



Board of Elders Meeting March 14, 2016

Roll Call

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

Prayer

- Pastor Tim opened in prayer.
- The elders also took an opportunity to pray for and anoint a woman who desired prayer from the elders.

Approval of Minutes

Motion was made to approve the minutes from the February 8, 2016 elders meeting, **seconded** and **passed**.

Financial Report

- Andy reviewed the financial report (*Attachment 1*). Weekly giving during February has increased a bit, but expenses for this month were a bit higher than budgeted. Andy made a **motion** that we receive the report. This was **seconded** and **passed**.
- Andy also mentioned that the BFC Statistics Report and the outside Worker's Compensation audit were both completed. Byron reported that he and Andy have examined our spending from October 20th through the end of 2015 to identify any areas of concern in light of the recommendation to hold all unnecessary spending. They will continue to evaluate and will be connecting with ministry leaders with any questions.

Discussion Items

- 1) Facility Usage Policy – Pastor Tim and the Property Committee will be fine-tuning the building policy to protect us from liability in the future.
- 2) Membership and Discipline
 - a. The following individuals were voted on for membership via email prior to the meeting:

• Mark Dammeyer	• William Laws
• Melissa Dammeyer	• Brian VanWhy
• Matthew Edmunds	• Nancy Darwin
• Brett Kleppinger	• Bob Darwin
• Kelly Kleppinger	• Frank Podlasinski
• Angela Laws	• Terri Ann Podlasinski
 - b. The following were voted on for membership in the elder meeting:
 - Jill Ibarra
 - Steve Ibarra

- 3) Missions Conference – The elders discussed the Missions Conference 2016 and offered feedback. We discussed the Sunday sermons by Mark Fodale and Duane Moyer. We also discussed philosophy of ministry related to visitors and unchurched individuals. This was a good discussion about how we can better connect with visitors, especially us as elders.
- 4) Fundraising – Swannie and Andy led a discussion about fundraising at Ebenezer and how we can best handle events that raise funds. There was a discussion about philosophy of ministry and also practical concerns with how funds come through events. It was agreed that there is a need to develop a policy on fundraising. Pat and Jeremy encouraged us to make sure we are wise with money and yet not discouraging to people who have a heart for outreach and evangelism.
- 5) Family Discipleship Ministry – Andy shared about a ministry opportunity that will be available again this summer for the fifth year for families to learn how to study and memorize Scripture. Each family member will study at age appropriate levels, and everyone is invited to participate. This ministry also encourages dads to lead their families in Bible study and discipleship. There will be more information to come.
- 6) Prime Timers – Pastor Tim and Pastor Dick are meeting with the Prime Timers this week to confirm details and plan the path forward.
- 7) Discipleship Program – There have been more and more people who have come to Ebenezer who are in need of basic discipleship, and we are desiring to have an outlined process for how to disciple people. The book “The Walk” is going to be used as part of this. Mentoring relationships will be at the center. We would love to identify mature believers who can begin discipling now, with the hope that a culture is created where all believers disciple others.
- 8) PRC Update – The PRC met and discussed all the staff activities. That assessment was a fruitful exercise. There is no recommendation as of now, but they will continue to keep an eye on the giving trend and will discuss with Pastor Tim and invite the deacons for prayer before moving in any direction or making any recommendation.

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*)
- Mark Culton, Youth Pastor (*Attachment 5*)

Adjournment & Prayer

Swannie Griffin closed in prayer and the meeting was adjourned.

Respectfully submitted,



Mark Culton
Secretary to the Board of Elders

March 14, 2016

To: Board of Elders
From: Andy Brimer, Treasurer
Subject: Financial Report for March 2016

Attached you will find the following reports for February 2016:

- Monthly 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 78% of the budgeted forecast while the YTD income was 87% of the budgeted forecast.
- Expenses for February were 109% of the budgeted forecast while the YTD expenses were 98% of the annual forecast.

Other:

- The BFC Statistics report was completed and submitted.
- The Workman's Compensation Audit was completed for the period 11/22/14-11/22/15.

