

Board of Elders Meeting April 11, 2016

Roll Call & Prayer

- The following elders were present: Pat Barry, Wayne Batten, Dick Bickings, Andy Brimer, Mark Culton, Dennis Flanagan, Swannie Griffin, Kevin Hardy, Scott Holwick, Chris Jones and Shawn Sommons.
- Tim Gibson, Jeremy Harkins, and Byron Roth were excused absent.
- Pastor Dick shared a devotional from Proverbs 3. We need to trust in the Lord and lean on His direction. We can't always know what is ahead, but if we keep our eyes focused on the Lord He will direct us from beginning to end.

Approval of Minutes

Motion was made to approve the minutes from the March 14, 2016 elders meeting, **seconded** and **passed**.

Financial Report

Andy reviewed the financial report (*Attachment 1*). Income from March was a little lower than budgeted and expenses were slightly higher than projected. We are still lagging a bit year-to-date. Andy made a **motion** that we receive the report. This was **seconded** and **passed**.

Discussion Items

- 1) <u>Facility Usage Policy</u> The elders reviewed the facility usage policy that was updated April 11, 2016. This was drastically edited to reflect current needs and offer protection from potential liability. Wayne will email the complete document to the elders so that this can be voted on by next elders meeting.
- 2) <u>Membership and Discipline</u> Pastor Dick shared with the elders about a discipline issue. There is a need to lovingly confront and help a struggling marriage. The elders have already taken steps to seek restoration for this marriage, but plan to further come alongside and shepherd.
- 3) Report Book for Annual Conference Wayne led us through a summary of the report book for the upcoming annual conference. He summarized the resolutions that will be presented. Based on a resolution of the Church Health Committee, the elders at Ebenezer will pursue more information on having a formal evaluation with a reputable church consultant.
- 4) <u>Social Justice, Evangelism and Missions</u> Pat Barry shared some of the vision and planning that has begun on organizing a group who will help direct and organize social justice as an overflow and component of the evangelism and local missions at Ebenezer.

- 5) <u>Children's Ministry Check-In</u> Pastor Dick shared that there is a need in the children's ministry for newer iPads in order to effectively check in children. The current iPads are outdated, at storage capacity, and not owned by Ebenezer. Dick will look to take funds out of the discipleship budget and work with the technology team.
- 6) <u>Deacons</u> Shawn reminded us that Kamba needs some more help with communion and ushering. They also are requesting more deacons. This may require another LEAD class in the future to train potential leaders.

Pastoral Reports

The pastors submitted their monthly reports:

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

Adjournment & Prayer

Dennis closed in prayer and the meeting was adjourned.

Respectfully submitted,

Mark Culton

Secretary to the Board of Elders

Attachment #1

April 11, 2016

To:

Board of Elders

From:

Andy Brimer, Treasurer

Subject:

Financial Report for April 2016

Attached you will find the following reports for March 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 March was 82% of the budgeted forecast while the YTD income was 85% of the budgeted forecast.
- Expenses for March were 104% of the budgeted forecast while the YTD expenses were 101% of the annual forecast.

