



Board of Elders Meeting March 9, 2015

Roll Call & Prayer

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

Devotional & Prayer

Pastor Tim led the elders through a devotional time highlighting the first 4 chapters of our book - "Church Elders".

- **Qualifications**

- Desire
- Exemplify Godly character
- You can teach the Bible
- Lead your family well
- Male
- Established believer

- **Smell Like Sheep**

- elder = pastor
- Model - "shepherd the flock"
- Ministry = relationships/people
- Goal = Growing into maturity

*Managing the organization matters. But maturity is ultimate goal.

- **Serve up the Word**

- elder = "pastor-teacher"
- where are you participating?
- don't compare yourself
- keep watch: false teachers
 - be aware
 - monitor membership
 - audit ministries

The elders had a lengthy conversation here about guarding the teaching of Ebenezer and making sure that various ministries are in line with our doctrine and philosophy of ministry. This looks different between adult electives and children's church, and yet we want to take this seriously.

- **Track Down Strays**

- *"falling through cracks"* vs. *"straying from the flock"*
- Good Shepherds keep watch
 - feed
 - keep accountable
- 1. Sinning Sheep (need to confront)
- 2. Wandering Sheep (too busy to attend, need reminder)
- 3. Limping Sheep (struggling, need encouragement)
- 4. Fighting Sheep (fighting amongst themselves, help them reconcile)
- 5. Biting Sheep (they are against the leadership, need loving confrontation)

The elders split into pairs and had an extended time of prayer for each other and for the needs of the congregation. Each of the elders asked accountability questions of each other.

Approval of Minutes

Motion was made to approve the minutes from the February 16, 2015 Board of Elders meeting, **seconded** and **passed**.

Financial Report

Andy reviewed the financial report (Attachment 1). The giving last month (and year to date) is concerning, and if the trend does not improve we will have to take some action. A **motion** was made to approve the financial report. This was **seconded** and **passed**.

New Ministries Overview

- 1) ***Mercy Ministries*** (Dennis Flanagan) - This ties into our church vision - "To be a fellowship of people who exercise the love of Christ for one another by our caring, sharing, and encouraging."; Dennis is attempting to get a handle on what is currently happening, how it is going, and if any changes need to be made. The goal is to boil this down to what is really needed and not be too broad.
- 2) ***Evangelism*** (Pat Barry) - A team has been formed - Pat Barry, Steve McDaniel, Margie Cruz, John Yost, Shelly Carlstrom, Steve Leaser. The first meeting will be on March 18th. There was much discussion about what it looks like to change the culture at Ebenezer and be a place that welcomes people with open arms. There was also a discussion about curriculum.
- 3) ***Ministry Assimilation*** (Kevin Hardy) - We looked at "Nine Marks of Healthy Ministry". This is an adaptation of Mark Dever's 9 Marks for Ebenezer. This involves the following:
 - encouraging regular attendees to become members up front, rather than waiting until later.
 - recommend all attendees get involved with networking immediately following the membership class.
 - develop an updated church-wide ministry flowchart.
 - keep tabs on the membership list and understand who is serving.
 - have all ministry leaders give a periodic report of ministry health
 - possibly provide an annual ministry training conference.
- 4) ***Missions*** (Swannie) - One focus is to help our congregation connect with our missionaries in more regular and meaningful ways.

Discussion Items

- 1) **Fundraising** – The elders discussed the current policies for fundraising and how it is reserved exclusively for mission trips. We discussed the options of selling items vs. donations, and there was a general consensus that it is better to ask for donations rather than setting prices (i.e. bake sale at a car wash).
- 2) **Ushers Request** – The deacons have recently discussed dress code for ushers, and so the elders had a brief conversation about dress code for ushers and leaders. No official decision was made, but the deacons will continue to discuss this and come up with any suggested changes.
- 3) **Database** – Dick talked the elders through the new online database and how it can be used by the elders to care for the needs of our people. He gave us a brief tutorial and will send out login info to all elders.

Pastoral Reports


The pastors submitted their monthly reports:

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

Adjournment & Prayer

Byron closed in prayer and the meeting was adjourned.

Respectfully submitted,



Mark Culton
Secretary to the Board of Elders

March 9, 2015

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

The March 2015 Financial Report has the following attachments:

- February 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 February was 58% of the budgeted forecast while the YTD income was 70% of the budgeted forecast.
- Expenses for February were 93% of the budgeted forecast while the YTD expenses were 98% of the annual forecast.

