



EBENEZER
BIBLE FELLOWSHIP CHURCH

Board of Elders Meeting March 13, 2017

Opening & Prayer:

Pastor Tim opened the meeting in prayer.

Roll Call:

The following elders were present: Tim Gibson, Pat Barry, Wayne Batten, Dick Bickings, Phil Norris, Swannie Griffin, Kevin Hardy, Jeremy Harkins, Shawn Sommons, Scott Holwick, Byron Roth, Dennis Flanagan, Chris Jones

Youth Pastor Candidate:

Preparation for Meeting Youth Pastor Candidate (7:00-7:30)

- Elders discussed pros and cons between Search Committee & Elder review of candidate's documents
- Elders discussed how to ask questions of the candidate, not necessarily re-interviewing him, but certainly asking questions involving what they read and what they were about to hear from the candidate.

Meeting with Mike & Jennifer Notary - Youth Pastor Candidate (7:30-8:45)

- Mike & Jen began their evening with introductions concerning their family, Mike's secular and ministry vocational experience, and why they feel called to youth ministries and particularly here at Ebenezer.
- The elders then engaged in a necessary dialog with Mike and Jen, asking a number of important questions regarding their ministry experience, their doctrinal positions, and their readiness for taking on this ministry responsibility.

Prayer & Discussion regarding Mike and Jennifer Meeting:

- Elders split into twos to pray over the candidate.
- After coming back together, the elders spent some time discussing the candidate and concluded their discussion with a motion to approve Mike Notary for position of Youth Pastor here at EBFC. **This motion was seconded and passed unanimously.**
- The elders discussed the next steps in the process which are as follows:
 - The PRC will present an elder approved compensation package to Mike Notary
 - A date will be established to present Mike to the congregation, more than likely it will be during Sunday School
 - Distribute Mike's information & bio to the congregation, one week before the meeting
 - After the congregation meets Mike, they will vote for him the same day

Approval of Minutes:

Approval of February 13, 2017 Meeting Minutes: This was **seconded** and **passed unanimously**

Financial Report – February 2017 - Byron Roth (*Attachment 1*)

- Byron Roth reported final numbers for February 2017 - This was **seconded** and **passed unanimously**
- Byron showed new and helpful graphs for our cumulative giving
- Byron stated that the big items this past month were the sewer line and health insurance

Discussion Items:

1) **Parsonage Usage**

- Wayne Batten presented the Property Committee's recommendations concerning the parsonage:
 - Continue to use as a parsonage
 - Use as a home available for missionaries on home assignment
 - Use for rental income
 - Sell as a residence
 - Negotiate an exchange for the Dennis Wieand family home and subsequently demolish the Wieand home.
- Elders recommended that the property committee investigate the last 2 possibilities (Sell or Wieand exchange)
- **Motion:** It is in the best interest of the church that EBFC NOT keep the parsonage. **Second, and passed unanimously.**

2) **Member Candidates** – Eight candidates were presented to the elders and approved unanimously for membership

- Charles Altemose
- Stephen Ruppert
- Daniel & Jenna Lichtenwalner
- Richard & Sharon Silfies
- Bob & Linda Visco

3) **Mosque Visit** – Issue regarding youth visiting a Mosque during mission rally

- Swannie Griffin presented an issue in which a congregant emailed him concerned about the EBFC youth visiting a mosque during the mission rally on April 8.
- Elders are not opposed to the youth visiting this mosque under the direction of John Elias.

4) **Nerf Event** – Issue regarding Nerf event at church

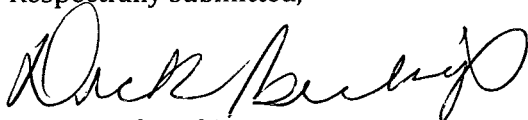
- Swannie Griffin presented a concern from a congregant about using nerf guns in an upcoming church activity.
- Elders are not opposed to this event and will allow it to go on.

