



Board of Elders Meeting April 13, 2015

Roll Call & Prayer

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

Devotional & Prayer

Pastor Tim led the elders through a devotional time highlighting the last 4 chapters of our book, *Church Elders: How to Shepherd God's People Like Jesus*, by Jeramie Rinne. Here is a summary:

- **Chapter 5: Not Lording**
 - Be a Leader – Authority
 - Guide Flock – Be Courageous (don't hide)
 - Lead Without Lording
 - Servant
 - Guard Against Pride
 - Be Humble
 - Remain Accountable
 - Delegate to Deacons
 - Trust Congregation
- **Chapter 6: Plurality of Elders**
 - Team
 - Share the Load
 - Shepherd Each Other
 - Mature Balance
 - Enjoy the Ride
- **Chapter 7 – Maturity**
 - Role Models: "Imitate Me"
 - Shepherd by "Being"
 - Hypocrisy is devastating
 - "Being" gives credibility to "doing"
 - Watch your life – 1 Timothy 4:16
 - Make progress in your own life. "Evident to all..." 1 Timothy 4:15
- **Chapter 8 – Pray!**
 - Jesus Prayed!
 - Live on Prayer (1 Thessalonians 5:18)
 - Own deficiencies
 - Work itself
 - 1) Public Prayer – Take Advantage. Model.
 - 2) Presbyter Prayer

3) Personal Prayer – “With others.” Shepherding.

4) Private Prayer

- **Conclusion:**

- Account will be given (-)
- Crown to be gained (+)

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

Approval of Minutes

Motion was made to approve the minutes from the March 9, 2015 Board of Elders meeting, **seconded** and **passed**.

Financial Report

Andy reviewed the financial report (Attachment 1). The giving for March was better than previous months this year and spending was lower than anticipated. A **motion** was made to approve the financial report. This was **seconded** and **passed**. The elders then prayed over the budget and the finances of the trip

Discussion Items

1) **Bible Bee**

- Andy Brimer encouraged the elders to promote the Bible Bee among the congregation again this year.
- Andy also proposed the following: The Faith Promise fund will be used for the purpose of receiving monies that have been donated to the Shelby Kennedy Foundation in support of the local contest of the National Bible Bee for 2015. The funds will be distributed to Peggy Brimer, and someone other than Andrew Brimer will approve the disbursement of funds on a regular basis such that the account will not have any remaining funds past December 31, 2015. Motion was made, **seconded** and **passed** with Andy Brimer abstaining.

2) **Mission Trip Insurance** – An initial discussion was started about the possible need for mission trip insurance. Wayne Batten will give us more info next month, and we will decide if this is something we should do for all short-term mission trips in the future.

3) **Simulcast Discussion** – Jeremy led a discussion about the simulcast and he received feedback from the elders. The elders thought it was successful and worshipful, and a good option if needed in the future.

4) **Hospitality Ministry** – Chris Jones shared the vision and direction for the hospitality ministry (formerly named Welcoming). This involves the welcome ministry (before service, during service and after service), and visitor follow-up. One of the initial steps will be to establish a newcomer’s reception with coffee and a snack after the services.

5) **Vision & Direction for Young Adult Ministry** – Pastor Jeremy led us through his vision and direction for young adult ministry (ages 18-26). This includes establishing leadership from YACS and others interested in ministering to college age students, as well as starting a kinship group for this age and reaching out into colleges through Cru.

- 6) Possibility of Having Guest Speaker – The elders discussed the idea of having someone like Denny Burk come in and address the issue of homosexuality and how we as a church should respond Biblically - with truth and love. We will continue to talk and pray about this.

Pastoral Reports

The pastors submitted their monthly reports:

- 1) Tim Gibson, Senior Pastor (no report)
- 2) Dick Bickings, Pastor of Discipleship (Attachment 2)
- 3) Jeremy Harkins, Worship Pastor (Attachment 3)
- 4) Mark Culton, Youth Pastor (Attachment 4)

Adjournment & Prayer

Dick closed in prayer and the meeting was adjourned.

Respectfully submitted,



Mark Culton,
Secretary to the Board of Elders

April 13, 2015

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

The April 2015 Financial Report has the following attachments:

- March 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 108% of the budgeted forecast while the YTD income was 85% of the budgeted forecast.
- Expenses for March were 83% of the budgeted forecast while the YTD expenses were 92% of the annual forecast.
- Although the giving in March was higher than in previous months of 2015, we need to remain diligent regarding our commitment to giving and vigilant in our spending according to the approved budget.