EBENEZER BIBLE FELLOWSHIP CHURCH - FEBRUARY 2015 FINANCIAL STATEMENT

BALANCE SHEET

ASSETS	28-Feb-15	31-Jan-15	\$ Change
Assets - Checking/Savings			
18000 · Checking (KNBT)	520,404.34	550,389.02	-29,984.68
18002 · CDs (KNBT)	67,545.48	67,545.48	0.00
19000 · Savings (M&T Bank)	90,785.22	90,778.26	6.96
19001 · Checking (M&T Bank)	5,375.67	5,375.67	0.00
Total Checking/Savings	684,110.71	714,088.43	-29,977.72

TOTAL ASSETS **684,110.71** **714,088.43** **-29,977.72**

LIABILITIES

Current Liabilities

901 · Building Fund	96,789.19	94,620.19	2,169.00
902 · Capital Improvements	0.00	0.00	0.00
903 · Transportation Fund	148.00	138.00	10.00
904 · Scholarship Fund	2,337.50	2,237.50	100.00
905 · Faith Promise	12,709.32	10,938.32	1,771.00
907 · Benevolence Fund	12,824.95	12,426.16	398.79
908 · Music Fund	144.20	144.20	0.00
911 · Year End Accruals	8,480.16	8,480.16	0.00
912 · Run For The Children	409.29	409.29	0.00
914 · HRA	4,910.54	5,217.32	-306.78
915 · Youth Summer Missions	239.47	-310.53	550.00
100 · Payroll Liabilities	7,509.35	5,896.82	1,612.53
Total Current Liabilities	146,501.97	140,197.43	6,304.54

Long Term Liabilities

810 · Mortgage	0.00	0.00	0.00
Total Long Term Liabilities	0.00	0.00	0.00
Total Liabilities	146,501.97	140,197.43	6,304.54

EQUITY

900 · Retained Earnings	991,473.20	991,473.20	0.00
Net Income	-45,985.66	-9,703.40	-36,282.26
1000 · Opening Bal Equity	-407,878.80	-407,878.80	0.00
Total Equity	537,608.74	573,891.00	-36,282.26

TOTAL LIABILITIES & EQUITY **684,110.71** **714,088.43** **-29,977.72**

Andrew J. Bumpier
Treasurer

3/9/15
Date

GENERAL FUND - BUDGET vs. ACTUAL

Income	February	Budget	Variance
1100 · Offerings / Gifts	58,720.50	100,765.25	-42,044.75
1400 · Interest	41.15	163.00	-121.85
1700 · Memorials	25.00	0.00	25.00
1900 · BCS & Bldg Use	0.00	1,093.00	-1,093.00
Total Income	58,786.65	102,021.25	-43,234.60

Expenses

2000 · General Finance	12,004.89	13,687.50	-1,682.61
3000 · Discipleship	1,917.64	2,400.32	-482.68
5000 · Evangelism	0.00	0.00	0.00
6000 · Missions	18,895.00	19,075.00	-180.00
7000 · Deacon	11,378.09	14,475.84	-3,097.75
8000 · Worship	1,062.63	310.00	752.63
9000 · Office & Admin	1,242.82	1,631.00	-388.18
10000 · Congregational Care	0.00	362.49	-362.49
11000 · Compensation	48,567.84	50,079.10	-1,511.26
Total Expense	95,068.91	102,021.25	-6,952.34

Net Ordinary Income **-36,282.26** **0.00** **-36,282.26**

Net Fund Transfer between Accts. **0.00** **0.00** **0.00**

Net Income **-36,282.26** **0.00** **-36,282.26**

DESIGNATED FUNDS

	Income	Expense	Net
901 · Building Fund	2,169.00	0.00	2,169.00
903 · Transportation Fund	10.00	0.00	10.00
904 · Scholarship Fund	100.00	0.00	100.00
905 · Faith Promise	2,271.00	500.00	1,771.00
907 · Benevolence Fund	2,045.00	1,646.21	398.79
908 · Music Fund	0.00	0.00	0.00

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	0.00	0.00	0.00
914 · HRA	1,100.00	1,406.78	-306.78
915 · Youth Summer Missions	550.00	0.00	550.00
Total Current Liabilities	8,245.00	3,552.99	4,692.01

