



Board of Elders Meeting February 14, 2012

Roll Call:

- Present: Wayne Batten, Shawn Sommons, Andy Brimer, Mike Capaldi, Scott Holwick, Shawn Van Doren, Dick Bickings, Mark Culton
- Excused Absent: Jason Hoy
- Wayne Batten chaired the meeting in Jason's absence.

Devotion & Prayer:

- Pastor Dick Bickings led the men in their continued review of the BFC Articles of Faith. This month was Article 15: Justification
- The men shared in a time of praise, requests and thanksgiving to God.

Approval of Minutes:

- **Motion** was made to approve the minutes from the January 29, 2012 annual Congregational Meeting, seconded and approved. These minutes must still be approved by the congregation at our next church-wide meeting, but can be published in draft form.
- **Motion** was made to approve the minutes from the January 9, 2012 Board of Elders Meeting, seconded and approved.

Financial Report:

- Andy Brimer, Elder & Co-Treasurer reviewed the January Financial Report. **Motion** was made to approve the report, seconded and approved. (Attachment 1)
- A card was sent around for signing so that we could express our gratitude for the generous gift given to Ebenezer at the end of 2011.
- Andy & Mike told the elders that since 2011 financials have now been closed, we will complete a report of spending and share it with ministry leaders and the elders. This will be helpful for review and planning purposes throughout 2012 and preparing for the 2013 budget.

Annual Meeting Review:

- The elders discussed the annual Congregational Meeting held on January 29, 2012 for feedback purposes.
- The meeting was well executed and we praise God for the appointments of new leadership, prayers & praise time and the reports that were shared.
- It was also noted that attendance at the meeting was much lower than in years past. The elders discussed why this might be the case and reinforced our desire to encourage people to attend these important meetings, especially those who are members of our fellowship.

Membership Communications for Non-Attendees:

- Wayne Batten reviewed a draft letter that will be sent to members of Ebenezer BFC who have not been in attendance for more than one year.
- The goal of such a letter is always to seek restoration with the body of Christ. In addition, it is necessary that our rolls accurately reflect active members.
- The elders gave their feedback on the draft and now Jason Hoy and Dick Bickings will finalize the template to be used for such purposes.

People Matters:

- The elders discussed the membership and attendance status of six members and families.
- Assignments were taken for following up and those men will report back to the Board of Elders in March.

Pinebrook Update:

- As many in our congregation know, there is a transition occurring at Pinebrook for 2012. As a result, some of the legacy scheduling has been adjusted by the new Pinebrook management.
- Shawn Van Doren, elder, will work with Pinebrook to select the best week for Ebenezer to attend the camp and communicate that to the congregation through normal channels.

Missions Committee Update:

- Wayne Batten, elder, shared the minutes from a recent Missions Committee meeting for the elders' informational purposes. (Attachment 2)
- Within the minutes a schedule of the March 11th and 18th Missions Emphasis activities are referenced.

Senior Pastor Search/Hiring Committee:

- The committee visited the elders meeting to share their recommendation to the elders for Senior Pastor.
- All members of the committee were in attendance: Ian Thompson, Rich Mastronardo, Tom Galloway, Shawn Sommons (Elder & Co-Chair), Mike Capaldi (Elder & Chair), Gail Tschudy, Erin Stephens & Shelly Carlstrom.
- The committee told the elders that they were recommending to them an external candidate for the position. Mike Capaldi and Shawn Sommons shared the overall reasons for the decision and then each of the committee members spoke to share their perspective on the decision so that the elders could have a full appreciation for the unity of the group's recommendation.
- The elders asked some questions of the group for clarification about the process, the recommendation and the candidate.
- All of the elders expressed their gratitude to the committee for their diligence, prayers and faithfulness during this process.
- The committee was excused so the elders could discuss next steps.

Senior Pastor Recommendation Next Steps:

- The elders agreed to have Wayne Batten, Mike Capaldi and Shawn Sommons meet with Jason Hoy the next day to share the recommendation with him in-person. There is an awareness that Jason could be disappointed with the news so it is important that we take care to be sensitive to his circumstances, especially after the birth of his new baby and Jennifer's physical condition.
- An announcement will be drafted by Mike Capaldi to be shared with the congregation at both services on February 19, 2012. In addition, the announcement will be made available via the email newsletter on February 22, 2012.
- The elders understand that this recommendation may be difficult for some of the congregation and will be available to shepherd people through this situation and continue to point people to our Lord and Savior, Jesus Christ.

