



EBENEZER
BIBLE FELLOWSHIP CHURCH

Board of Elders Meeting

April 10, 2017

Opening & Prayer

Phil Norris 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, Byron Roth, Dennis Flanagan, Chris Jones.

The following elder was **absent**: Scott Holwick

Devotional Time

- Tim shared a devotional from 2 Chronicles 14-16, key word is **Rely**...who do you rely on?
 - 2 Chron 14:11-13, because Asa relied on the Lord, the Lord defeated the Ethiopians
 - 2 Chron 15&16, because Asa panicked and relied on the Syrians, the Lord was no longer with Asa.

Prayer Time

- The elders split into twos to pray over their Shepherd's lists.

Approval of Minutes

A motion was made to approve the March 13, 2017 Meeting Minutes. It was seconded and passed unanimously.

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

Byron reported the final numbers for March 2017 - The motion was made to approve this financial report, it was seconded and passed unanimously. Here are some highlights:

- Giving to date is above budget
- Spending is on track
- 75% of giving is from active member family units.

Discussion Items:

- 1) **Ministry Updates** – Elders discussed the possibility of having a ministry moment once or twice a month giving a report on what God is doing in the various ministries at Ebenezer. There will be more details on this forthcoming.
- 2) **New Youth Pastor** – The Pastoral Relations Committee (PRC) gave an update on the Youth Pastor candidate's compensation package, and subsequent presentation of this candidate to the congregation:
 - Reviewed Mike Notary's request to purchase his own medical insurance and include the amount budgeted for it in his salary. After some deliberation regarding the pros and cons of allowing Mike to purchase his own insurance, a **motion was made and seconded** to approve it
 - His entire compensation package is now proposed to be \$73,660. A motion was made to approve it, was **seconded**, and **passed unanimously**.

- The PRC will follow up with a call letter to Mike outlining his compensation. He will be asked not to sign it until the congregation has an opportunity to vote on his calling.
 - Presentation of the Notary family to the congregation will be done on May 7, during the 10:05 adult elective time. Following this meeting, the members of the congregation will vote to call Mike to the position of Youth Pastor.
 - Pastor Dick will make sure that the congregation has Mike's bio two weeks before the congregational meeting (April 23).
 - The elder's proposed a start date of June 1 for Mike to begin his ministry here pending a favorable vote.
- 3) Care List - contacting delinquent members
- Talked extensively regarding our shepherd's lists and the best way to get them connected so they feel they belong.
 - The elders discussed the possibility of using the database to focus on encouraging their people to serve, by reviewing their activities (from the DB).
 - Elders went through the Care List to determine which members to drop (12 months delinquent).
- 4) Distributing AOF's & BPL's – Elder's discussed, as a part of teaching our people the BFC Articles Of Faith (AOF) and Biblical Principles for Living (BPL), we would put the AOFs & BPL's in pews. A motion was made to do so, and **seconded**, and **passed unanimously**. Pastor Dick will work with Robbin Hunsberger in providing the quantities of each to fulfill this purpose.
- 5) Ministry Health Evaluation – Evangelism - Pat Barry (*Attachment 2*)
- Original goal: that all the church would be involved in evangelism
 - The Approach is threefold:
 1. The Christian: everyone should have a tract ministry (handing out 1-2 per week) - Kinship leaders should understand their group's evangelistic temperature, by polling how many are involved in handing out tracts or evangelism in general.
 2. The Church: Send out Easter and Christmas mailers.
 3. The Core: those who are committed to evangelism by doing Open air evangelism, and/or evangelism at Musikfest, attending the monthly evangelistic meetings, or attending other evangelistic events.
 - The elders responded favorably to the direction this ministry is going.
- 6) Newcomer Luncheon – Chris Jones informed the elders that a new Newcomer Luncheon will be held at the church on the 4th Sunday of every month, in lieu of the past Newcomer Desserts in people's homes. The first one will be on April 23 after the 2nd service.