3/14/16
Date

BALANCE SHEET

GENERAL FUND - BUDGET vs. ACTUAL

ASSETS				
Assets - Checking/Savings				
18000 • Checking (KNBT)	28-Feb-16	31-Dec-15	\$ Change	
18002 • CDs (KNBT)	481,078.44	521,645.92	-40,567.48	
19000 • Savings (M&T Bank)	67,629.86	67,587.38	42.48	
19001 • Checking (M&T Bank)	90,869.08	90,853.65	15.43	
Total Checking/Savings	5,375.67	5,375.67	0.00	
	644,953.05	685,462.62	-40,509.57	
TOTAL ASSETS				
	644,953.05	685,462.62	-40,509.57	
LIABILITIES				
Current Liabilities				
901 • Building Fund	95,818.44	93,189.44	2,629.00	
902 • Capital Improvements	0.00	0.00	0.00	
903 • Transportation Fund	193.00	188.00	5.00	
904 • Scholarship Fund	660.50	817.50	-157.00	
905 • Faith Promise	10,729.97	38,263.97	-27,534.00	
907 • Benevolence Fund	15,655.72	16,257.26	-601.54	
908 • Music Fund	174.20	174.20	0.00	
911 • Year End Accruals	8,480.16	8,480.16	0.00	
912 • Run For The Children	2,434.21	2,481.19	-46.98	
914 • HRA	6,126.30	0.00	6,126.30	
915 • Youth Summer Missions	4,533.88	4,533.88	0.00	
100 • Payroll Liabilities	6,602.01	7,454.27	-852.26	
Total Current Liabilities	151,408.39	171,839.87	-20,431.48	
Long Term Liabilities				
810 • Mortgage	0.00	0.00	0.00	
Total Long Term Liabilities	0.00	0.00	0.00	
Total Liabilities	151,408.39	171,839.87	-20,431.48	
EQUITY				
900 • Retained Earnings	921,501.55	991,473.20	-69,971.65	
Net Income	-20,078.09	-69,971.65	49,893.56	
1000 • Opening Bal Equity	-407,878.80	-407,878.80	0.00	
Total Equity	493,544.66	513,622.75	-20,078.09	
TOTAL LIABILITIES & EQUITY	644,953.05	685,462.62	-40,509.57	
ASSETS				
Income				
1100 • Offerings / Gifts	Feb YTD	Budget	Variance	%BDG YTD
1400 • Interest	150,573.17	173,482.83	-22,909.66	87%
1700 • Memorials	124.78	125.00	-0.22	100%
1900 • BCS / Bldg Use	150.00	0.00	150.00	N/A
Total Income	2,626.00	2,626.50	-0.50	100%
	153,473.95	176,234.33	-22,760.38	87%
Expense				
2000 • General Finance	24,311.38	24,997.75	-686.37	97%
3000 • Discipleship	3,987.77	3,654.68	333.09	109%
5000 • Evangelism	50.00	733.32	-683.32	N/A
6000 • Missions	19,880.00	20,250.00	-370.00	98%
7000 • Deacon	20,867.05	17,774.96	3,092.09	117%
8000 • Worship	877.72	1,400.00	-522.28	63%
9000 • Office & Admin	1,870.03	2,307.00	-436.97	81%
10000 • Congregational Care	607.51	493.32	114.19	123%
11000 • Compensation	101,100.58	104,623.30	-3,522.72	97%
Total Expense	173,552.04	176,234.33	-2,682.29	98%
Net Ordinary Income				
	-20,078.09	0.00	-20,078.09	
Net Fund Transfer between Accts.				
	0.00	0.00	0.00	
Net Income				
	-20,078.09	0.00	-20,078.09	
DESIGNATED FUNDS				
Income				
901 • Building Fund	2,629.00	0.00	2,629.00	
903 • Transportation Fund	5.00	0.00	5.00	
904 • Scholarship Fund	40.00	197.00	-157.00	
905 • Faith Promise	5,516.00	33,050.00	-27,534.00	
907 • Benevolence Fund	3,561.83	4,163.37	-601.54	
908 • Music Fund	0.00	0.00	0.00	
OTHER LIABILITY ACCOUNTS				
Income				
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	46.98	-46.98	
914 • HRA	6,600.00	473.70	6,126.30	
915 • Youth Summer Missions	0.00	0.00	0.00	
Total Current Liabilities	18,351.83	37,931.05	-19,579.22	