EBENEZER BIBLE FELLOWSHIP CHURCH - FEBRUARY YTD 2015 FINANCIAL STATEMENT

BALANCE SHEET

GENERAL FUND - BUDGET vs. ACTUAL

ASSETS	28-Feb-15	31-Dec-14	\$ Change
Assets - Checking/Savings			
18000 · Checking (KNBT)	520,404.34	578,252.65	-57,848.31
18002 · CDs (KNBT)	67,545.48	67,545.48	0.00
19000 · Savings (M&T Bank)	90,785.22	90,770.55	14.67
19001 · Checking (M&T Bank)	5,375.67	5,375.67	0.00
Total Checking/Savings	684,110.71	741,944.35	-57,833.64
TOTAL ASSETS			
	684,110.71	741,944.35	-57,833.64
LIABILITIES			
Current Liabilities			
901 · Building Fund	96,789.19	93,730.19	3,059.00
902 · Capital Improvements	0.00	0.00	0.00
903 · Transportation Fund	148.00	118.00	30.00
904 · Scholarship Fund	2,337.50	2,381.50	-44.00
905 · Faith Promise	12,709.32	32,400.32	-19,691.00
907 · Benevolence Fund	12,824.95	15,172.92	-2,347.97
908 · Music Fund	144.20	144.20	0.00
911 · Year End Accruals	8,480.16	7,488.33	991.83
912 · Run For The Children	409.29	409.29	0.00
914 · HRA	4,910.54	0.00	4,910.54
915 · Youth Summer Missions	239.47	-320.53	560.00
100 · Payroll Liabilities	7,509.35	6,825.73	683.62
Total Current Liabilities	146,501.97	158,349.95	-11,847.98

Income	Feb YTD	Budget	Variance	%BDG YTD
1100 · Offerings / Gifts	113,262.38	162,014.07	-48,751.69	70%
1400 · Interest	88.45	207.00	-118.55	43%
1700 · Memorials	350.00	0.00	350.00	N/A
1900 · BCS / Bldg Use	1,093.00	2,186.00	-1,093.00	50%
Total Income	114,793.83	164,407.07	-49,613.24	70%
Expense				
2000 · General Finance	13,945.29	15,463.75	-1,518.46	90%
3000 · Discipleship	4,559.45	6,255.64	-1,696.19	73%
5000 · Evangelism	-956.56	0.00	-956.56	N/A
6000 · Missions	18,954.00	19,325.00	-371.00	98%
7000 · Deacon	20,002.01	22,071.68	-2,069.67	91%
8000 · Worship	1,062.63	610.00	452.63	174%
9000 · Office & Admin	2,530.58	2,997.00	-466.42	84%
10000 · Congregational Care	0.00	674.98	-674.98	0%
11000 · Compensation	100,682.09	97,009.02	3,673.07	104%
Total Expense	160,779.49	164,407.07	-3,627.58	98%

Net Ordinary Income 0.00
Net Fund Transfer between Accts. 0.00
Net Income -45,985.66

DESIGNATED FUNDS

Income	Expense	Net
901 · Building Fund	3,059.00	3,059.00
903 · Transportation Fund	30.00	30.00
904 · Scholarship Fund	446.00	-44.00
905 · Faith Promise	4,259.00	-19,691.00
907 · Benevolence Fund	3,850.95	-2,347.97
908 · Music Fund	0.00	0.00

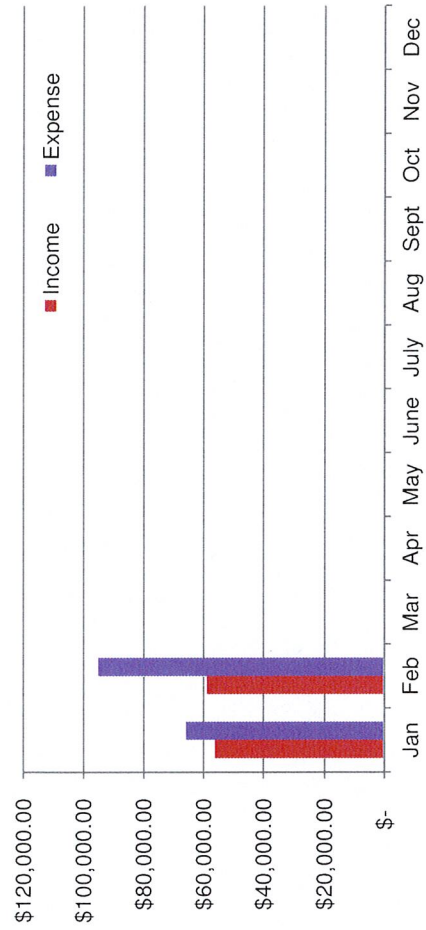
OTHER LIABILITY ACCOUNTS

Income	Expense	Net
902 · Capital Improvements	0.00	0.00
911 · Year End Accruals	991.83	991.83
912 · Run For The Children	0.00	0.00
914 · HRA	6,600.00	1,689.46
915 · Youth Summer Missions	560.00	560.00
Total Current Liabilities	19,796.78	-12,531.60