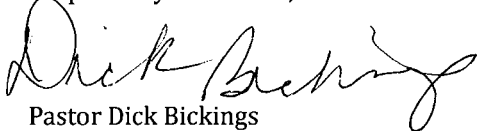
Byron Roth adjourned the meeting with prayer:

Pastoral Reports

The pastors submitted their monthly reports:

- Tim Gibson, Senior Pastor (*Attachment 3*)
- Dick Bickings, Pastor of Discipleship (*Attachment 4*)
- Jeremy Harkins, Worship Pastor (*Attachment 5*)

Respectfully submitted,



Pastor Dick Bickings
Secretary to the Board of Elders

EBENEZER BIBLE FELLOWSHIP CHURCH - MARCH YTD 2017 FINANCIAL STATEMENT

BALANCE SHEET

GENERAL FUND - BUDGET vs. ACTUAL

ASSETS				Income	March YTD	Budget	Variance	%BDG YTD
Assets - Checking/Savings								
18000 · Checking (BB&T/KNBT)				1100 · Offerings / Gifts	244,186.55	238,609.54	5,577.01	102%
18002 · CDs (BB&T/KNBT)				1400 · Interest	110.88	183.96	-73.08	60%
19000 · Savings (M&T Bank)				1700 · Memorials	0.00	0.00	0.00	
19001 · Checking (M&T Bank)				1900 · BCS / Bldg Use	3,768.00	3,696.91	71.09	102%
Total Checking/Savings				Total Income	248,065.43	242,490.40	5,575.03	102%
TOTAL ASSETS				Expense				
684,859.48				2000 · General Finance	23,194.80	24,768.08	-1,573.28	94%
				3000 · Discipleship	5,030.69	6,971.77	-1,941.08	72%
				5000 · Evangelism	3,137.57	2,084.98	1,052.59	150%
				6000 · Missions	42,506.42	43,825.00	-1,318.58	97%
				7000 · Deacon	41,124.05	25,910.00	15,214.05	159%
				8000 · Worship	2,226.21	1,690.00	536.21	132%
				9000 · Office & Admin	4,519.66	4,114.50	405.16	110%
				10000 · Congregational Care	172.94	739.98	-567.04	23%
				11000 · Compensation	137,922.96	153,907.65	-15,984.69	90%
				Total Expense	259,835.30	264,011.96	-4,176.66	98%
				Net Ordinary Income	-11,769.87	-21,521.56	9,751.69	
				Net Fund Transfer between Accts.	0.00	0.00	0.00	
				Net Income	-11,769.87	-21,521.56	9,751.69	
DESIGNATED FUNDS								
				Income	Expenses	Net		
				901 · Building Fund	1,345.00	0.00	1,345.00	
				903 · Transportation Fund	0.00	0.00	0.00	
				904 · Scholarship Fund	150.50	262.00	-111.50	
				905 · Faith Promise	8,687.00	30,527.00	-21,840.00	
				907 · Benevolence Fund	6,920.53	6,421.37	499.16	
				908 · Music Fund	0.00	0.00	0.00	
OTHER LIABILITY ACCOUNTS								
				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	5,009.00	1,084.08	3,924.92	
				915 · Youth Summer Missions	12,325.00	0.00	12,325.00	
				Total Current Liabilities	34,437.03	57,652.97	-23,215.94	
Joseph Meier Jr.								
Treasurer				Date				

EBENEZER BIBLE FELLOWSHIP CHURCH - MARCH 2017 FINANCIAL STATEMENT

BALANCE SHEET

GENERAL FUND - BUDGET vs. ACTUAL

ASSETS	31-Mar-17	28-Feb-17	\$ Change	Income	March	Budget	Variance	
Assets - Checking/Savings								
18000 · Checking (BB&T/KNBT)	518,765.40	508,729.05	10,036.35	1100 · Offerings / Gifts	80,436.96	73,418.32	7,018.64	110%
18002 · CDs (BB&T/KNBT)	67,742.94	67,742.94	0.00	1400 · Interest	27.73	56.60	-28.87	49%
19000 · Savings (M&T Bank)	92,975.47	92,967.57	7.90	1700 · Memorials	0.00	0.00	0.00	
19001 · Checking (M&T Bank)	5,375.67	5,375.67	0.00	1900 · BCS / Bldg Use	2,512.00	1,137.51	1,374.49	221%
Total Checking/Savings	684,859.48	674,815.23	10,044.25	Total Income	82,976.69	74,612.43	8,364.26	111%