Other:

- The Finance Committee met Tuesday April 7, 2015, and the team reviewed the 2014 audit exception and recommendations report and assigned tasks amongst the group to address the findings.

EBENEZER BIBLE FELLOWSHIP CHURCH - MARCH 2015 FINANCIAL STATEMENT

BALANCE SHEET

GENERAL FUND - BUDGET vs. ACTUAL

ASSETS	31-Mar-15	28-Feb-15	\$ Change	March	Budget	Variance
Assets - Checking/Savings						
18000 · Checking (KNBT)	554,774.60	520,404.34	34,370.26	112,848.00	104,953.03	7,894.97
18002 · CDs (KNBT)	67,545.48	67,545.48	0.00	45.11	154.00	-108.89
19000 · Savings (M&T Bank)	90,792.94	90,785.22	7.72	0.00	0.00	0.00
19001 · Checking (M&T Bank)	5,375.67	5,375.67	0.00	2,186.00	1,093.00	1,093.00
Total Checking/Savings	718,488.69	684,110.71	34,377.98	115,079.11	106,200.03	8,879.08

TOTAL ASSETS	718,488.69	684,110.71	34,377.98			
LIABILITIES						
Current Liabilities						
901 · Building Fund	98,134.19	96,789.19	1,345.00	4,109.37	1,038.75	3,070.62
902 · Capital Improvements	0.00	0.00	0.00	-34.81	2,240.32	-2,275.13
903 · Transportation Fund	148.00	148.00	0.00	2,803.01	2,750.00	53.01
904 · Scholarship Fund	2,617.50	2,337.50	280.00	23,831.70	23,862.50	-30.80
905 · Faith Promise	13,115.32	12,709.32	406.00	11,621.58	27,295.84	-15,674.26
907 · Benevolence Fund	12,491.35	12,824.95	-333.60	40.07	150.00	-109.93
908 · Music Fund	144.20	144.20	0.00	1,366.31	1,971.00	-604.69
911 · Year End Accruals	8,480.16	8,480.16	0.00	130.81	412.49	-281.68
912 · Run For The Children	409.29	409.29	0.00	44,791.07	46,479.13	-1,688.06
914 · HRA	4,487.40	4,910.54	-423.14			
915 · Youth Summer Missions	7,489.47	239.47	7,250.00			
100 · Payroll Liabilities	6,943.07	7,509.35	-566.28			
Total Current Liabilities	154,459.95	146,501.97	7,957.98	88,659.11	106,200.03	-17,540.92

Net Ordinary Income	26,420.00	0.00	0.00	26,420.00	0.00	26,420.00
Net Fund Transfer between Accts.	0.00	0.00	0.00	0.00	0.00	0.00
Net Income	26,420.00	0.00	0.00	26,420.00	0.00	26,420.00

DESIGNATED FUNDS

Long Term Liabilities	Income	Expenses	Net
810 · Mortgage	1,345.00	0.00	1,345.00
Total Long Term Liabilities	0.00	0.00	0.00
Total Liabilities	154,459.95	146,501.97	7,957.98

EQUITY	991,473.20	991,473.20	0.00
900 · Retained Earnings	-19,565.66	-45,985.66	26,420.00
Net Income	-407,878.80	-407,878.80	0.00
1000 · Opening Bal Equity	564,028.74	537,608.74	26,420.00
Total Equity	718,488.69	684,110.71	34,377.98
TOTAL LIABILITIES & EQUITY	154,459.95	146,501.97	7,957.98

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	0.00	423.14	-423.14
915 · Youth Summer Missions	8,100.00	850.00	7,250.00
Total Current Liabilities	15,426.58	6,902.32	8,524.26


 Andrew Stuber
 Treasurer

Date
 4/13/15

EBENEZER BIBLE FELLOWSHIP CHURCH - MARCH YTD 2015 FINANCIAL STATEMENT

BALANCE SHEET

GENERAL FUND - BUDGET vs. ACTUAL

ASSETS	31-Mar-15	31-Dec-14 \$ Change
Assets - Checking/Savings		
18000 · Checking (KNBT)	554,774.60	-23,478.05
18002 · CDs (KNBT)	67,545.48	0.00
19000 · Savings (M&T Bank)	90,792.94	22.39
19001 · Checking (M&T Bank)	5,375.67	0.00
Total Checking/Savings	718,488.69	-23,455.66

