



Board of Elders Meeting February 16, 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, Jeremy Harkins, Scott Holwick, Chris Jones, Byron Roth, and Shawn Sommons. Byron opened in prayer.

Devotional & Prayer

Pastor Tim led the elders through a devotional time highlighting the "Advice of a New Elder," an article by Garrett Kell. As elders we will need to:

- Trust the wisdom of our fellow elders
- Be willing to lose votes
- Speak well of other elders
- Avoid an "us and them" mentality
- Beware of the fear of man
- Be accountable to another elder
- Make our family a primary responsibility (Loving our wife - "30-30-3")
- Love the church
- Develop thick skin
- Cast your burdens on the Lord
- Allow our inadequacy to be our strength

The elders split into pairs and had an extended 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 January 12, 2015 Board of Elders meeting, **seconded** and **passed**.

Financial Report

- February Financial Report – Andy reviewed the financial report (Attachment 1). We were a little under budget in January. A **motion** was made to approve the financial report. This was **seconded** and **passed**.
- Church Audit Summary – Andy went through a summary of the results from our 2014 audit. Andy highlighted the problem of giving verbal approval as well as approving our own check requests. We will be having a training seminar which will go over best practices. We will be moving to an external audit starting next year. The elders also had a discussion about congregational giving and have committed to help the congregation to give faithfully.

Discussion Items:

- 1) Shepherd's Lists – The elders had a discussion about our shepherd's lists and how to best follow up with individuals.
- 2) Church Discipline – The elders discussed two particular individuals and our need to pursue them with church discipline. After many months of counsel and discipleship, they are still unrepentant regarding ongoing sinful lifestyle issues. The elders voted to revoke the membership of Ron Smith and revoke the membership of Charlie Brooks. This was **seconded** and **passed**. We as an elder board will continue to follow the Biblical process of Matthew 18 and tell the church so that the congregation can pursue these men with love, begging them to repent.
- 3) Beth Moore Discussion – The elders reviewed how concerns have come up over the last year or two from several members about Beth Moore concerning trends they have seen in her teaching and ministry. Over the last couple months the elders have reviewed several articles and teaching segments from Beth Moore. There are some concerns about Beth Moore's ministry and associations with Joyce Meyer and Joel Osteen. There was a **recommendation** to put Beth Moore resources on hold while her ministry can be observed over the next 18 months to determine her doctrinal integrity and ministry direction. This was **seconded** and **passed unanimously**.
- 4) Simulcast Ministry – Andy reminded us to put a timeline on when we will have the simulcast ministry up and running. The elders agreed this was a good idea. Pastor Jeremy will be meeting with Jason Lee for further planning.

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, Youth Pastor (Attachment 4)

Adjournment & Prayer

The meeting was closed in prayer and adjourned.

Respectfully submitted,



Mark Culton

Secretary to the Board of Elders

Attachment #1

February 16, 2015

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

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

- January Financial Statement

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

- Total income for January was 90% of the budgeted forecast which is a bit lower than anticipated. This may be due to the inclement weather.
- Expenses for January were 105% of the budgeted forecast.

Other:

- The 2014 audit exception report with recommendations from the audit committee has been received.

EBENEZER BIBLE FELLOWSHIP CHURCH - JANUARY 2015 FINANCIAL STATEMENT

BALANCE SHEET

GENERAL FUND - BUDGET vs. ACTUAL


ASSETS	31-Jan-15	31-Dec-14	\$ Change	Income	January	Budget	Variance	% YTD
Assets - Checking/Savings								
18000 · Checking (KNBT)	550,389.02	578,252.65	-27,863.63	1100 · Offerings / Gifts	54,541.88	61,248.82	-6,706.94	89%
18002 · CDs (KNBT)	67,545.48	67,545.48	0.00	1400 · Interest	47.30	44.00	3.30	108%
19000 · Savings (M&T Bank)	90,778.26	90,770.55	7.71	1700 · Memorials	325.00	0.00	325.00	N/A
19001 · Checking (M&T Bank)	5,375.67	5,375.67	0.00	1900 · BCS & Other Bldg Use	1,093.00	1,093.00	0.00	100%
Total Checking/Savings	714,088.43	741,944.35	-27,855.92	Total Income	56,007.18	62,385.82	-6,378.64	90%