TOTAL ASSETS	684,859.48	674,815.23	10,044.25	Expense				
LIABILITIES								
Current Liabilities								
901 · Building Fund	105,888.44	105,143.44	745.00	2000 · General Finance	4,451.44	1,987.50	2,463.94	224%
902 · Capital Improvements	0.00	0.00	0.00	3000 · Discipleship	2,539.75	2,569.59	-29.84	99%
903 · Transportation Fund	268.00	268.00	0.00	5000 · Evangelism	3,112.57	1,361.66	1,750.91	229%
904 · Scholarship Fund	2,496.00	2,445.00	51.00	6000 · Missions	22,783.02	24,025.00	-1,241.98	95%
905 · Faith Promise	7,950.24	5,704.24	2,246.00	7000 · Deacon	7,214.18	8,615.00	-1,400.82	84%
907 · Benevolence Fund	9,245.39	9,631.36	-385.97	8000 · Worship	1,503.63	500.00	1,003.63	301%
908 · Music Fund	274.20	274.20	0.00	9000 · Office Expenses	2,731.94	1,660.50	1,071.44	165%
911 · Year End Accruals	8,480.16	8,480.16	0.00	10000 · Congregational Care	1.75	246.66	-244.91	1%
912 · Run For The Children	637.51	637.51	0.00	11000 · Compensation	43,477.18	49,302.55	-5,825.37	88%
914 · HRA	3,915.92	4,260.72	-344.80	Total Expense	87,815.46	90,268.46	-2,453.00	97%
915 · Youth Summer Missions	17,092.88	4,855.88	12,227.00	Net Ordinary Income	-4,838.77	-15,656.03	10,817.26	
100 · Payroll Liabilities	6,790.96	6,446.17	344.79	Net Fund Transfer between Accts.	0.00	0.00	0.00	
Total Current Liabilities	163,039.70	148,156.68	14,883.02	Net Income	-4,838.77	-15,656.03	10,817.26	

DESIGNATED FUNDS

	Income	Expenses	Net
Long Term Liabilities			
810 · Mortgage	0.00	0.00	0.00
Total Long Term Liabilities	0.00	0.00	0.00
Total Liabilities	163,039.70	148,156.68	14,883.02
EQUITY			
900 · Retained Earnings	941,468.45	941,468.45	0.00
Net Income	-11,769.87	-6,931.10	-4,838.77
1000 · Opening Bal Equity	-407,878.80	-407,878.80	0.00
Total Equity	521,819.78	526,658.55	-4,838.77
TOTAL LIABILITIES & EQUITY	684,859.48	674,815.23	10,044.25

OTHER LIABILITY ACCOUNTS

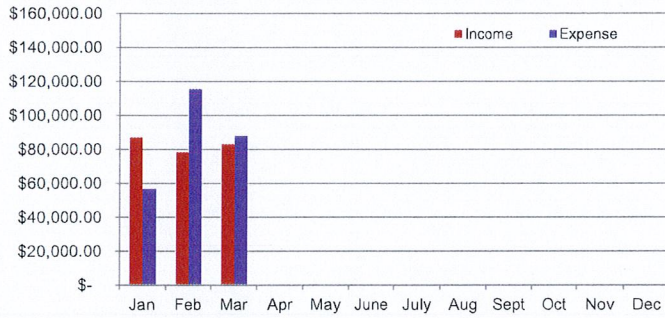
902 · Capital Improvements	0.00	0.00	0.00
911 · Year End Accruals	0.00	0.00	0.00
912 · Run For The Children	0.00	0.00	0.00
914 · HRA	9.00	344.80	-335.80
915 · Youth Summer Missions	12,227.00	0.00	12,227.00
Total Current Liabilities	18,137.78	3,590.55	14,547.23

Joseph Meier Jr.