EBENEZER BIBLE FELLOWSHIP CHURCH - MARCH 2016 FINANCIAL STATEMENT

BALANCE SHEET

GENERAL FUND - BUDGET vs. ACTUAL

BAL	DALANCE SHEET					1	
ASSETS	31-Mar-16	28-Feb-16	\$ Change		March	Budget	Variance
Assets - Checking/Savings				Income			
18000 · Checking (KNBT)	462,937.22	481,078.44	-18,141.22	1100 · Offerings / Gifts	73,043.73	89,069.04	-16,025.31
18002 · CDs (KNBT)	67,672.02	67,629.86	42.16	1400 · Interest	74.04	62.50	11.54
19000 · Savings (M&T Bank)	90,869,08		00.00	1700 · Memorials	100.00	0.00	100.00
19001 · Chacking (M&T Bank)	5 375 67		000	1900 · BGS / Bida Use	1.313.00	1.313.25	-0.25
Total Chapting (Savings	626 853 00		-18 099 06	Total Income	74.530.77	90.444.79	-15.914.02
i otal Oriecki ig/Savirigs	020,033	66.55.55	00:00:00:00:00:00:00:00:00:00:00:00:00:				
TOTAL ASSETS	626,853.99	644,953.05	-18,099.06	Expense			
	•			2000 - General Finance	2,649.63	1,887.50	762.13
LIABILITIES				3000 - Discipleship	-1,067.14	2,545.84	-3,612.98
Current Liabilities				5000 · Evangelism	2,967.31	1,366.66	1,600.65
901 • Building Fund	96,708.44	95,818.44	890.00	6000 · Missions	22,565.62	23,975.00	-1,409.38
902 · Capital Improvements	0.00	0.00	0.00	7000 · Deacon	16,845.43	9,284.98	7,560.45
903 · Transportation Fund	193.00	193.00	0.00	8000 · Worship	00.00	550.00	-550.00
904 · Scholarship Fund	660.50	660.50	0.00	9000 · Office Expenses	1,416.82	1,576.50	-159.68
905 · Faith Promise	13,249.97	10,729.97	2,520.00	10000 · Congregational Care	-15.00	246.66	-261.66
907 · Benevolence Fund	13,650.85	15,655.72	-2,004.87	11000 · Compensation	49,112.00	49,011.65	100.35
908 · Music Fund	174.20	174.20	0.00	Total Expense	94,474.67	90,444.79	4,029.88
911 · Year End Accruals	8,480.16	8,480.16	0.00				
912 · Run For The Children	2,434.21	2,434.21	0.00	Net Ordinary Income	-19,943.90	0.00	-19,943.90
914 · HRA	5,727.08	6,126.30	-399.22	Net Fund Transfer between Accts.	0.00	00.00	0.00
915 · Youth Summer Missions	4,533.88	4,533.88	0.00	Net Income	-19,943.90	0.00	-19,943.90
100 · Payroll Liabilities	7,440.94	6,602.01	838.93				
Total Current Liabilities	153,253.23	151,408.39	1,844.84	DESIGNAT	DESIGNATED FUNDS		
					Income	Expenses	Net
Long Term Liabilities				901 · Building Fund	890.00	00.00	890.00
810 · Mortgage	0.00	0.00	0.00	903 • Transportation Fund	00.0	00.00	0.00
Total Long Term Liabilities	0.00	0.00	0.00	904 · Scholarship Fund	0.00	0.00	0.00
Total Liabilities	153,253,23	151,408.39	1,844.84	905 · Faith Promise	2,520.00	00.0	2,520.00
				907 · Benevolence Fund	1,235.77	3,240.64	-2,004.87
EQUITY				908 · Music Fund	0.00	00.00	0.00
900 · Retained Earnings	921,501.55	921,501.55	0.00			!	
Net Income	-40,021.99	-20,078.09	-19,943.90	OTHER LIABILITY ACCOUNTS	ITY ACCOUNT		
1000 · Opening Bal Equity	-407,878.80	-407,878.80	0.00	902 · Capital Improvements	0.00	0.00	0.00
Total Equity	473,600.76	493,544.66	-19,943.90	911 · Year End Accruals	0.00	0.00	0.00
TOTAL LIABILITIES & EQUITY	626,853.99	644,953.05	-18,099.06	912 · Run For The Children	0.00	0.00	0.00
1 0,00			11 11 11	914 · HRA	0.00	399.22	-399.22
(Inday) (Duner		,	31116	915 · Youth Summer Missions	0.00	0.00	0.00
Treasurer		,	Date	Total Current Liabilities	4,645.77	3,639.86	1,005.91