Pastoral Reports:

The pastors submitted their monthly reports:

- Tim Gibson, Senior Pastor (*Attachment 2*)
- Dick Bickings, Pastor of Discipleship (*Attachment 3*)
- Jeremy Harkins, Worship Pastor (*Attachment 4*)

Respectfully submitted,



Pastor Dick Bickings
Secretary to the Board of Elders

EBENEZER BIBLE FELLOWSHIP CHURCH - FEBRUARY YTD 2017 FINANCIAL STATEMENT

BALANCE SHEET

ASSETS

Assets - Checking/Savings

	28-Feb-17	31-Dec-16	\$ Change
18000 · Checking (BB&T/KNBT)	508,729.05	541,631.79	-32,902.74
18002 · CDs (BB&T/KNBT)	67,742.94	67,714.56	28.38
19000 · Savings (M&T Bank)	92,967.57	92,952.54	15.03
19001 · Checking (M&T Bank)	5,375.67	5,375.67	0.00
Total Checking/Savings	674,815.23	707,674.56	-32,859.33

TOTAL ASSETS

674,815.23 707,674.56 -32,859.33

LIABILITIES

Current Liabilities

901 · Building Fund	105,143.44	104,543.44	600.00
902 · Capital Improvements	0.00	0.00	0.00
903 · Transportation Fund	268.00	268.00	0.00
904 · Scholarship Fund	2,445.00	2,607.50	-162.50
905 · Faith Promise	5,704.24	33,123.24	-27,419.00
907 · Benevolence Fund	9,631.36	8,746.23	885.13
908 · Music Fund	274.20	274.20	0.00
911 · Year End Accruals	8,480.16	8,480.16	0.00
912 · Run For The Children	637.51	4,137.51	-3,500.00
914 · HRA	4,260.72	0.00	4,260.72
915 · Youth Summer Missions	4,865.88	4,767.88	98.00
100 · Payroll Liabilities	6,446.17	7,136.75	-690.58
Total Current Liabilities	148,156.68	174,084.91	-25,928.23

Long Term Liabilities

810 · Mortgage	0.00	0.00	0.00
Total Long Term Liabilities	0.00	0.00	0.00
Total Liabilities	148,156.68	174,084.91	-25,928.23

EQUITY

900 · Retained Earnings	941,468.45	921,501.55	19,966.90
Net Income	-6,931.10	19,966.90	-26,898.00
1000 · Opening Bal Equity	-407,878.80	-407,878.80	0.00
Total Equity	526,658.55	533,589.65	-6,931.10
TOTAL LIABILITIES & EQUITY	674,815.23	707,674.56	-32,859.33

Joe Mann
Treasurer

2/8/17
Date

GENERAL FUND - BUDGET vs. ACTUAL

Income	Feb YTD	Budget	Variance	%BDG YTD
1100 · Offerings / Gifts	163,749.59	171,106.50	-7,356.91	96%
1400 · Interest	83.15	125.00	-41.85	67%
1700 · Memorials	0.00	0.00	0.00	
1900 · BCS / Bldg Use	1,256.00	2,512.00	-1,256.00	50%
Total Income	165,088.74	173,743.50	-8,654.76	95%
Expense				
2000 · General Finance	18,743.36	22,780.58	-4,037.22	82%
3000 · Discipleship	2,490.94	4,402.18	-1,911.24	57%
5000 · Evangelism	25.00	723.32	-698.32	3%
6000 · Missions	19,723.40	19,800.00	-76.60	100%
7000 · Deacon	33,909.87	17,295.00	16,614.87	196%
8000 · Worship	722.58	1,190.00	-467.42	61%
9000 · Office & Admin	1,787.72	2,454.00	-666.28	73%
10000 · Congregational Care	171.19	493.32	-322.13	35%
11000 · Compensation	94,445.78	104,605.10	-10,159.32	90%
Total Expense	172,019.84	173,743.50	-1,723.66	99%

Net Ordinary Income

-6,931.10 0.00 -6,931.10

Net Fund Transfer between Accts.