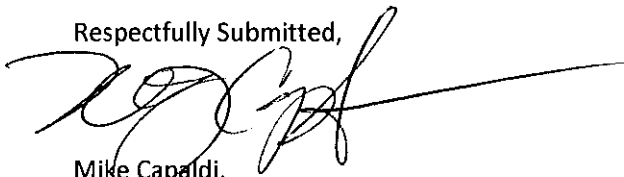
Pastoral Reports:

- Pastoral reports were not reviewed during the elders meeting due to time constraints and Jason Hoy's absence.
- The Pastor of Discipleship Report was provided to the elders by Dick Bickings. (Attachment 3)

Closing:

The men closed in prayer and the meeting was adjourned.

Respectfully Submitted,



Mike Capaldi,
Secretary to the Board of Elders

February 14, 2012

To: Board of Elders
From: Treasurers, Mike Capaldi & Andy Brimer
Subject: Financial Report for February 2012

Attached you will find the following documents as our submission for the January 2012 Financial Report:

- January Financial Statement

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

- Giving for January was 96% of the budgeted forecast.
- Expenses for January were 83% of the budgeted forecast.

Additionally, the internal audit of the financial statement for the year ended December 31, 2011 was completed by John Wiegand. The issued unqualified opinion is that the 2011 EBFC Financial Statements were free of material misstatements and were fairly presented in accordance to US GAAP. A written summary of the observations will be provided for discussion and follow-up.

EBENEZER BIBLE FELLOWSHIP CHURCH - JANUARY 2012 FINANCIAL STATEMENT

BALANCE SHEET

ASSETS	31-Jan-12	31-Dec-11	\$ Change
Assets - Checking/Savings			
18000 · Checking (KNBT)	422,718.94	404,429.87	18,289.07
18001 · CDs (KNBT)	66,769.97	66,769.97	0.00
19000 · Savings (M&T Bank)	106,374.63	116,347.12	-9,972.49
19001 · Checking (M&T Bank)	9,352.58	3,107.51	6,245.07
Total Checking/Savings	605,216.12	590,654.47	14,561.65
Other Assets			

Total Other Current Assets	0.00	0.00	0.00
TOTAL ASSETS	605,216.12	590,654.47	14,561.65
LIABILITIES			
Short Term Liabilities			
901 · Building Fund	-389.39	-1,123.39	734.00
902 · Capital Improvements	5,746.54	5,746.54	0.00
903 · Transportation Fund	17,353.00	17,243.00	110.00
904 · Scholarship Fund	2,234.80	2,090.20	144.60
905 · Faith Promise	20,616.44	19,656.44	960.00
907 · Benevolence Fund	13,210.62	13,340.27	-129.65
908 · Music Fund	-71.80	-71.80	0.00
910 · Angel Food Ministries	0.00	0.00	0.00
911 · Year End Accruals	5,990.99	11,536.85	-5,545.86
912 · Run For The Children	700.23	700.23	0.00
914 · HRA	7,708.73	-118.43	7,827.16
100 · Payroll Liabilities	5,088.60	5,690.65	-602.05
Total Current Liabilities	78,188.76	74,693.52	3,495.24
Long Term Liabilities			
810 · Mortgage	0.00	0.00	0.00
Total Long Term Liabilities	0.00	0.00	0.00
Total Liabilities	78,188.76	74,693.52	3,495.24

EQUITY	923,839.75	888,479.69	35,360.06
Net Income	11,066.41	35,360.06	-24,293.65
1000 · Opening Bal Equity	-407,878.80	-407,878.80	0.00
Total Equity	527,027.36	515,960.95	11,066.41
TOTAL LIABILITIES & EQUITY	605,216.12	590,654.47	14,561.65


 Auditor

2/14/12
 Date

GENERAL FUND - BUDGET vs. ACTUAL

Income	January	Budget	Variance	% YTD
1100 · Offerings / Gifts	68,271.62	71,261.25	-2,989.63	96%
1400 · Interest	56.19	66.67	-10.48	84%
1700 · Memorials	0.00	0.00	0.00	0%
1900 · BCS & Other Bldg Use	527.02	394.00	133.02	134%
Total Income	68,854.83	71,721.92	-2,867.09	96%

Expenses	January	Budget	Variance	% YTD
2000 · General Finance	7,324.96	6,523.85	801.11	112%
3000 · Discipleship	-4,954.32	2,466.68	-7,421.00	-201%
5000 · Evangelism	0.00	175.00	-175.00	0%
6000 · Missions	150.00	10.00	140.00	1500%
7000 · Deacon	6,137.36	9,400.03	-3,262.67	65%
8000 · Worship	353.53	1,225.01	-871.48	29%
9000 · Office & Admin	1,253.35	1,382.00	-128.65	91%
10000 · Congregational Care	40.00	185.00	-145.00	22%
11000 · Compensation	39,483.54	38,516.70	966.84	103%
Total Expense	49,788.42	59,884.27	-10,095.85	83%