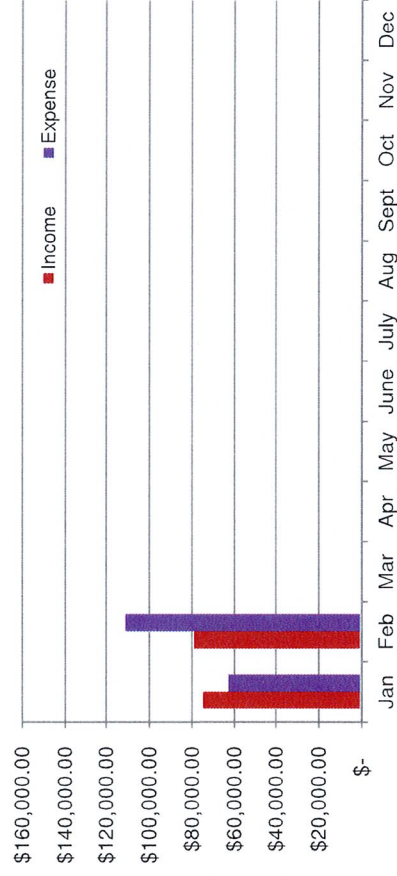
Andrew Barber

Treasurer

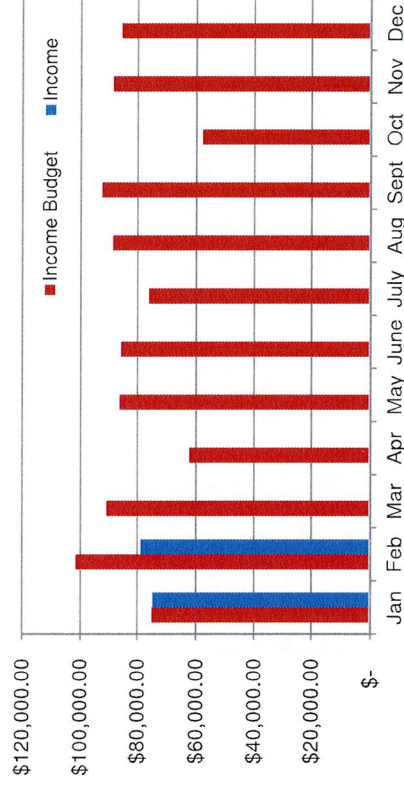
3/14/16

Date

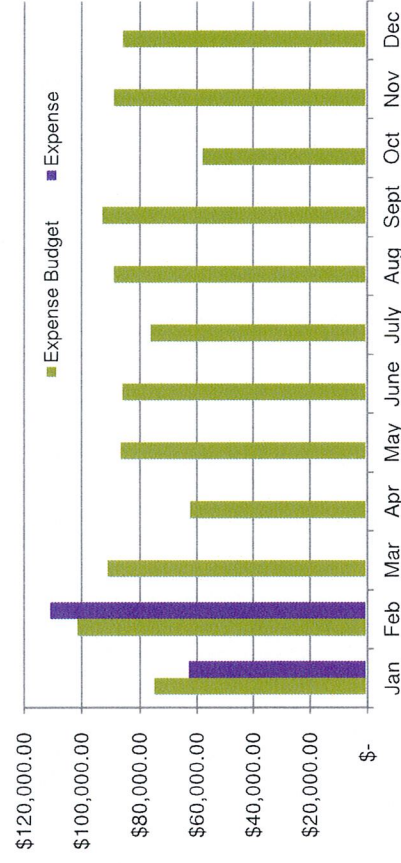
2016 Income vs Expenses



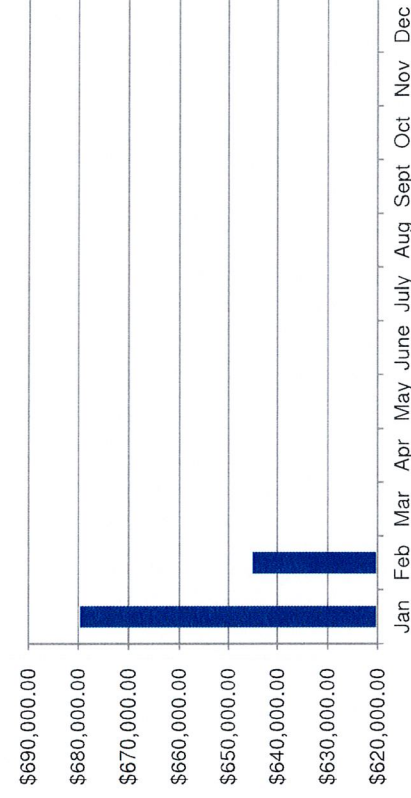
2016 Income vs Budget



2016 Expenses vs Budget



2016 Assets



Pastor Tim's Ministry Report
March 14, 2016

Attachment #2

Studying & Preaching:

- I continue to preach through 1 Peter on Sunday mornings. I have had some criticisms lately that my preaching is not "grace oriented" and "legalistic" at other times. For those in ministry, criticisms will always come. It is true that we all have blinders on and sometimes can't see ourselves the way others see us. I have always tried to take criticism as God's way of refining me. One man said, "We are never as bad as some say we are, nor are we as good as others say." I'm trying to take to heart these criticisms and pray through them asking the Lord to help me to be the best communicator of God's Word that I can be. At the same time, my commitment to expository preaching is strong. One of the healthy marks of any Church is that the pulpit is faithful in simply explaining the text with relevant application each and every week. I do not plan on compromising my commitment.
- I also continue to teach through Matthew on Wednesday night. We are having approximately 20-25 each week. We sing a couple of hymns, study the Word for about 30 minutes and then spend the remaining portion of time praying together. Wednesday night continues to be one of my favorite times. It is also a very important time for several of our members who work on Sunday and cannot be a part of the Lord's Day activities. This is one avenue where they can get connected with the Word and with others believers.