0.00 0.00 0.00

Net Income

-6,931.10 0.00 -6,931.10

DESIGNATED FUNDS

	Income	Expense	Net
901 · Building Fund	600.00	0.00	600.00
903 · Transportation Fund	0.00	0.00	0.00
904 · Scholarship Fund	99.50	262.00	-162.50
905 · Faith Promise	5,691.00	29,777.00	-24,086.00
907 · Benevolence Fund	4,810.75	3,925.62	885.13
908 · Music Fund	0.00	0.00	0.00

OTHER LIABILITY ACCOUNTS

	Income	Expense	Net
902 · Capital Improvements	0.00	15,858.52	-15,858.52
911 · Year End Accruals	0.00	0.00	0.00
912 · Run For The Children	0.00	3,500.00	-3,500.00
914 · HRA	5,000.00	739.28	4,260.72
915 · Youth Summer Missions	98.00	0.00	98.00
Total Current Liabilities	16,299.25	54,062.42	-37,763.17

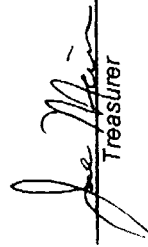
Attachment #1

EBENEZER BIBLE FELLOWSHIP CHURCH - FEBRUARY 2017 FINANCIAL STATEMENT

BALANCE SHEET

GENERAL FUND - BUDGET vs. ACTUAL

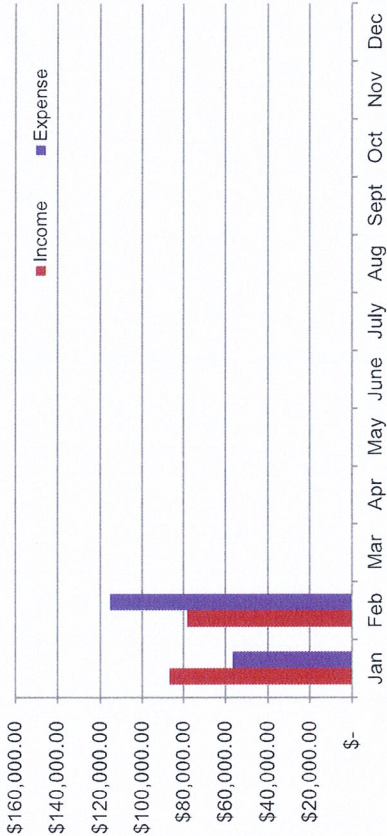
ASSETS	28-Feb-17	31-Jan-17	\$ Change	February	Budget	Variance
Assets - Checking/Savings						
18000 · Checking (BB&T/KNBT)	508,729.05	546,670.32	-37,941.27	78,149.96	99,124.04	-20,974.08
18002 · CDs (BB&T/KNBT)	67,742.94	67,742.94	0.00	33.66	62.50	-28.84
19000 · Savings (M&T Bank)	92,967.57	92,952.54	15.03	0.00	0.00	0.00
19001 · Checking (M&T Bank)	5,375.67	5,375.67	0.00	0.00	1,256.00	-1,256.00
Total Checking/Savings	674,815.23	712,741.47	-37,926.24	78,183.62	100,442.54	-22,258.92
TOTAL ASSETS						
	674,815.23	712,741.47	-37,926.24			
LIABILITIES						
Current Liabilities						
901 · Building Fund	105,143.44	104,923.44	220.00	17,207.48	18,568.08	-1,360.60
902 · Capital Improvements	0.00	0.00	0.00	610.89	1,495.59	-884.70
903 · Transportation Fund	268.00	268.00	0.00	0.00	361.66	-361.66