TOTAL ASSETS	714,088.43	741,944.35	-27,855.92	Expenses				
LIABILITIES				2000 · General Finance	1,940.40	1,776.25	164.15	109%
Current Liabilities				3000 · Discipleship	2,641.81	3,855.32	-1,213.51	69%
901 · Building Fund	94,620.19	93,730.19	890.00	5000 · Evangelism	-956.56	0.00	-956.56	N/A
902 · Capital Improvements	0.00	0.00	0.00	6000 · Missions	59.00	250.00	-191.00	24%
903 · Transportation Fund	138.00	118.00	20.00	7000 · Deacon	8,623.92	7,595.84	1,028.08	114%
904 · Scholarship Fund	2,237.50	2,381.50	-144.00	8000 · Worship	0.00	300.00	-300.00	0%
905 · Faith Promise	10,938.32	32,400.32	-21,462.00	9000 · Office & Admin	1,287.76	1,366.00	-78.24	94%
907 · Benevolence Fund	12,426.16	15,172.92	-2,746.76	10000 · Congregational Care	0.00	312.49	-312.49	0%
908 · Music Fund	144.20	144.20	0.00	11000 · Compensation	52,114.25	46,929.92	5,184.33	111%
911 · Year End Accruals	8,480.16	7,488.33	991.83	Total Expense	65,710.58	62,385.82	3,324.76	105%
912 · Run For The Children	409.29	409.29	0.00	Net Ordinary Income	-9,703.40	0.00	-9,703.40	
914 · HRA	5,217.32	0.00	5,217.32	Net Fund Transfers between Accts.	0.00	0.00	0.00	
915 · Youth Summer Missions	-310.53	-320.53	10.00	Net Income	-9,703.40	0.00	-9,703.40	
100 · Payroll Liabilities	5,896.82	6,825.73	-928.91					
Total Current Liabilities	140,197.43	158,349.95	-18,152.52					

Long Term Liabilities								
810 · Mortgage	0.00	0.00	0.00	Income				
Total Long Term Liabilities	0.00	0.00	0.00	901 · Building Fund	890.00	0.00	890.00	
Total Liabilities	140,197.43	158,349.95	-18,152.52	903 · Transportation Fund	20.00	0.00	20.00	
				904 · Scholarship Fund	346.00	490.00	-144.00	
EQUITY				905 · Faith Promise	1,988.00	23,450.00	-21,462.00	
900 · Retained Earnings	991,473.20	931,656.18	59,817.02	907 · Benevolence Fund	1,805.95	4,552.71	-2,746.76	
Net Income	-9,703.40	59,817.02	-69,520.42	908 · Music Fund	0.00	0.00	0.00	
1000 · Opening Bal Equity	-407,878.80	-407,878.80	0.00					
Total Equity	573,891.00	583,594.40	-9,703.40					
TOTAL LIABILITIES & EQUITY	714,088.43	741,944.35	-27,855.92					

DESIGNATED FUNDS

				OTHER LIABILITY ACCOUNTS				
				902 · Capital Improvements	0.00	0.00	0.00	
				911 · Year End Accruals	991.83	0.00	991.83	
				912 · Run For The Children	0.00	0.00	0.00	
				914 · HRA	5,500.00	282.68	5,217.32	
				915 · Youth Summer Missions	10.00	0.00	10.00	
				Total Current Liabilities	11,551.78	28,775.39	-17,223.61	


 Treasurer
 Date 2/16/15

**Pastor Tim's Ministry Report
February 9, 2015**

Studying & Preaching: The book of Genesis is proving to be an incredible study where we are hearing the Gospel and hearing God's word to us each and every week. I have had more positive feedback from the congregation on this series than any other series so far. The congregation loves the study of the ancient stories that are so packed with truth. I am working hard to show how Jesus and the Gospel are in every passage. The Lord has really helped me in my study/preparation & preaching over the last month. My only answer is that in my weakness He is strong!