TOTAL ASSETS **718,488.69** **741,944.35** **-23,455.66**

LIABILITIES

Current Liabilities

901 · Building Fund	98,134.19	93,730.19	4,404.00
902 · Capital Improvements	0.00	0.00	0.00
903 · Transportation Fund	148.00	118.00	30.00
904 · Scholarship Fund	2,617.50	2,381.50	236.00
905 · Faith Promise	13,115.32	32,400.32	-19,285.00
907 · Benevolence Fund	12,491.35	15,172.92	-2,681.57
908 · Music Fund	144.20	144.20	0.00
911 · Year End Accruals	8,480.16	7,488.33	991.83
912 · Run For The Children	409.29	409.29	0.00
914 · HRA	4,487.40	0.00	4,487.40
915 · Youth Summer Missions	7,489.47	-320.53	7,810.00
100 · Payroll Liabilities	6,943.07	6,825.73	117.34
Total Current Liabilities	154,459.95	158,349.95	-3,890.00

Long Term Liabilities

810 · Mortgage	0.00	0.00	0.00
Total Long Term Liabilities	0.00	0.00	0.00
Total Liabilities	154,459.95	158,349.95	-3,890.00

EQUITY

900 · Retained Earnings	991,473.20	931,656.18	59,817.02
Net Income	-19,565.66	59,817.02	-79,382.68
1000 · Opening Bal Equity	-407,878.80	-407,878.80	0.00
Total Equity	564,028.74	583,594.40	-19,565.66
TOTAL LIABILITIES & EQUITY	718,488.69	741,944.35	-23,455.66

Andrew J. Bruner
Treasurer

4/13/15
Date

Income	March YTD	Budget	Variance	%BDG YTD
1100 · Offerings / Gifts	226,110.38	266,967.10	-40,856.72	85%
1400 · Interest	133.56	361.00	-227.44	37%
1700 · Memorials	350.00	0.00	350.00	N/A
1900 · BCS / Bldg Use	3,279.00	3,279.00	0.00	100%
Total Income	229,872.94	270,607.10	-40,734.16	85%

Expense

2000 · General Finance	18,054.66	16,502.50	1,552.16	109%
3000 · Discipleship	4,524.64	8,495.96	-3,971.32	53%
5000 · Evangelism	1,846.45	2,750.00	-903.55	67%
6000 · Missions	42,785.70	43,187.50	-401.80	99%
7000 · Deacon	31,623.59	49,367.52	-17,743.93	64%
8000 · Worship	1,102.70	760.00	342.70	145%
9000 · Office & Admin	3,896.89	4,968.00	-1,071.11	78%
10000 · Congregational Care	130.81	1,087.47	-956.66	12%
11000 · Compensation	145,473.16	143,488.15	1,985.01	101%
Total Expense	249,438.60	270,607.10	-21,168.50	92%

Net Ordinary Income

-19,565.66 **0.00** **-19,565.66**

Net Fund Transfer between Accts.

0.00 **0.00** **0.00**

Net Income

-19,565.66 **0.00** **-19,565.66**

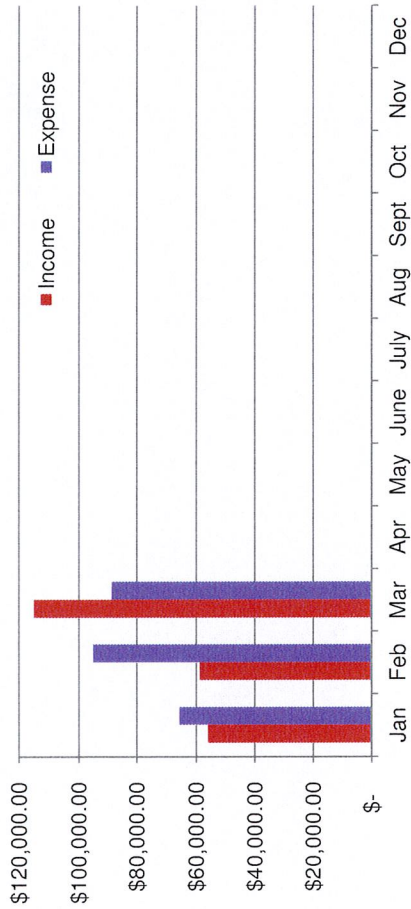
DESIGNATED FUNDS

	Income	Expenses	Net
901 · Building Fund	4,404.00	0.00	4,404.00
903 · Transportation Fund	30.00	0.00	30.00
904 · Scholarship Fund	726.00	490.00	236.00
905 · Faith Promise	7,665.00	26,950.00	-19,285.00
907 · Benevolence Fund	6,146.53	8,828.10	-2,681.57
908 · Music Fund	0.00	0.00	0.00