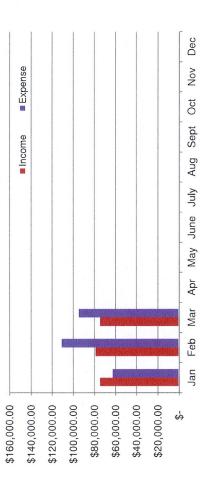
EBENEZER BIBLE FELLOWSHIP CHURCH - MARCH YTD 2016 FINANCIAL STATEMENT

BALANCE SHEET

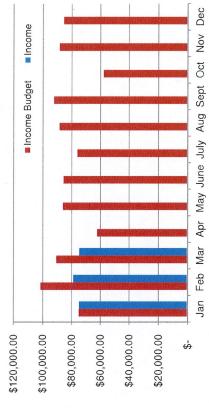
GENERAL FUND - BUDGET vs. ACTUAL

ASSETS	31-Mar-16	31-Mar-16 31-Dec-15 {	\$ Change		March YTD	Budget	Variance	%BDG YTD
Assets - Checking/Savings	462 937 22	521 645 92	-58 708 70	<i>Income</i> 1100 · Offerinas / Gifts	223.616.90	262.551.87	-38.934.97	85%
18002 - CDs (KNBT)	67,672,02	67.587.38	84.64	1400 · Interest	198.82	187.50	11.32	106%
19000 - Savings (M&T Bank)	90,869.08	90,853.65	15.43	1700 · Memorials	250.00	0.00	250.00	N/A
19001 · Checking (M&T Bank)	5,375.67	5,375.67	0.00	1900 · BCS / Bldg Use	3,939.00	3,939.75	-0.75	100%
Total Checking/Savings	626,853.99	685,462.62	-58,608.63	Total Income	228,004.72	266,679.12	-38,674.40	85%
TOTAL ASSETS	626,853.99	685,462.62	-58,608.63	Expense				
				2000 · General Finance	26,961.01	26,885.25	75.76	100%
LIABILITIES				3000 · Discipleship	2,920.63	6,200.52	-3,279.89	47%
Current Liabilities				5000 · Evangelism	3,017.31	2,099.98	917.33	144%
901 · Building Fund	96,708.44	93,189.44	3,519.00	6000 · Missions	42,445.62	44,225.00	-1,779.38	%96
902 · Capital Improvements	0.00	00.0	0.00	7000 · Deacon	37,712.48	27,059.94	10,652.54	139%
903 · Transportation Fund	193.00	188.00	5.00	8000 · Worship	2,294.54	1,950.00	344.54	118%
904 · Scholarship Fund	660.50	817.50	-157.00	9000 · Office & Admin	3,286.85	3,883.50	-596.65	85%
905 · Faith Promise	13,249.97	38,263.97	-25,014.00	10000 · Congregational Care	592.51	739.98	-147.47	%08
907 · Benevolence Fund	13,650.85	16,257.26	-2,606.41	11000 · Compensation	150,212.58	153,634.95	-3,422.37	%86
908 · Music Fund	174.20	174.20	0.00	Total Expense	268,026.71	266,679.12	2,764.41	101%
911 · Year End Accruals	8,480.16	8,480.16	00:00					
912 · Run For The Children	2,434.21	2,481.19	-46.98	Net Ordinary Income	-40,021.99	0.00	-41,438.81	
914 · HRA	5,727.08	00.0	5,727.08	Net Fund Transfer between Accts.	0.00	0.00	0.00	
915 · Youth Summer Missions	4,533.88	4,533.88	0.00	Net Income	-40,021.99	0.00	-41,438.81	
100 · Payroll Liabilities	7,440.94	7,454.27	-13.33					
Total Current Liabilities	153,253.23	171,839.87	-18,586.64	DESIGNATED FUNDS	ED FUNDS			
l ood Term l jahilitjes					Income	Expenses	Net	
רסוול ובווו דומסוווונים	0			المراح مناطانيات . 200	2 519 00		3 519 00	
810 · Mortgage	0.00	0.00	0.00	901 - Dailairig Laira 903 - Transportation Fund	5.00	00.0	5.00	
	20.00	7,	10 505 64	904 · Scholarshin Find	40.00	197.00	-157.00	
iotal Liabilities	133,233.23		10,000	905 · Faith Promise	8,036.00	33,050,00	-25,014.00	
FOUITY					4,797.60	7,404.01	-2,606.41	
900 · Retained Earnings	921,501.55		-69,971.65	908 · Music Fund	00.00	0.00	0.00	
Net Income	-40,021.99	-69,971.65	29,949.66		(ţ		
1000 · Opening Bal Equity	-407,878.80	-407,878.80	0.00	OTHER LIABILITY ACCOUNTS	LY ACCOUN			
Total Equity	473,600.76	513,622.75	-40,021.99	902 · Capital Improvements	0.00	0.00	0.00	
TOTAL LIABILITIES & EQUITY	626,853.99	685,462.62	-58,608.63	911 · Year End Accruals	0.00	0.00	0.00	
,				912 · Run For The Children	0.0	46.98	-40.98	
11.118			4/11/16	914 · HRA	6,600.00	872.92	5,727.08	
Traceliner			Cate	Total Current Liabilities	22.997.60	41.570.91	-18.573.31	
וי סמטעו סו) all					