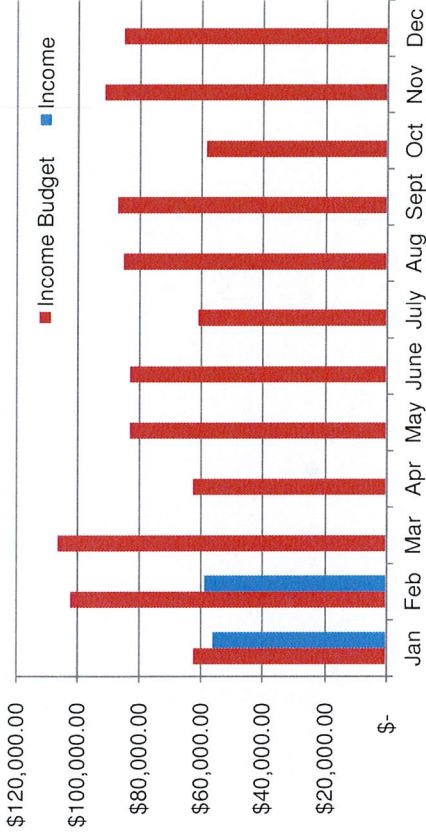
Andrew Bunker
 Treasurer

3/1/15
 Date

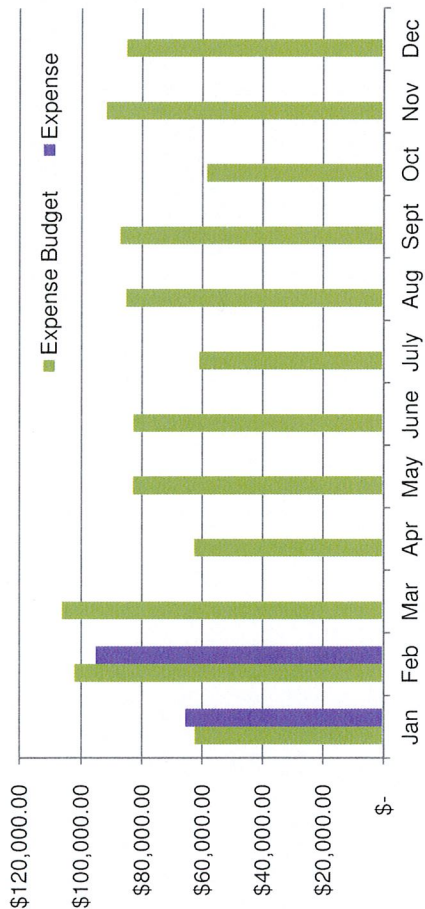
2015 Income vs Expenses



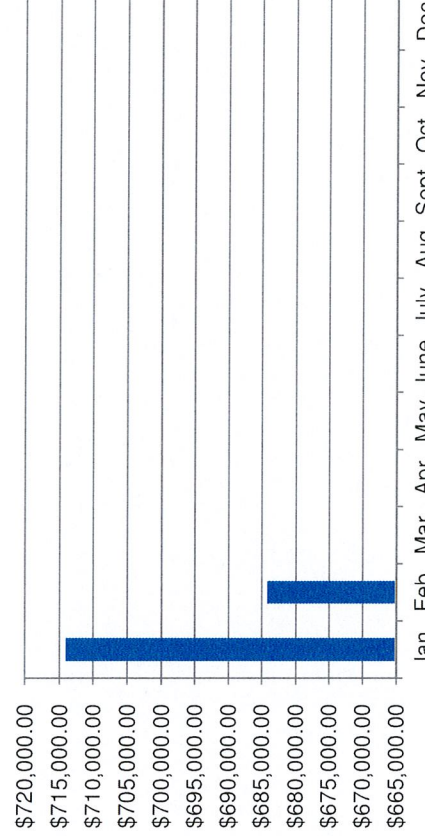
2015 Income vs Budget



2015 Expenses vs Budget



2015 Assets



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

Studying & Preaching: Preaching is so rewarding. The study time is wonderful and my prayer is that the powerful Word is having an impact on the congregation through our study of Genesis. I am also preaching through Matthew on Wednesday night, but I am rethinking how I could make this evening a little more topic related. I'm praying through this decision.