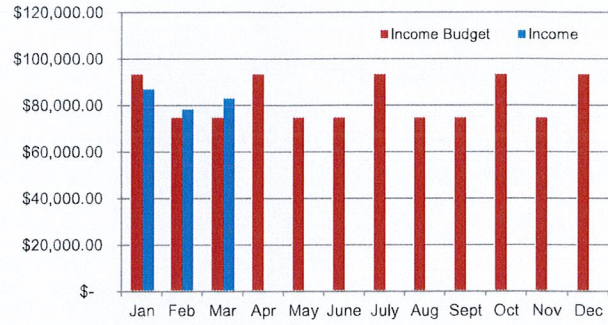
Treasurer

4/3/2017
Date

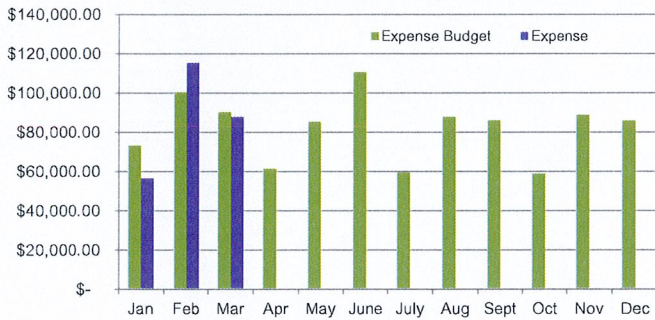
2017 Income vs Expenses



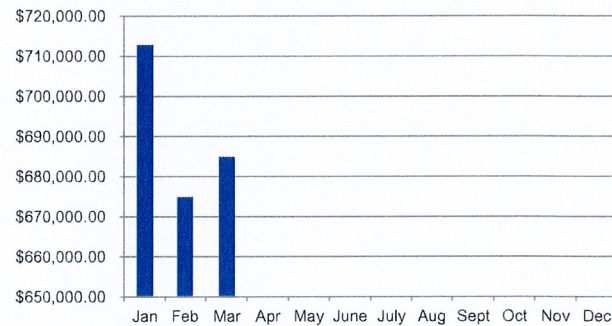
2017 Income vs Budget



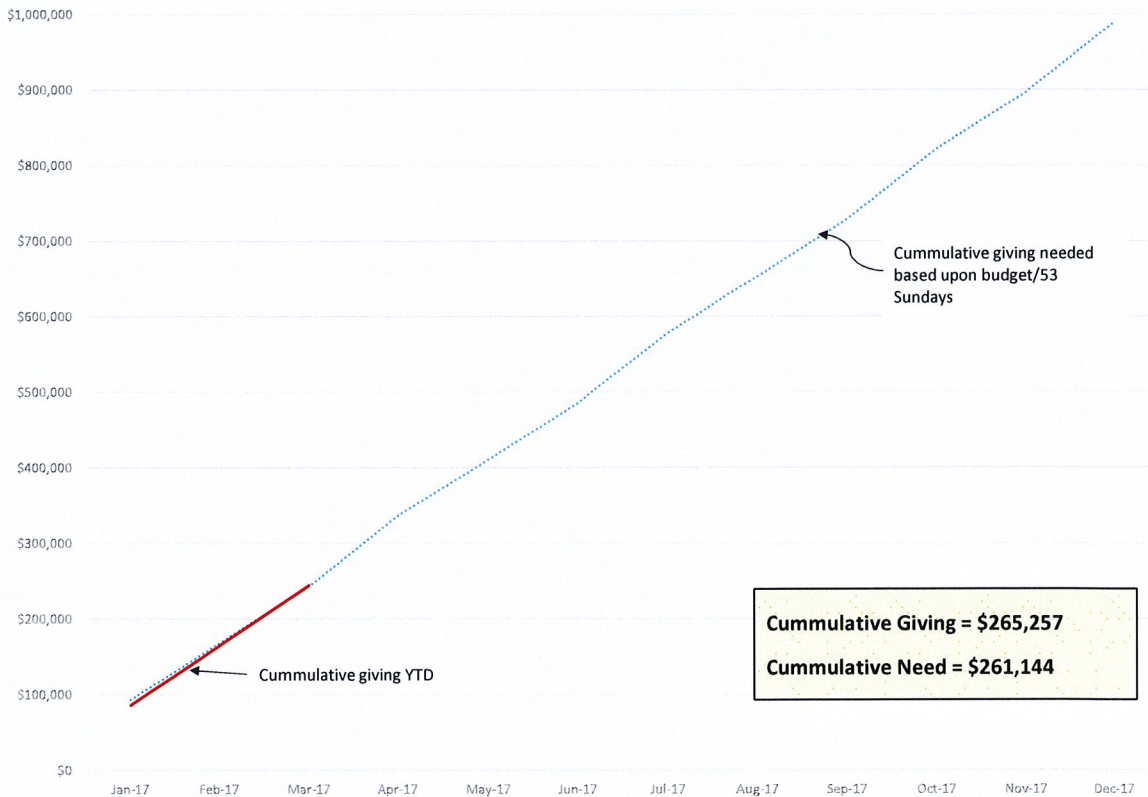
2017 Expenses vs Budget



2017 Assets



Cummulative Giving vs Cummulative Budget Amount as of April 2nd



318 Evangelism Ministry

ELDER MINISTRY ASSESSMENT

APPROACH: 3 C's

- ▶ The Christian
- ▶ The Church
- ▶ The Core

The Christian

- ▶ Objective
 - ▶ Everyone would have a "tract" ministry
 - ▶ Start by handing out 1-2 tracts per week
 - ▶ Gain confidence in starting conversations
- ▶ Support
 - ▶ 318 Resource Center
 - ▶ 2017 Refreshed Tracts and Resources
 - ▶ Utilize Kinship Leaders to create encouragement & accountability
 - ▶ "what's our temperature for evangelism?"
 - ▶ Monthly prayer

The Church

- ▶ Outreach
 - ▶ Annual Easter Mailers
 - ▶ Harvest America 2017: "in-home" ministry June 11th 2017
 - ▶ Invite people into home for broadcast
 - ▶ VBS
 - ▶ Lynnfield Light in the City
 - ▶ Candy Carnival at Lynnfield
 - ▶ Local Law Enforcement and Emergency Workers
 - ▶ "Surprise" with a meal or "snack"

The Core Evangelist

- ▶ Open Air Evangelism Team monthly or every other month
- ▶ Partner with other churches at Musikfest
- ▶ Easton Ministry Pastor Jeremy: Outdoor Worship Music on the riverfront

318 Monthly Meetings

- ▶ One Hour Meeting: After Church
- ▶ Refreshments
- ▶ Prayer
- ▶ Accountability: What's your evangelistic temperature?
 - ▶ Encouragement
- ▶ Email once a month

Trainings

- ▶ 3-4 Trainings in 2017
 - ▶ Starting Conversations (April or May)
 - ▶ Answering Tough Questions (August or Sept)
 - ▶ Tract Ministry (4th Quarter)
- ▶ Sunday School: Chris Jones?

Community Outreach Considerations

- ▶ Lynnfield Community Center: Light in the City & Candy Carnival
- ▶ Showing Support for local law enforcement and fire department
- ▶ Other Ideas

Pastor Tim's Ministry Report

April 10, 2017

Studying & Preaching:

- I continue to study & preach through Genesis. I am getting wonderful feedback from the congregation. Many are benefiting from the study.
- I am well into our study through 2 Chronicles on Wednesday night. It is exciting to study the history of Judah and learn valuable lessons for life today in our relationship with God.