904 · Scholarship Fund	2,445.00	2,345.50	99.50	19,723.40	19,737.50	-14.10
905 · Faith Promise	5,704.24	4,591.24	1,113.00	23,128.94	9,035.00	14,093.94
907 · Benevolence Fund	9,631.36	7,944.79	1,686.57	405.27	610.00	-204.73
908 · Music Fund	274.20	274.20	0.00	1,080.24	1,085.50	-5.26
911 · Year End Accruals	8,480.16	8,480.16	0.00	150.00	246.66	-96.66
912 · Run For The Children	637.51	4,137.51	-3,500.00	53,119.14	49,302.55	3,816.59
914 · HRA	4,260.72	4,965.76	-705.04	115,425.36	100,442.54	14,982.82
915 · Youth Summer Missions	4,865.88	4,810.88	55.00	-37,241.74	0.00	-37,241.74
100 · Payroll Liabilities	6,446.17	6,099.70	346.47	0.00	0.00	0.00
Total Current Liabilities	148,156.68	148,841.18	-684.50	-37,241.74	0.00	-37,241.74
DESIGNATED FUNDS						
Long Term Liabilities						
810 · Mortgage	0.00	0.00	0.00	Income	Expense	Net
Total Long Term Liabilities	0.00	0.00	0.00	220.00	0.00	220.00
Total Liabilities	148,156.68	148,841.18	-684.50	0.00	0.00	0.00
EQUITY						
900 · Retained Earnings	941,468.45	941,468.45	0.00	99.50	0.00	99.50
Net Income	-6,931.10	30,310.64	-37,241.74	1,113.00	0.00	1,113.00
1000 · Opening Bal Equity	-407,878.80	-407,878.80	0.00	3,028.25	1,341.68	1,686.57
Total Equity	526,858.55	563,900.29	-37,241.74	0.00	0.00	0.00
TOTAL LIABILITIES & EQUITY	674,815.23	712,741.47	-37,926.24	0.00	0.00	0.00
OTHER LIABILITY ACCOUNTS						
902 · Capital Improvements	0.00	0.00	0.00	0.00	15,858.52	-15,858.52
911 · Year End Accruals	0.00	0.00	0.00	0.00	0.00	0.00
912 · Run For The Children	0.00	0.00	0.00	0.00	3,500.00	-3,500.00
914 · HRA	0.00	0.00	0.00	0.00	705.04	-705.04
915 · Youth Summer Missions	55.00	55.00	0.00	55.00	0.00	55.00
Total Current Liabilities	4,515.75	21,405.24	-16,889.49			