Baptism Interviews: It is a joy to interview people in preparation for baptism. This time around, we have several children who believe they have been saved. While I tread carefully with appropriate investigation, it is a joy to let the little children come to Jesus. While I'm trying to be very careful, if there are no red flags I often defer to the parents and their assessment of their child's profession of faith.

Funerals: It is sad, but also a joy to see our brothers and sisters enter into their everlasting joy and salvation. I was able to be a part of 2 funerals this month. Charlene Horvath's mother, Margaret Strohl died in faith. Also Fred Saparito, husband of Grace passed away after failing with Alzheimer's disease. Both funerals were Gospel oriented and full of grace and hope. We continue to pray for those who have been left behind that they will continue in faith in the Lord Jesus Christ.

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 week with two couples 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. There seems to be a great need for marriage counseling.

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.

Evangelism: I have personally been able to share the Gospel with several this month. I strive to be an evangelist being unashamed to share the good news. There is a father of one of the basketball girls on my daughter's team who I have been sharing the Gospel with. The other unique opportunity that I had was going over to a man's house who is on his death bed with cancer. His family who attends EBFC regularly asked me to come and share the gospel with him. While he responded positively, it is not certain that he fully understand it all. We only hope that he has faith in Christ alone!

It is a joy to serve at Ebenezer Bible Fellowship Church. The Lord has been faithful to my family, and me being the solid rock of help in time of need. Our God has been so good to us through the Lord Jesus Christ. We are so blessed to have such a great salvation. I feel like the ministry is growing and progressing for the glory of God. I am really looking forward to having Jeremy Harkins on staff to help us in ministry. I love being partners in ministry with Dick & Mark and the other staff. The Lord has truly blessed us with love and unity.

Serving Christ,
Pastor Tim Gibson

POD (Pastor of Discipleship) Report, Jan/Feb 2015

In my current personal bible reading and study, I recently read this portion of scripture in 2 Kings 1 that caused me to ask the question, "Do I live as if there is no God?" First, let's look at 2 Kings...as the narrative opens, Ahab, the most wicked of all the Kings of the Northern Tribes had just died and his son Ahaziah was now king in his place. Let's listen...

"After the death of Ahab, Moab rebelled against Israel. Now Ahaziah fell through the lattice in his upper chamber in Samaria, and lay sick; so he sent messengers, telling them, "Go, inquire of Baal-zebub, the god of Ekron, whether I shall recover from this sickness." But the angel of the Lord said to Elijah the Tishbite, "Arise, go up to meet the messengers of the king of Samaria, and say to them, 'Is it because there is no God in Israel that you are going to inquire of Baal-zebub, the god of Ekron?'" (2 Kings 1:1-3, ESV)

Three times the Lord asks this question in 2 Kings 1. Is it really true that things had degraded to such a degree that the once beloved people of God through whom the glory and power of the one true, eternal God was openly displayed for the world to see, is now forgotten for an idol who cannot see, hear, speak, or accomplish anything?

How could this happen? Well it didn't happen overnight, it actually took close to 200 years from the time of the united monarchy under David to the time of Ahaziah, the Northern King. In those 200 years, the people of God forgot the one true God and sought the counsel of a "no-god." This has caused me to rethink my life as a husband, father, grandfather, and yes, pastor. Of whom do I inquire when I need answers? Google, Facebook, or do I drop to my knees before the one true God!

"Oh God, may it not be said of me, 'is it because there is no God in Israel that you are going to inquire of Baal-zebub, the god of Ekron?' Amen"

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

Kids Crossing

- **Cross Time Sunday School:** Praise the Lord for the full complement of teachers he has given us! We are currently studying the parables of Christ concerning the Kingdom of God.
- **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 are teaching a 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:** We have begun the process of getting each volunteer and employee through the new PA Background Check Requirements. We've had several meetings with both the Kid's Crossing Leadership and Teachers and are now proceeding with implementation. As a reminder, here are the requirements in which we must comply:
 - 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.
 - 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.
 - 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.
- 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:** We have 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:** 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 has completed their study of Ezra & Nehemiah...they will begin a new study called "Fickle or Faithful", on Thursday, February 12, 2015.
 - Thursday mornings from 9:00 AM – 10:30 AM, This new Men's Bible Study began on January 22, and is studying, "The Measure of a Man" by Gene Getz. There are currently 4 men involved with Bob Penchick as the facilitator.
- **Women's Ministry:** Here is an update from Laura...