Missions Conference: Overall, the missions conference went very well. Our guest speakers did a great job preaching on Sunday morning and in the Bible study time. I'm thankful for all the work that the missions committee did to make this event successful.

New Membership Class: Pastor Dick and I performed the first of 4 membership classes in February. Dick taught the 2 sessions and I taught 2 sessions. We had 21 people in the class. It was a wonderful time of discipleship. Many of the attendees have already filled out their membership applications and some have been baptized. Currently we have 14 applications to approve and several more in the works.

Shepherding/Ministry:

- Pre-marital counseling continues for one couple meeting every Tuesday for an hour. We are going through "Preparing for Marriage God's Way" by Wayne Mack.
- Breakfast & Lunch with 7 individuals for encouragement.
- Provided counseling sessions for 4 people this month.

Mentoring/Accountability:

- TLT meetings with Covenant Bible Fellowship Church (Naples, FL) with Jason Filbert continue to meet on the second Thursday of every month. It is very encouraging to hear how the Lord is working. They are planning on having full Sunday services beginning on April 3 at a local community center.
- TLT meetings with Forks BFC also continue to go well. We only meet once per quarter.
- I am beginning to meet a little more regularly with Laszlo. This last month he went to lunch with the staff and we discussed ministry philosophy and "Lordship Salvation." He was also able to sit in a premarital counseling session.

Harvest America: Overall, this ministry was successful. Steve Leaser put a whole lot of time into this event. Surprisingly (to me) we had over 200 in attendance. After the event we had

approximately 5 people respond with at least one profession of faith. We are following up on all who responded.