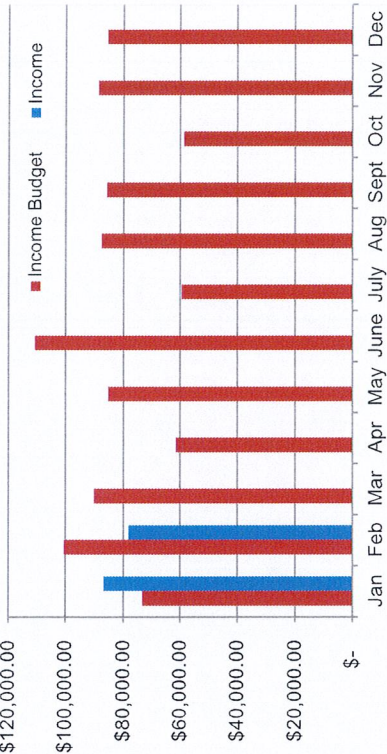
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 Treasurer

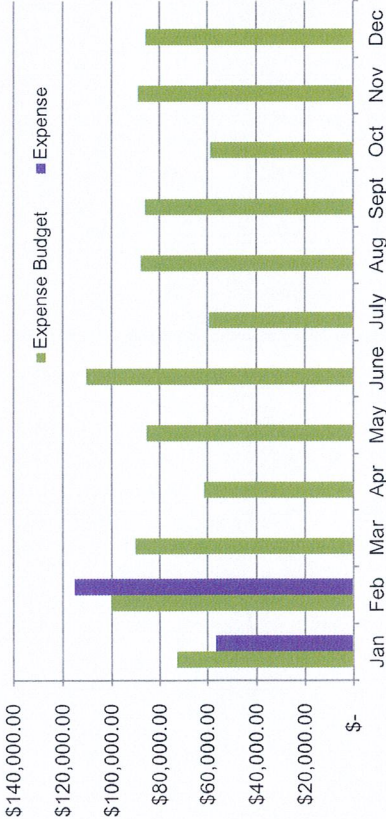
2017 Income vs Expenses



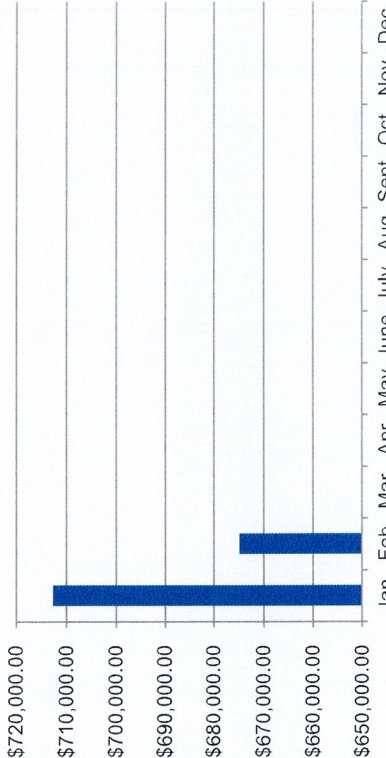
2017 Income vs Budget



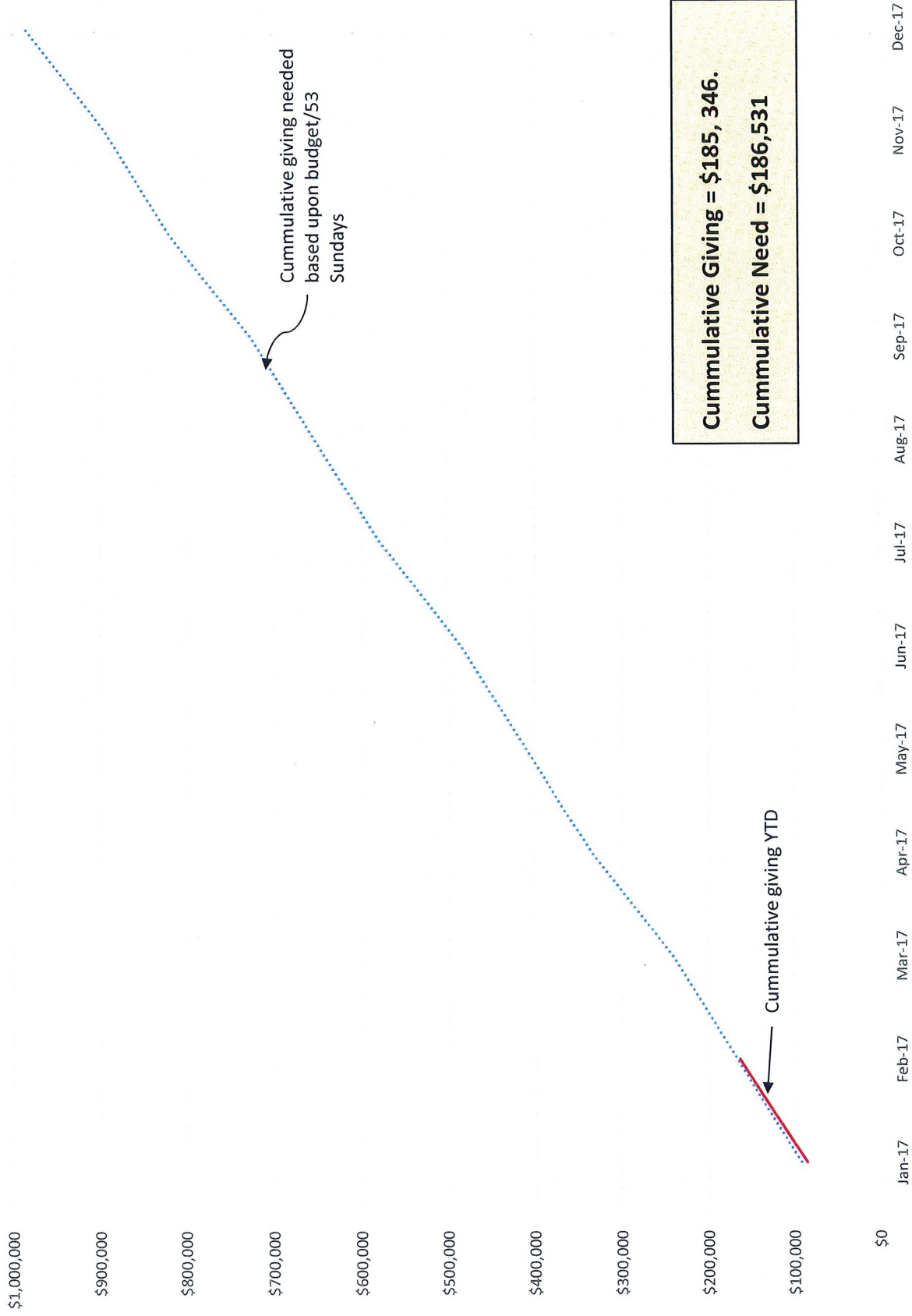
2017 Expenses vs Budget



2017 Assets



Cummulative Giving vs Cummulative Budget Amount as of March 5th



Cummulative Giving = \$185, 346.

Cummulative Need = \$186,531

Pastor Tim's Ministry Report March 17, 2017

Studying & Preaching:

- I love preaching through Old Testament narratives. The study of Genesis is proving to be so valuable and beneficial. Of course the challenge is always to preach Christ in all texts of Scripture. I am working hard at showing the redemptive plan of God in the story and relating the story to us in our current state of life.
- We had a successful missions conference with preaching from Matt Shackelford from Philippians 2 & David Riddell from Ruth 2. Both sermons were very expository and exhorted the congregation to have a heart for missions. I was very pleased with both speakers and the overall spirit of the mission's conference.
- I continue to teach in 2 Chronicles. It is a great case study of the Kings of Judah. We are having 30-35 consistently come each Wednesday night.

Shepherding/Ministry:

- 2 Lunch meetings
- 4 counseling sessions
- 2 baptism interviews
- Continued to meet with Laszlo, intern reading Greek from 1 John
- 4 membership interviews
- Premarital Counseling – 3 couples each week
- Lead Kinship group