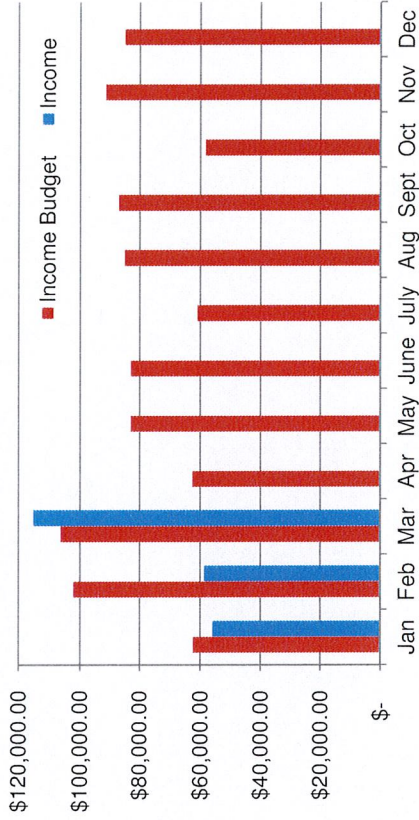
OTHER LIABILITY ACCOUNTS

902 · Capital Improvements	0.00	0.00	0.00
911 · Year End Accruals	991.83	0.00	991.83
912 · Run For The Children	0.00	0.00	0.00
914 · HRA	6,600.00	2,112.60	4,487.40
915 · Youth Summer Missions	8,660.00	850.00	7,810.00
Total Current Liabilities	35,223.36	39,230.70	-4,007.34

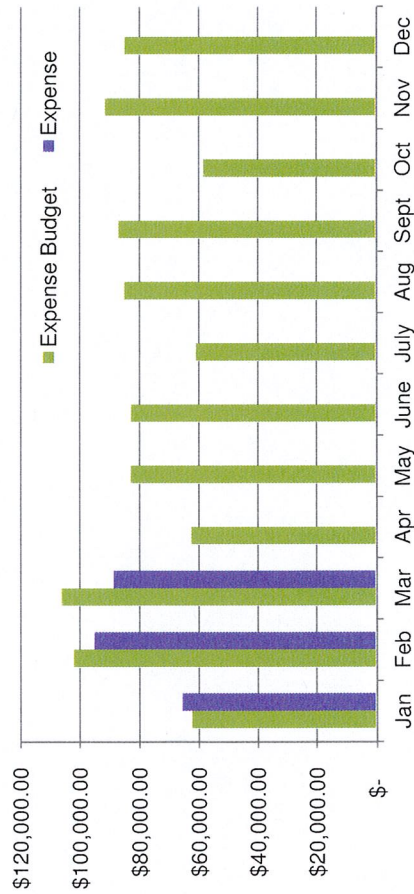
2015 Income vs Expenses



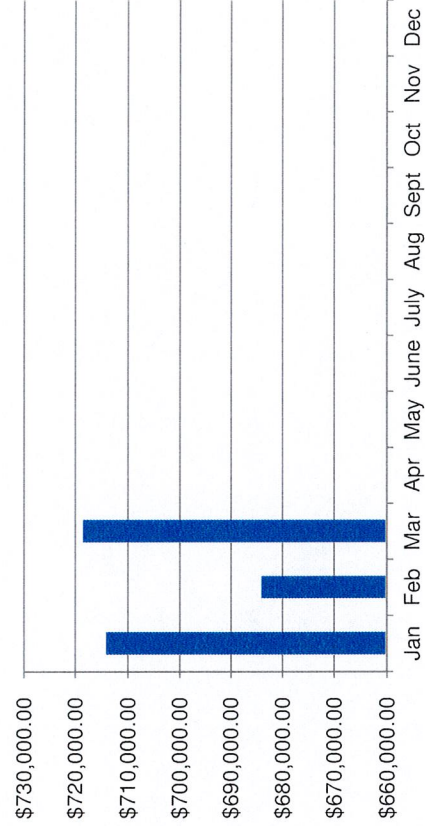
2015 Income vs Budget



2015 Expenses vs Budget



2015 Assets



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

The other day my wife and I were reading Spurgeon's *Morning and Evening*, and were greatly blessed by his commentary on the following verse...