New Member Class: It is a joy to have almost 20 in our new member class. Pastor Dick & I are team teaching as always. I have taught the doctrinal portion while he has taught the structure, vision, & purpose of our Church.

Marriage/General Counseling: I am meeting regularly with congregants for marriage counseling, some of which are on a continual basis.

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 was also able to make a few hospital & shut-in visitations.

Shepherds Conference: It was a GREAT joy to participate in the Shepherd's conference 2015 in Los Angeles from March 2-6. The conference was on Inerrancy. It was truly encouraging and put zeal in my heart for the Word of God and the urgency to preach faithfully to our congregation. If anyone is able to listen to the sermons/lectures from the conference here is a link: <https://vimeo.com/channels/887255>. As always, I was able to share the Gospel with several on the airplane ride out to the conference. I met a biology professor from Muhlenberg University and had a great conversation about Intelligent Design and who Jesus really is. I truly believe this conference and others are vitally important to the edification and training of our leaders. I'm hoping that I can get more elders to go with me in the future. I am indebted to Ian Thompson who provided a hotel room for me to stay, and purchased my ticket to the conference. I praise the Lord for this brother who was a blessing to me, & I hope I was a blessing to him.

Overall, I am excited about what the Lord is doing here at Ebenezer Bible Fellowship Church. I am more and more aware of being a strong leader to our Elders, congregations, pastors & staff. I am praying & studying diligently. I am guarding my heart and want to be the best leader I can be for the glory of God and the good of God's people here at this location. I long to be used and see a GREAT work here in this place.

Serving Christ,
Pastor Tim Gibson

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

In my current personal Bible reading and study, I recently read from 2 Kings 17, which highlighted the fall of the Northern Kingdom to the Assyrians. There are two phrases to which the writer attributed this fall:

“...you shall fear the Lord your God...” (vss. 25, 28, 32, 33, 34, 36, 39, 41)

“You shall not fear other gods...” (vss. 7, 35, 37, 38)

In essence, the reason that the Northern Kingdom fell was because they did not “Fear the Lord”, but instead, they did “Fear other gods”. As I pondered this, I realized that this is no small thing, in fact, there are 81 verses in the OT that tell us to “Fear the Lord”, such as,

“The fear of the Lord is the beginning of knowledge; fools despise wisdom and instruction.” (Proverbs 1:7, ESV)

“The end of the matter; all has been heard. Fear God and keep his commandments, for this is the whole duty of man.” (Ecclesiastes 12:13, ESV)

“Who among you fears the Lord and obeys the voice of his servant? Let him who walks in darkness and has no light trust in the name of the Lord and rely on his God.” (Isaiah 50:10, ESV)

So, as I understand the fear of the Lord, it is a call to both an undivided focus and allegiance to God, and a diligent pursuit of holiness as guided by the instruction of, and obedience to, the Word of God!

“Oh Lord, help me to fear you and be motivated by your presence and instruction, even when no one else is watching! Amen.”

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

Kids Crossing

- **Cross Time Sunday School:** Praise the Lord for the full complement of teachers he has given us! We are currently studying Jesus’ life and teachings and how they are examples for His followers of true holy living..
- **Early Childhood (2&3 year-olds):** Continuing to go well for both services and Sunday School. Please pray as there are several openings coming up in the month of April.
- **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”. This winter has been especially challenging due to two weather related cancelations.
- **New PA Background Check Requirements for Employees & Volunteers:** We are continuing to process the new PA Background Check Requirements for volunteers with good cooperation from everyone. Praise the Lord we should meet our deadline of July 1, 2015!
- **VBS 2015, “Journey Off The Map”, June 22-26, 2015:** In this years theme, LifeWay’s VBS takes our kids to uncharted territory where they will begin to understand that obedience to God can lead them beyond the expected.

We are currently gearing up for this years VBS, and during our recent recruitment Sunday, we had a great response to all leadership areas. Please pray that the Lord helps us put together this program so that kids from EBFC and around the neighboring communities might be touched with the truth of the Gospel, being wonderfully transformed by God’s Word!

Student Ministry

- See Pastor Mark’s report.

Adult Ministry

- **Adult Electives:** It's been a rough semester with sickness and two snow days, however, we still had about 100 people attending the following 3 classes:
 - *Ezekiel* - Scott Holwick
 - *Following Jesus in a Post Christian Culture* - Tim Zuck
 - *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:**

- **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.