- Taught the doctrinal section of the Membership Classes (2)
- Attended Pastor's conference - Shepherd's Conference in Los Angeles
- Met with youth pastor candidate
- Staff appreciation luncheon

It is an honor to be a pastor in the ministry. It is both exhilarating and sobering. I love being with people helping them come to know, love and follow Jesus Christ. It is also very sobering to think that I am going to be judged more strictly as a teacher. I take my teaching very seriously. I am trying to spend more time reading.

I had an incredible time this month at the Shepherd's Conference. I heard so many good and solid expositions from the likes of John MacArthur, Albert Mohler, Paul Washer, Tom Pennington, Steve Lawson, Phil Johnson, Mark Jones, Mark Dever, Ligon Duncan, Ian Murray and more. The theme was "Preach Christ" in honor of the 500th anniversary of the Reformation. My heart was so blessed to be able to participate and be ministered to. The music was led by the Getty's, & Bob Kauflin. It was an amazing time! Sermons can be enjoyed at www.shepherdsconference.org/media. I especially highlight Steve Lawson's exposition of John 10!

I am preparing my LEAD class to begin soon. I am also praying about teaching a theology class for Ebenezer on a regular basis. I am also beginning to plan sermons for October, when we will be honoring the 500th anniversary of the Reformation.

It is a joy to pastor the people at Ebenezer. My prayer is that the Lord will be pleased with me and with our congregation as we exalt the Christ, preach the Word & share the Gospel.