Net Ordinary Income	19,066.41	11,837.65	7,228.76
Fund Transfers between Accounts	8,000.00	0.00	8,000.00
Net Income	11,066.41	11,837.65	-771.24

DESIGNATED FUNDS

	Income	Expenses	Net Income
901 · Building Fund	734.00	0.00	734.00
903 · Transportation Fund	110.00	0.00	110.00
904 · Scholarship Fund	310.60	166.00	144.60
905 · Faith Promise	960.00	0.00	960.00
907 · Benevolence Fund	1,246.86	1,376.51	-129.65
908 · Music Fund	0.00	0.00	0.00

OTHER LIABILITY ACCOUNTS

902 · Capital Improvements	0.00	0.00	0.00
910 · Angel Food Ministries	0.00	0.00	0.00
911 · Year End Accruals	0.00	5,545.86	-5,545.86
912 · Run For The Children	0.00	0.00	0.00
914 · HRA	8,000.00	172.84	7,827.16
Total Current Liabilities	11,361.46	7,261.21	4,100.25

From: Wayne Batten <wwbatten@verizon.net>
Subject: Missions comm. meeting
Date: February 1, 2012 9:18:21 PM EST
To: Doug Chen <doug.chen@gmail.com>
Cc: John Romero <jgromero57@yahoo.com>, Ramie Frace <rfrace@hotmail.com>, Tom Carlstrom <tom@ihs4uonline.com>, Emily Barry <emily.barry14@gmail.com>, Robert and Shelley Penchick <penchickgarden@rcn.com>

MISSIONS COMMITTEE MEETING monday Feb. 6, 2012 7:00 pm

PRAYER

OLD BUSINESS

Mission Emphasis March 11 and March 18, 2012

I expect that this subject will be the bulk of our meeting so I will put the whole revised schedule here.

Sunday March 11

8:45 and 11:15 am----Morning Worship Services

Missions has always been a mandate for the Body of Christ. Hear Rev. Dana Weller, director of the BFCBOM review some of the exciting developments in missions and how we fit into God's world wide programs.

10:05 am---Sunday School

Adult Elective

Adults will meet in the fellowship hall and hear a presentation by Colby and Teresa Weinhofer who are missionaries called to church planting in southern Japan.

High School and Middle School

Rev. Dana Weller, director of the BFCBOM has requested a special opportunity to challenge our youth. They will meet in the youth room.

Grades 3, 4 and 5

This group will meet in classroom ----- and will view a DVD prepared by several of Ebenezers youth showing and telling about their 2011 summer missions trip to New Mexico.

Age 4 through 2nd grade

Benjamin Triestman, local director for Child Evangelism Fellowship will -----
(children should be dropped off and picked up in their normal classrooms)

5:00 pm---All Church International Pot-Luck Dinner

Join us in the fellowship hall for an all church pot-luck dinner. Bring your favorite dish in quantities adequate to share. Ethic foods are encouraged. No need to sign-up, just come! After dinner a presentation will be made by John and Nancy LaRusso, team leaders for the BFC Tanzania Mission.

Sunday March 18

8:45 and 11:15 am---Morning Worship Services

Missions is not just something that happens "over there", it's an exciting dimension that should be part of our everyday thoughts, prayers and actions. Pastor Tim Zuck, church planter and pastor of Saucon Community BFC will be speaking to us about developing a missional perspective.

10:05 am---Sunday School

Adult elective

Adults will meet in the fellowship hall to hear Mark and Cathy Wimble, recently returned from Thailand, who will give us an update on their ministry.

Childrens Sunday School age 4 through 2nd grade

Drama presentation by the Ebenezer youth
(children should be dropped off and picked up in their normal classrooms).

ASSIGNMENTS

Faith Promise announcements both weeks ---Tom
Faith Promise bulletin inserts----Wayne
Bulletin prayer map inserts, one from Every Home For Christ and one for EBFC---Wayne
Bulletin schedule of activities insert----Doug
Adult SS, set up of chairs, screen, projector, speakers (Dick Bickings and Randy Shelly)
coffee and snacks---all for both weeks
Missions Moment, Pastoral Scholarship Initiative----Wayne
Pot Luck Dinner, set up tables, chairs, mike, serving room
rolls, butter, punch, hot beverages
manning of serving room and cleanup
verify with J. LaRusso and his presentation needs----Doug
poster---Shelley, verify with Robbin
Check requests for speakers----Wayne
Flags in sanctuary?