Shepherding/Ministry:

- 2 Lunch meetings
- 3 counseling sessions
- Continued to meet with Laszlo, intern reading Greek from 1 John
- Premarital Counseling – 3 couples each week
- Lead Kinship group
- Attended the BFC conference on prayer & Church Health at Pinebrook
- Lunch with youth pastor candidate
- 3 Meetings with Church members
- 5 home visits of Church members
- 2 hospital visits
- Taught AWANA lesson to the T&T
- Attended dessert fellowship for new members
- Attended Forks church plant TLT meeting
- Special called elders meeting
- Attended BFC Missions conference

Trip to Naples, Fl:

I was so blessed to fly down to visit Jason Filbert and his church plant in Naples, Fl. Along with Tim Zuck we flew down on a Friday and came back on a Monday. We were able to scope out Naples and help encourage Jason with strategic places to canvas and evangelize. Most of the community is a gated community behind closed doors. 70 % of the community is retirees, while the other 30 % are locals, which consist of Haitians and Hispanics. The church plant is meeting in an elementary school. This is an ideal location with minimal cost and plenty of room for growth. The Sunday we attended, the church plant had 29 in attendance. Jason was very encouraged. I was able to preach, while Tim helped with the music. Overall, we believe that we encouraged Jason greatly. We had prayer and ate with several key people on Jason's core team. We gave Jason several things to work on to improve his strategies and efforts.

It is a blessing to serve at Ebenezer. The Lord is blessing. I am honored to minister to this congregation. My prayer is that the Word of God will continue to have an impact on the saints, growing them in the grace and knowledge of the Lord. And my prayer is that we are reaching new people who are lost and without Christ. I am seeing new people come to Ebenezer regularly. These are exciting days.

Serving Christ,
Pastor Tim Gibson

Pastor of Discipleship Report, Mar/Apr 2017

As I continue my trek through the OT, my next stop is the book of Nahum. Recently I read about these seemingly paradoxical attributes of God:

*“The Lord is **slow to anger** and great in power, and the Lord **will by no means clear the guilty**. His way is in whirlwind and storm, and the clouds are the dust of his feet.” (Nahum 1:3, ESV)*

I am reminded by this passage, that during this Passion Week, the cross is the answer to this conundrum. For it is there on the cross, that God's wrath was satisfied, by pouring it out on the guilty (which was at that point his son), and henceforth would be able to be slow to anger in receiving those for whom Christ died, as his very own procession!

“Oh God, may I never lose the sense of awe for the cross...that your intense wrath, ignited by your fierce hatred for sin, was propitiated by the death of your eternal, sinless son on our behalf. Amen.”

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

Kids Crossing

- **Cross Time Sunday School (10:05 AM):** Praise the Lord we currently have a complete roster of teachers and helpers. We will however, need a new teacher for 5 Grade beginning in May for the odd months.
- **Early Childhood (2&3 year-olds):** Praise the Lord, he has brought us all the teachers and helpers, for all the services, and 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 7-9 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 Grace.

Adult Ministry

- **Adult Electives:** The spring session is wrapping up on April 30, here are the courses being offered:
 - o Ezra/Nehemiah - Rich Mastronardo
 - o Matthew: Part 1 - Phil Norris
 - o 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 was privileged to present the Youth Pastor candidate, Mike Notary to the elder board on March 13, who approved him unanimously, and is currently in negotiation on his compensation package with the PRC.
- **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 currently hosting a clothing drive to be sent to Nelson Randoff for his various short-term mission trips. Also, they are planning a trip to Sight & Sound to see Jonah in May, and currently have 14 people signed up for this event.
- **Men's Ministry:**
 - o **Bethel Series:** The NT phase is currently in session, taught by Jason Lee, on Tuesday evenings from 7:00-9:00, and is coming down the home stretch for this cycle to be ended by end of April 2017. Please pray that the Lord would send others who would be interested in

learning God's word through this fabulous 2-year study, which will begin a new 2-year cycle, October 2017.