Serving Christ,
Pastor Tim Gibson

Pastor of Discipleship Report, Feb/Mar 2017

As I continue my trek through the OT, my next stop was the book of Amos. I was recently reminded of how important the call of God is in our lives, let's read::

"And Amaziah said to Amos, 'O seer, go, flee away to the land of Judah, and eat bread there, and prophesy there, but never again prophesy at Bethel, for it is the king's sanctuary, and it is a temple of the kingdom.'" Then Amos answered and said to Amaziah, 'I was no prophet, nor a prophet's son, but I was a herdsman and a dresser of sycamore figs. But the Lord took me from following the flock, and the Lord said to me, 'Go, prophesy to my people Israel.' Now therefore hear the word of the Lord. 'You say, 'Do not prophesy against Israel, and do not preach against the house of Isaac.'" (Amos 7:12-16, ESV)

Amos by profession was a shepherd and tree surgeon (I think that's what a dresser of sycamore fig trees means). This of course was the point the Amaziah was trying to make that he should stop condemning Israel with his prophecies, and go back to his former profession. Amos responded in a profound way...he essentially said, "Yep, you're right that's what I was, but the Lord called me to prophesy and that's what I'm going to do!"

So often when opposition occurs, we may look back to those days when things were simpler, but Oh God, may it never be that we turn our backs on what God has called us to do!

With that in mind, here are some of the ministry updates from February/March 2017:

Kids Crossing

- **Cross Time Sunday School (10:05 AM):** Praise the Lord that he has provided a complete roster of teachers and helpers.
- **Early Childhood (2&3 year-olds):** Praise the Lord, he has brought us all the teachers and helpers we need for both odd and even months!
- **Children's Church:** The Gospel Project curriculum worship segment continues to work well for Children's Church. We continue to see around 6 students each week.
- **Wednesday Evening Programs:** The Awana program continues to grow and is now averaging 60+ children every week. The elders continue to teach the T&T and Sparks groups, and are presently studying the doctrine of Christ.

Adult Ministry

- **Adult Electives:** The winter session is as follows:
 - Ezra/Nehemiah - Rich Mastronardo
 - Matthew: Part 1 - Phil Norris
 - Minor Prophets - Joe Maddock
- **Student Ministry:** Mark Evans is doing a fantastic job as our Youth Ministry Teacher. His teaching through the book of Romans is well received and understood.

The Youth Pastor Search Committee is privileged to present a Youth Pastor candidate for interview by the elders at the elder's meeting on March 13.

- **Senior Fellowship Ministry:** Praise the Lord that the Senior Fellowship Ministry is in full swing, under the direction of Phil Norris and John Mead. They are gearing up for a clothing drive to be sent to Nelson Randoff for his various short-term mission trips.
- **Men's Ministry:**
 - **Bethel Series:** The NT phase is currently in session with one class, taught by Jason Lee, on Tuesday evenings from 7:00-9:00.

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

- Thursday mornings from 6:15 AM – 7:30 AM, This early morning bible study group is currently studying the book of Daniel.
- Thursday mornings from 9:00 AM – 10:30 AM, This Men's Bible Study is studying the book, "Gods At War" by Kyle Idleman.
- Saturday mornings from 7:00 AM - 8:00 AM, This men's pray time is for men who are serious about going before the throne of grace together to cry out to God for their marriages, family, jobs, neighbors, country, etc.

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

"Bible Studies: Tuesday morning Bible study is almost done as we conclude Experiencing God. We had hoped to finish on Tuesday, but due to the snow storm, it will get pushed back another week. We then will begin a 7 week study on Hosea by Jennifer Rothschild.

Monday Evenings: Vicki Cowley continues to lead Sermon on the Mount study and has about 20 ladies working through that.

Tis So Sweet: We concluded our study on Ruth and we will begin again in the fall.

Mom To Mom: This has been such a great time of discipleship with these moms! The Lord is really growing and stretching these sweet moms as they strive to be godly wives and mothers. So thankful for Lisa Pyles and her dedication to mentor them.