- **Men's Bible Studies/Prayer:**

- Tuesday mornings from 6:15 AM – 8:00 AM, Men's prayer time with currently only 2 men attending.
- Thursday mornings from 6:15 AM – 7:30 AM, This early morning bible study group is currently in a new study called "Fickle or Faithful".
- Thursday mornings from 9:00 AM – 10:30 AM, This new Men's Bible Study is studying, "The Measure of a Man" by Gene Getz. There are currently 4-5 men involved with Bob Penchick as the facilitator.

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

"Winter has been hard for women's ministry. The snow really had a huge impact on us. We missed a lot of MOPS and bible study. Currently going through Always True by James McDonald. We have 4 more weeks of study left.

MOPS: Alyssa Nye will be stepping off steering as my coordinator after this year. Nicole Huie will also be stepping off steering as my financial keeper. These are 2 huge spaces that will have to be filled. I think Megan Gascho will also be stepping down with baby #2 arriving soon. She served as our Moppets coordinator. Trusting God to raise women up who want to serve in this capacity. All three of these positions must be filled by members of our church.

Game night is planned for Monday March 23rd.

Tis so Sweet Tuesdays will begin in April. This will be a monthly time of devotions and prayer at my home. This is meant to reach women who might not be able to do a bible study, but still long to be in the word and ministered to. I am hoping to have someone different lead the devotion each month.

At the end of March, there is a small group of moms who have committed to get together to pray for our teens. These are not all women from our church.

I continue to spend a lot of time mentoring a friend thru marriage struggles and another who struggles with depression."

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, as there are several families still to be placed.

Other:

- Continue to meet with several couples to counsel and encourage
- Met with two young men to counsel and disciple
- 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
- Worked as an Awana leader
- Helped in the MOPPETS group during the MOPS program
- Continue to teach a class on the Epistle of James
- Taught Membership Class on Wednesday evening
- Continued work on the new Church Database as time permitted
- Assumed the role of VBS 2015 Coordinator and have been working to fill many leadership spots
- 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 - February 2015

“But you will receive power when the Holy Spirit has come upon you, and you will be my witnesses in Jerusalem and in all Judea and Samaria, and to the end of the earth.”

Acts 1:8, ESV

Our preparation for the teen missions trip to Mexico is in full swing, and we are excited about living out this verse from Acts 1. We want to continue to reach Bethlehem (our Jerusalem), as well as neighboring areas (Judea and Samaria). But there is something special about taking the gospel to another part of our world - and I believe God is going to really use it in the lives of our students. Pray with us.

Teaching

- **Middle School**
In our Core Truth curriculum, we have begun a series on “Authority”.
- **High School**
We finished our study in Proverbs. We are getting ready to start our study of the book of Mark.
- **Sunday School**
In HS SS we are taking a break during this 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 classes continue to go through the “Gospel Project”.

Shepherding

- Finally met with Invert (student leadership) after a hiatus.
- Met with a high school guy for encouragement.
- Met for breakfast with one of my student leadership guys.

Activities

- **Pray21** - I have heard good feedback from students and adults that participated in Pray21. This activity had 2 primary purposes -
 - Beseech God in prayer (which we desperately need)
 - Bring generations together in our church body.
- **Missions Prayer Report Night** - This was a wonderful night of hearing about all of our missionaries and praying for them. I was blessed and I believe our students were as well.

Other

- Had the opportunity to speak at LVCHS.

- Attended the BFC youth pastor's breakfast.
- Had the opportunity to meet with a group of local (Bethlehem, Easton, Nazareth) youth pastors who I do not see too often anymore.
- Had our quarterly BOYYA (BFC Board of Youth and Young Adults) meeting
- Met with Ed Hanna to discuss high school and college ministry and the way they work together.
- Continue a Bible study with Lehigh University wrestlers
- It has been a real blessing having Jeremy join our pastoral staff. He is an encouragement and a real partner in ministry. Praise God.
- The Mexico missions team is finalized and we have begun meeting together to prepare. The team is:

Guys:

Ben Christiansen
 Josh Christiansen
 Abram Gibson
 Colin Hahn

Girls:

Stephanie Brimer
 Veray Darby
 Callie Gibson
 Hannah Gibson
 Rachel Heric
 Brooke Sommons

Leaders:

Mark and Jen Culton (with girls)
 Pastor Tim
 Margie Cruz

Respectfully Submitted,

Mark Culton