"Consider my affliction and my trouble, and forgive all my sins." (Psalm 25:18, ESV)

Spurgeon's commentary:

"The special lesson of the text is this:—that we are to go to the Lord with sorrows and with sins in the right spirit. Note that all David asks concerning his sorrow is, "Look upon mine affliction and my pain;" but the next petition is vastly more express, definite, decided, plain—"Forgive all my sins." Many sufferers would have put it, "Remove my affliction and my pain, and look at my sins." But David does not say so; he cries, "Lord, as for my affliction and my pain, I will not dictate to thy wisdom. Lord, look at them, I will leave them to thee, I should be glad to have my pain removed, but do as thou wilt; but as for my sins, Lord, I know what I want with them; I must have them forgiven; I cannot endure to lie under their curse for a moment." A Christian counts sorrow lighter in the scale than sin; he can bear that his troubles should continue, but he cannot support the burden of his transgressions."

How true this is...much of our prayers are centered around our physical sorrows while our sinful tendencies go unabated. "Oh Lord, please help me to place my sin in its proper priority before you, Amen."

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

Kids Crossing

- **Cross Time Sunday School:** Praise the Lord for the full complement of teachers he has given us! We are currently studying Jesus' life and teachings and how they are examples for His followers of true holy living, along with the events of Passion Week.
- **Early Childhood (2&3 year-olds):** Continuing to go well for both services and Sunday School. Please pray that the Lord will provide volunteers for several openings that need to be filled in June.
- **Children's Church:** The Gospel Project curriculum worship segment continues to work well for Children's Church. We continue to see between 5-12 students each week.
- **Wednesday Evening Programs:** Our Awana program continues to be effective in teaching the scriptures to our kids through bible memorization, and doctrinal truths. The elders are teaching a series based on John Piper's book, "What Jesus Demands from the World". We will be winding down this years events with some great activities; Pinewood Derby, the Awana Store, and Award night.
- **New PA Background Check Requirements for Employees & Volunteers:** We are continuing to process the new PA Background Check Requirements for volunteers with good cooperation from everyone. Please pray that we will be able to complete this process and work out a schedule to provide the Mandatory Reporting training required for each.
- **VBS 2015, "Journey Off The Map", June 22-26, 2015:** In this years theme, LifeWay's VBS takes our kids to uncharted territory where they will begin to understand that obedience to God can lead them beyond the expected.

Praise the Lord, we have all the key leadership positions full! Please pray that the Lord provides us with the volunteers needed to help these leaders put together this program so that kids from EBFC and around the neighboring communities might be touched with the truth of the Gospel, being wonderfully transformed by God's Word!

Student Ministry

- See Pastor Mark's report.

Adult Ministry

- **Adult Electives:** We are winding down this winter/spring semester, which officially ends on May 3. As a reminder, we had about 100 people attending the following 3 classes:
 - *Ezekiel* - Scott Holwick
 - *Following Jesus in a Post Christian Culture* - Tim Zuck
 - *James, The Epistle* - Dick Bickings

Please pray that the Lord would send forth some new adult elective teachers so that we may offer a variety of subjects, and give the current teachers a break. We currently only have 5 teachers.

- **Men's Ministry:**

- **Bethel Series:** We are coming to a close of this cycle of Bethel classes (OT & NT), which will end the week of April 26. We are planning a graduation lunch for fellowship and handing out diplomas sometime in May. The new cycle of Bethel classes will start sometime in October 2015. As a reminder, the present classes are as follows, Jason Lee's Class, Tuesday evenings from 7:00-9:00 PM, Gail Tshudy's Class for women only, Thursday evenings from 7:00-9:00 PM, and Pastor Dick Bickings' Class on Saturday mornings from 8:00-10:00 AM.
- **Men's Bible Studies/Prayer:**
 - Tuesday mornings from 6:15 AM – 8:00 AM, Men's prayer time with currently only 2 men attending.
 - Thursday mornings from 6:15 AM – 7:30 AM, This early morning bible study group is currently in a new study called "Fickle or Faithful".
 - Thursday mornings from 9:00 AM – 10:30 AM, This new Men's Bible Study is studying, "The Measure of a Man" by Gene Getz. There are currently 4-5 men involved with Bob Penchick as the facilitator.