2016 Income vs Expenses

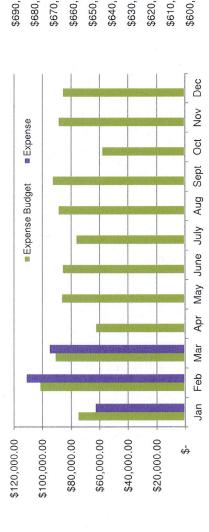


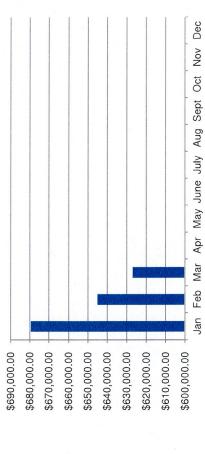
2016 Income vs Budget



2016 Assets

2016 Expenses vs Budget





Attachment # Z

Pastor of Discipleship Report, Mar/Apr 2016

As I continue in my trek through the book of Proverbs, I came across that very familiar, yet profound passage in Proverbs 3:

"Trust in the Lord with **all** your heart, and do not lean on your own understanding. In **all** your ways acknowledge him, and he will make straight your paths. Be not wise in your own eyes; fear the Lord, and turn away from evil." (Proverbs 3:5–7, ESV)

Take note that the promise to *make straight our paths*, is conditioned upon the exclusiveness of our trust in, and our ways acknowledged for, the Lord. The Lord is to have all our affections, and all of our plans for activity. Only then is the promise viable.

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

Kids Crossing

- Cross Time Sunday School (10:05 AM): Praise the Lord that he has provided a complete roster of teachers and helpers. There are a number of challenges ahead however, we are working on providing a pool of teachers and helpers to meet those challenges.
- 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 continue to pray that the Lord will raise up a new coordinator to fill Anne Christiansen's spot...she is stepping down at the end of this month (April).
- 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 some trouble with their performance, availability, and capacity. The plan is to eventually acquire our own so we can secure them, exclusively use them, keep them clean, and free of unnecessary applications. Please pray for this as I have received a great refurbished, non-profit discount of \$1700 for 6 iPads Air 2. We will at that time install all safety policies and procedures on them for the teachers to reference quickly incase of an emergency.
- **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. We are winding down this years activities with an Awana store (4/27), Pinewood Derby (5/4), and Awana Awards Closing Program (5/11).
- 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 will be wrapping up our winter/spring semester soon, and plan the following breakdown of classes for our summer session:
 - o 2 Corinthians Scott Holwick
 - Pastoral Epistles II Dick Bickings
 - Evangelism Training (WOTM) Pat Barry & Chris Jones

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

Men's Ministry:

O 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.

O 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.
- Please continue to pray about starting a new Saturday morning men's bible study, possibly centered around discipleship training, and addressing various issues which plague all men.
- Women's Ministry: Here is an update from Laura...

"Bible Study: We have really enjoyed the Armor of God Study. We will be finishing up this next week. We have really seen God work in the hearts of these ladies during this study. Vicki has been so wonderful and has 2 weeks of study left.

MOPS: Mops continues to thrive and we are in need of numerous positions to be filled in the fall. We are thankful that Courtney and Jill are going to continue to lead in the fall.

MOM to MOM: We will finish up this week and start a new session in the fall.

WM team meets this week to discuss possible ladies event and to plan on a Christmas banquet in December.

Next week I have the opportunity to speak at SHE LEADS in Reading and will be attending the Priscilla Shier event."

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. We continue to add more people to the groups, and will be looking for new groups to start this coming year. 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

Attachment # 3

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

Jeremy Harkins, Worship Pastor

Psalm 103:1-5

Bless the Lord, O my soul,
and all that is within me,
bless his holy name!
Bless the Lord, O my soul,
and forget not all his benefits,
who forgives all your iniquity,
who heals all your diseases,
who redeems your life from the pit,
who crowns you with steadfast love and mercy,
who satisfies you with good
so that your youth is renewed like the eagle's. Praise God for the beauty of His sanctifying work in us!