Prayer Committee: I recently met with a couple that has truly felt the desire to help Ebenezer put a little more emphasis on prayer. It is with joy that I have agreed to help them lead out and put together a prayer committee. The sole purpose of the committee would be to help foster more prayer and provide unique opportunities for the body at Ebenezer to pray. We will begin putting together a team over the next couple of months.

Discipleship: I am currently working close with Pastor Dick to put together a member interactive discipleship plan that enables mature members to come alongside new believers and others who need discipleship. I have bought 30 copies of the book, "The Walk" by Smallman. The book is designed to help infant believers begin their walk with Jesus. I have already orchestrated 2 mentor groups. We will be looking for mature Christian men and women to help us with this mentoring program. It is very exciting to see how the Lord is putting this together.

Other:

- My family had a wonderful dinner 1 family while Julie and I had dinner with another family in the Church.
- 3 Hospital visitations
- 8 home visits including some for special prayer & others who are wayward
- I continue to play basketball on Thursday evenings at the Church. I am able to lead a 15-minute devotion and challenge the 10-15 men there with the Word of God.
- Along with Shawn Sommons we visited the Cornerstone Counseling Center in Easton as a potential aid in counseling for our ministry. They seem to be Biblically centered.
- Performed many membership and baptism interviews throughout the month.
- 8 baptisms on March 13. Praise the Lord!

It is exciting to see the Lord work in people's lives and hear the testimonies of God's saving grace. I count it a privilege and an honor to serve as one of the Lord's ministers here at Ebenezer. May the Lord continue to bless our ministry here for His glory!

Serving Christ,
Pastor Tim Gibson

Pastor of Discipleship Report, Feb/Mar 2016

As I continue in my trek through the Old Testament, having finished the Psalms, I now am privileged to study the book of Proverbs. I recently found this beautiful section containing the if/then statements concerning wisdom. Here are the *ifs*...

"My son, if you receive my words and treasure up my commandments with you, making your ear attentive to wisdom and inclining your heart to understanding; yes, if you call out for insight and raise your voice for understanding, if you seek it like silver and search for it as for hidden treasures," (Proverbs 2:1-4, ESV)

Now the *thens*...

"then you will understand the fear of the Lord and find the knowledge of God." (Proverbs 2:5, ESV)

"Then you will understand righteousness and justice and equity, every good path;" (Proverbs 2:9, ESV)

So it is clear that wisdom comes about through a series of *if-actions* on our part, like treasuring the word, crying out to God for it (James 1:5), and diligently seeking it as we would seek something profoundly valuable. As a result, *then*, we will be rewarded with receiving the wisdom of God, filtered through the fear of the Lord.

With that in mind, here is a quick summary of some of the ministry opportunities from February/March 2016:

Kids Crossing

- **Cross Time Sunday School (10:05 AM):** Praise the Lord that he has provided a complete roster of teachers and helpers. He has heard and answered our prayers with people who love him, and love children!
- **Early Childhood (2&3 year-olds):** Continuing to go well for both services and Sunday School. Praise the Lord, all teaching positions are filled. Please pray that the Lord will raise up a new coordinator to fill Anne Christiansen's spot.
- **Children's Church:** The Gospel Project curriculum worship segment continues to work well for Children's Church. We continue to see between 8-12 students each week. Please pray that the Lord will raise up a couple to fill in our currently empty team (D) slot. In the interim we are on a 3 team rotation to facilitate the need.
- **New Security Check-in:** The new check-in system continues to work well, for both Sunday morning Cross Time classes, and Wednesday night Awana. We are continuing to monitor the performance of the BCS iPads we are using.
- **Wednesday Evening Programs:** Our Awana program is blessed this year with around 60 children, which the elder's have the privilege of teaching both the T&T and Sparks groups, focusing in on the question, "Who is...?"...a series that highlights different people in the scriptures and their role in God's redemptive plan.
- **New PA Background Check Requirements for Employees & Volunteers:** There are still a number of volunteers who have not completed the Mandatory Reporter Training, though not required to serve.