MOPS: We are currently praying about who will be our leaders for next year as Courtney and Jill will be stepping down. We are praying about our mentor moms as well.

Welcome To The Well: This past month we met at the home of Judy Sicardi. We had such a great time of fellowship and Vicki Cowley led in a devotion. This night has really fostered some great relationships and we are thrilled to see women so excited about coming out and being ministered to. Linda Visco and Vicki do a great job making sure women get rides who want to come.

Upcoming Events: April 22 The Well will be hosting a breakfast. We will be introducing a new aspect of WM: Connecting Ministry. This will be based on Nancy Leigh Wolgemuth's book "Adorned" Living out the Beauty of the Gospel Together. I am so excited about this. I am praying that many women will want to be involved and want to become Titus 2 women! This is for all women.

I currently meet on a regular basis with another WM leader to encourage and to be accountable with one another.

I will be some speaking coming up in April and May."

Discipleship Support

- **Kinship:** Praise the Lord for Bob & Laurie Gill who have worked hard to place all who have desired to be involved into 18 different groups. The groups continue to thrive and have become an important spiritual growth asset to our people.

Other:

- Continued to visit and provide physical & Spiritual care for several people in our church.
- Chaired Youth Pastor Search Committee, with weekly Thursday evening meetings.
- Helped facilitate the new Church Database change over.

Respectfully Submitted, Dick Bickings, Pastor of Discipleship

WORSHIP/COLLEGE MINISTRY UPDATE

Jeremy Harkins, Worship Pastor

1 Corinthians 13:1 *"If I speak in the tongues of men and of angels, but have not love, I am a noisy gong or a clanging cymbal".* (NOISY GONG OR CLANGING CYMBAL=USELESS ALONE)

1 Corinthians 13 resonates with me because it has musical parallels, but most importantly it is a challenge to the way in which Christ dwelling within us should affect the way we live & love. I had the joy to teach the YACS group at their annual retreat this February. We studied this passage and learned that it's not simply our actions behind our faith in Christ, but the motivation behind the action. We see that in our own strength amazing things can be done, but without Christ they are useless. In Christ, the routine continues to be redeemed. Aren't you thankful for a God that allows us to continually be sanctified in His redeeming love, a love that will not let us go!

MUSIC

-We are gearing up in preparation for Good Friday & Easter services with an orchestral group lead by John Huie and a multi-age choral group lead by Karris Pennington (grade schoolers K-5) and Bethany Randall (6th-adult). I am deeply appreciative of their skilled leadership. It is exciting seeing members of our church become involved in ministry through music.

SOUND

-We are working on some adjustments with the sound audio recording system and seeking to improve upon what we currently have with our sound quality.

- We are also finishing the final steps of evaluating with the property committee the proposal of a new sound system in the gym which should be taken care of relatively soon.

TEACHING & SHEPHERDING

- Had a great time teaching the Sparks and TNTer's about Jesus being FULLY God based on Hebrews 1:3

-Was able to teach at the Young Adults Couples & Singles retreat at the Spaed Inn on the 18th of February.

-I continue to go through the book of Romans with a couple of college age students

-Our College Sunday school hour time continues to go well as Dan Trafford and Adam Whitmer continue to do an excellent job teaching through the gospels and articles related to living out the gospel in our daily lives.

-Continue in prayer and fellowship with different worship team members through meetings, phone calls, or texts

ADDIT'L AREAS

-Went to Fellowship Manor to lead in worship

-We had a Super Bowl Party & Movie night at our home with the college age where we had over 12 college age present.

-Was able to be a part of Disciplemakers Day Conference (College Campus Ministry) that was held at our church the end of February and was able to interact with a number of college students in the area. (TURN OVER)

-Our College Fellowship is going well as we have fellowshiped at Panera this month and have simply taken time to fellowship and pray together.

-Kinship @ the Zmarzley's home has been good for my family and I as we continue to fellowship and study through the book of Ephesians.