to be offering a Mother Daughter conference on October 18th. Our theme is “Grace Again”. Jessie Seneca will be our keynote speaker and we are offering a variety of breakout sessions as well.

Feminine Appeal class will be offered and starting on Thursday March 27th.

I continue to be active in leading the MOPS steering team, although we have missed a lot due to the snow as well.”

Discipleship Support

- **Kinship:** We praise the Lord for the 14 groups with 173 adults and 89 kids involved, and a variety of bible study topics.

Evangelism/Outreach:

- **Mission/Evangelism Conference Prep:** Jason Lee and myself are looking at the necessary technical details needed for streaming the Mark Spence, “Can God Exist?” lecture from Lehigh University to EBFC.
- **VBS Community Outreach Prep:** Plans have begun for a community-centered outreach VBS. We are targeting the Pembroke area but may also look at several sites throughout Bethlehem City. Mark and Jen Culton will be heading up this endeavor, with the youth, planned for July 14-18, 2014.
- **BattleZone at Northampton County Prison:** This ministry is currently on hold in order to catch up on other discipleship ministries.

Other:

- Continued to meet with several families to counsel and encourage
- Edited Shepherd List Database for Congregational Care Followup
- Helped in Awana as a T&T Leader
- Helped in MOPS as the 1^{1/2} - 2^{1/2} year-old class leader
- Taught Bethel OT class on Saturday mornings
- Spoke at the Valentine's Banquet at New Life BFC Church in Long Neck, DE
- Taught Joshua Class on Sunday mornings for Adult Electives
- 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 - January 2014

“Jesus said to them, “I am the bread of life; whoever comes to me shall not hunger, and whoever believes in me shall never thirst.”

John 6:35, ESV

January is always a highlight because of our Sno Glo weekends. This year we focused on John 6 and Jesus as our Bread of Life. We had two great weekends where our teens were challenged to find their nourishment and satisfaction in Jesus alone, and not in the worldly pursuits that tempt us every day. I believe this was extremely practical for our students, and the break out groups we had showed me that the students were definitely applying what was being discussed in the main sessions. Our students really are in that pivotal time where they are deciding whether they really believe Jesus' statements such as these. Is what they were taught in youth group and from their parents truly true? Or is it simply a way for parents and youth workers to control the next generation. This is at the heart of most students doubts and temptation to walk away from Christianity.

Christ is so beautiful, and it is our desire for students to grasp this. That is what the thrust of Sno Glo is, and really all of our student ministry. We want to hold up the gospel and the sufficiency of Christ for all of life. May we continue to do this by God's grace.

Teaching

- **Middle School**
We have taken a small break from the Core Truth curriculum, in which we go through the core doctrines of the faith - we have been focusing on mentoring for a couple weeks.
- **High School**
We will be starting our James study shortly, after we finish the focus on mentoring.
- **Sunday School**
We are using the curriculum “The Gospel Project”.
- Had an opportunity to speak at the High School where I graduated (as well as all my brothers). It was a good opportunity to share about my brother Ben and challenge the students to follow after Christ no matter what.

Shepherding

- Had breakfast with a youth dad which was encouraging.
- Met with youth family to help guide and encourage them.
- Had a great Student Leadership time at the end of the month.

Staff

Activities

Mentoring Training - We launched a new *LeaderTreks* mentoring program, starting with a

training time where we watched some videos and had round table discussion. I am excited about how God is going to grow adults and students both as they interact.

Sno Glo - We had a great MS weekend and a great HS weekend. The theme was "Jesus is the Bread of Life" from John 6, and it was a nice time of bonding with the students, and great spiritual discussions. It was also neat to see our students interact with some of the students from other churches, mostly because of our involvement with LITP last year.

Youth-Led Bridge Night - This was a very valuable opportunity for our students to grow in their awareness of the needs of our community. I saw students reaching out in love and they were really affected by it. I believe we were the hands and feet of Jesus, which blessed those that we served, but it also challenged us greatly. We had students help lead worship, preach, prepare food, serve food, and have discussions with those in need at *The Bridge*.

Family Night - I always love these quarterly youth groups. It is central to our purpose as a student ministry to help parents interact with their children about the things of the Lord, and this happens naturally on Family Night. My prayer is that the discussion would continue at home as parents seek to raise their children for God's glory!

Other

- On a personal note I have had some real quality time with my brothers and parents in the last month, which has helped in the healing process.
- The ministry to the Lehigh wrestling team has been going well, with a short Bible study every Thursday and opportunities for counseling those days as well.
- Participated in the Church Annual Meeting
- Had a google hangout with Andy Barnes as we plan and prepare for ministry down there this weekend as we serve and prepare a Valentines Banquet for them.
- Met with the other BFC youth pastors for our monthly breakfast. Always a great time.
- Met with an area youth pastor for encouragement.

Respectfully Submitted,

Mark Culton