Adult Ministry

- **Adult Electives:** We continue to teach around 100 adults in our winter/spring semester, with the following breakdown of classes:
 - o 1 Corinthians - Scott Holwick
 - o Pastoral Epistles - Dick Bickings

Continue to pray that the Lord raises up more adult teachers...we currently have 5.

- **Men's Ministry:**

- **Bethel Series:** There is only one multi-gender class this time around that meets on Tuesday evenings and is taught by Jason Lee, and one women-only class taught on Thursday evenings by Peggy Brimer.
- **Men's Bible Studies/Prayer:**
 - Thursday mornings from 6:15 AM – 7:30 AM, This early morning bible study group is currently in a study on "The Life and Ministry of Jesus Christ".
 - Thursday mornings from 9:00 AM – 10:30 AM, This Men's Bible Study is currently studying, "Act Like Men," by James MacDonald. There are currently 6-8 men involved in this study.
 - We are currently praying about starting a new Saturday morning men's bible study, possibly centered around discipleship training.

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

"Bible Study: Both Monday evening and Tuesday mornings are studying Armor of God. Monday evening is lead by Vicki Cowley and Laurie Gill. Tuesdays are lead by myself. We have an average of 55 women going thru this study.

Tis So Sweet: Meets once a month and we average about 13 women studying the book of Ruth.

MOPS: This ministry continues to grow and this year with Jill Rathmell and Courtney Nagy are doing an amazing job leading and carrying the weight of responsibilities. We will be in need of new steering members for the fall. We will also need mentor moms that can be there on a more consistent basis.

MOM to MOM: This ministry even though small in numbers has had a vital impact on the lives of the moms that do attend. Lisa Pyles and Linda Feichter lead on Thursday mornings.

SHE LEADS: This year's conference is in Reading on April 22nd. I have the humble privilege of speaking this year. I will be speaking on Jealousy in ministry.

Discipleship: I continue to meet and disciple in and outside of the church. I rejoice over the salvation of a woman who I have met with for 4 years. So excited to be able to come along side of her.

I continue to meet with and counsel a woman with marriage difficulties.

WM team is currently planning a retreat.

I continue to meet with other WM leaders for encouragement and refining."

Discipleship Support

- **Kinship:** Praise the Lord, for the great response and diligent work of the Kinship leaders to make this core ministry of our church a continued success. A special thanks goes to Bob and Laurie Gill for their tireless work to make this all possible!

Other:

- Continued teaching the Pastoral Epistles for adult electives
- Continued to visit and provide physical & Spiritual care for several people in our church.
- Continued work on the new Church Database as time permitted (especially KC security modules).

Respectfully Submitted, Dick Bickings, Pastor of Discipleship

Worship /College-Age Ministry Update February-March, 2016

Jeremy Harkins, Worship Pastor 1 Timothy 1:12-14

12 I thank him who has given me strength, Christ Jesus our Lord, because he judged me faithful, appointing me to his service, 13 though formerly I was a blasphemer, persecutor, and insolent opponent. But I received mercy because I had acted ignorantly in unbelief, 14 and the grace of our Lord overflowed for me with the faith and love that are in Christ Jesus.

But for the mercy of God we, like Paul, have been redeemed by the blood of the Lamb. Jesus and His complete work on the cross has made a way for us. What a message of reconciliation to a lost and hopeless world! Praise God for the grace that covers a multitude of sins so we can live in the freedom of right living in service to Christ Jesus.

Worship/College Age Shepherding

We have been taking 10-15 minutes after every worship practice to discuss the word of God in connection with the music that we are singing. Since starting this discussion time there have been wonderful sharing on the impact of the music in light of how we should live as followers of Christ. Our prayer time has been continuing to go well on Wednesday night and Sunday morning.

I continue to meet with 4 band members to encourage them in their walk with the Lord and go through the word of God with them. As we pray together it is amazing how God is working through our transparency with each other.

Simulcast/Sound/Media

We are still making changes needed with the simulcast. Just recently we added words for the praise music time which allows people to follow and sing along with the worship on-line.