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: "Experiencing God" has ended and Tuesday mornings we are now in the book of Hosea by Jennifer Rothschild. This is a seven week study and we are meeting now every week until May 9th. We have about 15 women in this study currently.

Monday evening study "Sermon on the Mount" has about 3 weeks left to go and they have been finding it to be a challenging study.

Mom To Mom: This is such a fruitful ministry of discipleship and the moms have been faithful in coming to this Thursday morning group. We will finish up in the beginning of May. Lisa has poured countless hours into these young mothers.

MOPS: We are hopeful that we have 2 ladies that are praying about taking over the "directorship" of the steering for MOPS in the fall, as Courtney and Jill will be stepping down from this position. I am very encouraged that most of our Mentor Moms will be back and pouring to the moms again next fall. Please pray we can fill all of our steering positions.

Welcome to the Well: This past week we had 21 ladies at this monthly fellowship. We have made wonderful connections with the women of our church. I am praying now that these connections will go beyond the fellowship into deeper spiritual connections.

Upcoming Events: We have a Connecting/Mentoring Breakfast coming up on the 22nd of April. I will be sharing at this event about the desire and the command really for us to be Titus 2 women.

YACS: I had the opportunity to share and personally invite them to be part of the breakfast and do a better job of connecting with these women of our church.

I had the privilege to speak at First Baptist Church of Allentown at their outreach event.

I met with a woman from our church to discuss better ways to connect.

I continue to write notes of encouragement to many women in the congregation.

I meet with a fellow women's ministry leader for encouragement on a monthly basis."

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.
- Facilitated the Men's Breakfast on March 11.
- Facilitate the Men's Prayer Group each Saturday morning.

- Preached on April 2, while Tim was away.
- Returned to my Seminary Studies, taking a course on Church History as time permits..

Respectfully Submitted, Dick Bickings, Pastor of Discipleship

WORSHIP/COLLEGE MINISTRY UPDATE*Jeremy Harkins, Worship Pastor March & April***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). Our final rehearsal is on Wednesday. I have been participating in the Choir rehearsals and I am deeply appreciative of each of the leaders continuing to re-enforce scripture and an evaluation of the words that we are singing. It has been a joy seeing many people within our church using their musical abilities to praise and honor the name of Jesus.

This year we are doing an adult/childrens choir combination for Good Friday service and Easter. This is exciting because it represents every age within the body of Christ as they focus on the atoning blood of Christ and the triumphal resurrection!

SOUND

- 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. We are also finishing the final stages for a proposal for our new stage lighting system in the sanctuary.

TEACHING & SHEPHERDING

- Weekly meeting of discipleship/bible study with 2 college age
- 4 meetings with worship team members to encourage and pray with them
- 2 home visits
- Movie night with the College Age
- Kinship involvement with Matt Zmarzley studying Ephesians
- Encouragement and prayer with our college leaders
- Meeting with Pastoral candidate
- Continue to help with Youth Worship approximately every other Tuesday night
- Attend choir practice and fellowship with the choir team
- Was involved in the Missions Rally and the outreach to a local mosque with the youth

TGC!!!

-Was able to attend The Gospel Coalition in Indianapolis, IN, where I was able to sit under solid teaching and workshops while spending time with my brother and Mark Culton and their families. The conference was focused on the book of Galatians. John Piper, Tim Keller, Kevin Deyoung, Ligon Duncan, and many other leaders challenged us from Paul's challenge to the Galatians to focus on Christ alone and not to find any reason to glory in our own merits (ie: circumcision for the Jews). The focus was also on the reformers John Calvin and Martin Luther and their standing firm on the truth of God's word in Christ Alone and not by any form of works. This year is the celebration of the 500th anniversary of Martin Luther nailing the 95 Theses. This list stood on the fullness of God's word directly against the abused practices of the catholic church.