NEW BUSINESS

Rebecca Zurbrick--change in ministry status
Wimbles----update on financial status

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Wayne Batten
wwbatten@verizon.net

Future notes for chairman
Jamie Zackavitch---faith promise \$1,200.00 for 2012 and 2013
Lillian Soft---faith promise \$1,000.00 for 2012 and 2013 for ministry hardship in staff in 2011
Billy Crompton---future consideration for support
Mukti Mission---about mid year 2012 consider support, invite representative? maybe \$500.00 +or -

POD (Pastor of Discipleship) Cast – Jan 2012/Feb 2012

A book I am reading by A.W. Tozer called The Pursuit of God has recently challenged me. In the book, Tozer recalls how the trinity desires to dwell with us and have us enjoy His presence as our highest goal. In other words, if we lost everything this world has to offer and dwelt with God in His presence, we would need nothing else. When Christ died, the veil that kept the Old Testament saints from the Shekinah glory of God was torn in two. Now the only thing that prevents us from entering His presence is the veil of our self-sins. The scripture declares...

“I have been crucified with Christ. It is no longer I who live, but Christ who lives in me. And the life I now live in the flesh I live by faith in the Son of God, who loved me and gave himself for me.” (Gal 2:20 ESV)

Therefore, let us allow the refining work of the Holy Spirit to enter and remove the veil we have set up that eclipses our view of God’s presence!

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

Kids Crossing

- **Cross Time Sunday School:** Praise the Lord, we continue to thank Him for providing us with an amazing staff of teachers and helpers. Since last month we have acquired one of our much-needed 5th grade teachers for the fall, please pray that the Lord would lead us to the other teacher we need by September 2012.
- **Early Childhood (2&3 year-olds):** No change...
- **Children’s Church:** Still running between 10-15 even with the 3 year-olds present.
- **Wednesday Evening Programs:** The Kid’s Crossing leadership team met on February 6 to discuss what should be done with the FaithWeaver Friends program, if anything. We spent time talking through the purpose of a mid-week program and whether this curriculum would fulfill that need. In the end, we decided that for the remainder of this year, we would revise the curriculum especially in the boys end to include more appropriate small group time with greater focus on the theme. For 2012/2013, we plan to involve the dads to a greater extent, and look at other curriculum with a similar 3-year plan that is deeper in content.
- **Winter Weekend Retreat (January 20-22) at Victory Valley Camp:** Praise the Lord for a great winter retreat for the kids. We had 12 kids, 3 adults, and 1 teen helper that enjoyed together the “Fishers of Men” theme for the weekend.

Student Ministry

- See Pastor Mark’s report.

Adult Ministry

- **Adult Electives:** The spring 2012 semester is in full swing with approximately 130 in attendance. We are offering the following class: Genesis, Part 2 – Rich Mastronardo, Church History – Dick Bickings, and New Testament Survey – Joe Maddock.
- **Men’s Ministry:**
 - **Men’s Retreat:** We are planning a Men’s retreat (aka, “Man Camp”) called “Thrive, How a man recovers from the fall”. This will be held at Pinebrook Conference Center on March 23-25, which we expect to include several other churches, with the help of Pastor Brian Cooper and his church.
 - **Bethel Series:** We completed 13 weeks of study and have been inspired by the excitement and enthusiasm generated by these diligent students.
 - **BattleZone™:** We are currently preparing to begin a new season (Andy Brimer to comment).

- **Men's Bible Studies:**

- Wednesday evenings from 7:00 PM – 9:00 PM, The Bethel Series taught by Jason Lee.
- Saturday mornings from 8:00 AM – 10:00 AM, The Bethel Series taught by myself.
- Thursday mornings from 6:15 AM – 7:30 AM, Dave VanWinkle facilitates along with several other men, a new study on David.

- **Women's Ministry:**

- Praise the Lord for a great response to Beth Moore's latest Bible study entitled, "James: Mercy Triumphs". There are more than 65 women who meet every other week for this study.
- Laura Sommons continues to meet with a number of women in the church to get to know them better and hear their hearts concerning women's ministry.
- The Women's Leadership Team met to discuss MOPS leadership for the new season coming in the fall. The current MOPS coordinator is stepping down after this year. Please pray as they make plans for this important women's ministry.

Discipleship Support

- **Kinship:** Kinship Groups continue to function well and have been a great blessing to those who attend.
- **Membership Class & Interviews:** The next membership class will begin March 7, 2012.

Other:

- Continue to meet with several individual men to counsel and encourage.
- Taught Adult Elective's class on Church History.
- Continue to have the privilege of heading up the 1^{1/2} - 2^{1/2} year-olds MOPPETS class every other Thursday for MOPS. It is an honor to work alongside 3 gifted junior leaders
- Continued to work through my TNARS, BS410 - NT Theology course as time permits.

Respectfully Submitted,

Dick Bickings,

Pastor of Discipleship