College-Age Fellowship- Kinship

Our College Fellowship Kinship meets after church every other Sunday. We had a Panera get together the beginning on the month and a meal at our home and lesson the end of the month. Both times were really encouraging as we had the opportunity to talk to a couple new college students that have been attending our church from Northampton Community College. The time at Panera was encouraging their hearing these 2 individuals story about becoming followers of Christ. In addition, our kinship was full of great discussion and application as we talked about "Community" and living out healthy community in light of the gospel, as we go through "Gospel In Life" by Tim Keller.

-I continue to meet on a regular basis with 3 college age men grow with them in the scriptures and prayer.

Additional Areas

-February 20th kicked off the Ping Pong Tournament. This was a wonderful outreach for the 20+ that came for the event. We had 5-6 who were not Christians come. As well as approximately 10 from outside Ebenezer that came. I was able to present the gospel to them during the tournament. There was great conversations and great fellowship!

-Lindsay and I have been meeting with a couple young women every other week and have been helping them with a college project, it has been really good connecting and growing in our relationship with them in the process!

-Missions week came together well and the music was oriented towards reaching the lost in the name of Christ.

-Harvest America was a wonderful outreach as we were able to see at least 50% of the 200+ that attended were not a part of Ebenezer.

-Please continue to pray for one of Steve Leasers neighbors as Keith Marks and I have been meeting with him since the Harvest America event. It has really been exciting to go through the bible and prayer together with him.

Student Ministries Report - February 2016

"Therefore, we are ambassadors for Christ, God making his appeal through us. We implore you on behalf of Christ, be reconciled to God."

2 Corinthians 5:20 ESV

We are finishing up an evangelism series with the middle school students, we just experienced our two missions Sundays, and we are beginning another evangelism series with the MS and HS students in preparation for our trip to Dare2Share. Evangelism is on the brain in our student ministry! This is an important part of our discipleship model at Ebenezer, because our students see their faith become much more real when they have the opportunity to share the gospel of Jesus Christ. They have to ask themselves if they really believe it as they are sharing it. Our faith is also refined as people we share with ask good questions. Pray for our students (and our leaders) to be ambassadors that are used mightily by our God!

Teaching

- **Middle School**
In our Core Truth curriculum, we are finishing up our mini-series on evangelism and completing our unit called "Community of Believers" After our evangelism series we will begin a new unit on "Loving God".
- **High School**
We are finishing up Ecclesiastes.
- **Sunday School**
We are teaching through the Gospel Project in the MS class. In HS we are going through a 10 part curriculum called Truth U, which focuses on the reliability of Scripture.
- **Easton Bible Club**
Had the privilege of sharing with the students at Easton HS about the reliability of Scripture
- **Awana**
Had the joy of teaching about the life of Joseph in Awana.

Shepherding

- Made a couple visits to those with health (or various other) needs.
- Continue to meet with a student for ongoing discipleship and direction with a struggle.
- Met with a youth parent about struggles with their child
- I am currently going through pre-marital counseling with 2 couples.
- Have begun a discipleship Bible study with 2 teenagers from Lynfield. A student from our youth group who I am mentoring is participating as well.
- Helping a family who has their grandchild living with them temporarily

Staff

- Had our bi-monthly youth staff meeting

Activities

- **Illuminite Question Weekend**

We had our normal Illuminite on a Friday evening, and then on Saturday we gathered to talk about some of the big questions and objections to faith. I shared specifically on why we can trust the Scripture and how it is reliable.

Other

- Still continue to lead a Bible Study at Lehigh University with about 12 wrestlers who are eager to grow in their faith.
- Met with area BFC youth pastors for breakfast.
- Met with a fellow youth pastor for mutual encouragement
- Met with a pastor in S. Bethlehem to explore possible partnership with ministry to Lynfield.
- Helped the Lynfield get food for their food pantry
- Had one of our quarterly BOYYA (BFC Board of Youth and Young Adults) meeting

Respectfully Submitted,

Mark Culton