"WM is in full swing with Bible Study. We have over 50 ladies participating in Always True study. How exciting is that, that women want to study God's word. Due to weather issues we have had a slow start, hopefully that will change this week.

Moms night out was a great night of fellowship in the youth room. I was so excited to have so many come out for that night of fellowship.

MOPS: MOPS is going strong, with a couple bumps in the road with speakers and Moppet workers. I had the opportunity to speak and love the chances I get to come along side these precious mothers. So much ministry happens at MOPS and so thankful for it.

WM team took a retreat weekend down to Ocean Grove. The Mastronardo's graciously allowed us to stay at their beach home. We spent significant time in God's and prayer over WM. We have some very exciting things coming. One of the main things is we have named WM "The WELL". We have a desire that women come to the well who are hungry and thirsty for the word of God, to be loved and encouraged and to be challenged to then move into the lives of others. Our 3 main points to the Well will be: Well Fed(Bible Studies), Well Encouraged (fellowship) and Well Loved(ministry opportunities). We are hoping to unveil a new web page and present this to the women of our church in May.

But we were gentle among you, like a mother caring for her little children, we love you so much that we were delighted to share with you not only the gospel of God but our lives as WELL because you have become so dear to us, encouraging , comforting, urging you to live lives worthy of God who calls you into his kingdom and glory. 1Thes 2:7-8,12

I wish I could express my excitement in this report adequately, but we as a team are all on board and so excited to see WM move forward."

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
- Continue to teach an 8 week men's discipleship series using our "BattleZone" curriculum in the Northampton County Prison on Tuesday mornings from 9:00-10:30
- Helped with song leading at Fred Saporito's funeral
- Worked as an Awana leader
- Help in the MOPPETS group during the MOPS program
- Continue to 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 - January 2015

“He is the image of the invisible God, the firstborn of all creation. For by him all things were created, in heaven and on earth, visible and invisible, whether thrones or dominions or rulers or authorities - all things were created through him and for him. And he is before all things, and in him all things hold together.”

Colossians 1:15-17, ESV

January is always a great month filled with Sno Glo excitement and the beginnings of a new year. This year at Sno Glo we focused on the book of Colossians, and Jesus Christ was magnified as the center of everything we do. It is always nice to come back to the center of what all ministry and parenting and life is about - Jesus Christ and salvation offered in Him.

Teaching

- **Middle School**
In our Core Truth curriculum, we have begun a series on “Suffering”.
- **High School**
We are coming to the end of our study of Proverbs. Next we will study the book of Mark.
- **Sunday School**
We have just finished the latest quarter of the “Gospel Project”, and in HS SS we will be taking a break during the next quarter to study the “Truth Project” and hopefully we will see these students become even more solid in what they believe and able to defend their faith against the attacks that will come their way. MS SS will continue to go through the “Gospel Project”.

Shepherding

- Had the blessing of officiating a wedding

Activities

- **Sno Glo** - We had 2 good weekends - the 1st was with our Middle Schoolers, and the 2nd was with our High Schoolers. The teaching was relevant and focused on Christ in the book of Colossians. There was also some good relationship building times with students.

Other

- We had the Mexico Missions Trip info meeting and have begun to put the team together.
- Met to discuss Lynfield follow up and a Kid’s Bible Club.

- Attended the BFC youth pastor's breakfast.
- Had the blessing of being a part of the Bridge ministry again
- Had my final interview with the BFC MRC. I got the green light to be ordained this coming Annual Conference.

Respectfully Submitted,

Mark Culton