Worship/College Age Shepherding

-I am going through the book of Hebrews with a couple of the younger worship leaders on the Supremacy of Jesus and continuing to meet and pray together. It has been encouraging hearing the growth in the lives of these young men.

Simulcast/Sound/Media

-Through trial and error Jason has done a wonderful job integrating the lyrics onto the simulcast stream. Bob Sienicki has been simultaneously transitioning the lyrics for the simulcast stream on Sunday morning during 1st service, this has been extremely helpful for those who would like to fully participate in our services even while they are unable to be present.

College-Age Fellowship- Kinship

- -We had one college fellowship (Kinship) meeting in March and one the beginning of April. Both went extremely well with openness and insight and how to apply biblical principles into our daily lives. Our March meeting had 5 college-age present and our April meeting had 3 college age present and a friend who was visiting. We continue to go through Gospel In Life by Tim Keller.
- -Continue to meet one on one with a number of college age students to grow together in Christ.
- -We are planning a music outreach in the summer with the college age to play praise music at the amp theater by the Delaware Canal. We are excited at what the Lord will do through the people that we interact with in sharing the gospel and simply playing music!

Additional Areas

- -Pray for a friend who we have been meeting and sharing and going through the scriptures together since the Harvest America event he is searching and growing, but that he would grasp life application behind what it means to follow Jesus.
- -I have had the joy of teaching the T & T and Sparks in March and April over the faith of Rahab. I also taught the MOPS mothers in March about the Redeeming work of Jesus and how dealing with sin applies to daily struggles.

Attachment #4

Student Ministries Report - March 2016

"Pray then like this: "Our Father in heaven, hallowed be your name. Your kingdom come, your will be done, on earth as it is in heaven. Give us this day our daily bread, and forgive us our debts, as we also have forgiven our debtors. And lead us not into temptation, but deliver us from evil."

Matthew 6:9-13 ESV

During the month of March we had a focused time of prayer where adults and students prayed together. I believe "Pray21" was a great success for two reasons - First, all those who participated focused our attention on the different aspects of the Lord's prayer in Matthew 6, spending a couple days on each aspect reading the devotionals and then praying accordingly. Second, and perhaps just as importantly, we had adults and students interact and build relationships. This is extremely valuable, and I hope to see this continue to grow each year. I hope that we get to the point that every student wants to be a part of Pray21, and we have the corresponding number of adults.

Teaching

• Middle School

In our Core Truth curriculum, we finished up our mini-series on evangelism and completing our unit called "Community of Believers" We are currently going through our evangelism series and we will begin a new unit on "Loving God" soon.

• High School

We finished up Ecclesiastes, and are currently going through our evangelism series. After this we will begin the book of 1 John.

Sunday School

We are teaching through the Gospel Project in the MS class. In HS we just finished a 10 part curriculum called Truth U, which focuses on the reliability of Scripture. We now will jump back into the Gospel Project.

Awana

Had the joy of teaching about the life of Joseph to the Sparks in Awana.

• Sunrise Service

Had the privilege of teaching at this early and cold gathering. :-)

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 student to discuss interpersonal struggles that they are experiencing.
- 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.

- Met with a college student who was home to encourage him towards a faith in Christ.
- Met with a youth dad to build the relationship
- Had the privilege of ministering to Neil Cowley and the family in his final weeks.
- Went to a student's instrumental concert
- Had lunch with a student to encourage him spiritually

Activities

• Pray21

See the intro paragraph of my report.

• Family Night

We had another good family night where we focused on prayer together as Pray21 came to a close.

Illuminite

We had a MS Illuminite in March

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 local pastor for mutual encouragement
- Had the opportunity to live stream Harvest America at Lynfield for some of the teens
 who live in that community. It was a blessing and seemed to really impact a few
 individuals.
- Met with Pat and Carol (and my wife) to discuss social justice and evangelism and how these fit together and how we could explore these things at Ebenezer.
- Met with the Younglife area director
- Had the opportunity to lead worship at the men's breakfast.

Respectfully Submitted,

Mark Culton