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

"Bible Study: We will be concluding our study, "Always True" this week. We will not be offering a Bible study over the summer. Instead, WM will be offering a once a month gathering, "Tis so Sweet Tuesdays". This will be a time of bible study and prayer. This will go throughout the summer months for the women to attend and enjoy.

WM is actively preparing for the unveiling of "The Well". We will have a special luncheon on May 23rd for all women of the church to attend.

MOPS: We currently have 3 leadership roles that will need to be filled for the fall. These roles are ones that need to be filled by members of our church. That is a big prayer request at this time.

Wm is currently planning on offering a study geared towards moms that we hope will be offered on opposite Thursday morning of MOPS.

We offered a game night that was not well attended but, those who came had a great time of fellowship together.

WM team is currently planning on either going to Lifeway training in November and also attending "She Leads" in Maryland this Summer."

Discipleship Support

- **Kinship:** We continue to add new people to our 14 Kinship Groups, thanks to the efforts of Bob & Lori Gill. Please pray that the Lord will raise up new leaders to start new Kinship Groups in the coming year.

Other:

- Continue to meet with several couples to counsel and encourage

- Meet with one young men to counsel and disciple
- Continue to teach an 8 week men's discipleship series using our "BattleZone" curriculum in the Northampton County Prison on Tuesday mornings from 9:00-10:30
- Worked as an Awana leader
- Helped in the MOPPETS group during the MOPS program
- Continue to teach a class on the Epistle of James
- Continued work on the new Church Database as time permitted
- Continue to fill the role of VBS 2015 Coordinator
- Continuing in Greek I, TNARS seminary course, which is a part of my BS501 Biblical Languages course, as time permits.

Respectfully Submitted, Dick Bickings, Pastor of Discipleship

Worship /Young Adult Ministry Update March/April 2015

By Jeremy Harkins, Worship Pastor

Praise Team discipleship

I thank the Lord for the abilities and spiritual maturity of our band members! Our goal, in preparation, is to “offer ourselves as living sacrifices, holy and acceptable to God, as our spiritual act of worship” (Romans 12:1-2). We have taken a portion of time before practice (5-8 minutes) to evaluate our hearts and spend some time in scripture. After practice we take time to share prayer requests and pray. In addition, on Sunday mornings we take time pray and reflect before the service begins. These practices have been helpful in evaluating our motivation behind the music (John 4:24).

Sound/Media team

It has been a great joy getting to know all who serve in this capacity. I am thankful for our many volunteers who are really gifted in these technical areas and do it with excellence so that nothing is a distraction from the message of Christ. It has been a great blessing nurturing relationships and knowing how to pray specifically for these members.

Simulcast

We established a soft launch Easter during first service. The main objective was to alleviate over-flow and offer the service via the internet. Jason Lee and Kevin Gascho put a lot of time and effort into getting everything done well for the service. Ultimately the simulcast accomplished it's task beautifully and allowed access for those that needed it (those who are unable to attend, shut-ins, etc.). We will aim for an official Simulcast launch date in May or June.

Young Adult Ministry

This has been a work in progress as I meet with individuals and get to know those who currently participant or lead in young adult ministry within the church.

NOTE: I will present the vision and direction for the Young adult ministry in the next elder meeting.

Student Ministries Report - March 2015

"If the foundations are destroyed, what can the righteous do? The LORD is in his holy temple; the LORD's throne is in heaven; his eyes see, his eyelids test the children of man."

Psalm 11:3-4, ESV

My wife and I had the privilege to attend a one day conference on youth ministry, and there were several very weighty subjects that were addressed. It seems at times that the entire moral foundation of our society is crumbling, and our children and teens are bearing the brunt of this disaster. If we are not careful, we can get very, very discouraged quickly. However, we looked at a few truths from God's Word which bring us hope in the midst of these tough times:

God Is. (Psalm 11:3-4)

Kids groan for redemption. (Romans 8:22)

Suffering is a gift. (Psalm 119:71)

There is hope and healing. (Matthew 11:28)

Teaching

- **Middle School**

In our Core Truth curriculum, we are going through a series on "Suffering".

- **High School**

We have begun our study in the book of Mark.

- **Sunday School**

We are taking a break from the "Gospel Project" in HS SS to study the "Truth Project" and hopefully we will see these students become even more solid in what they believe and able to defend their faith against the attacks that will come their way. MS SS will continue to go through the "Gospel Project".

Shepherding

- Was blessed to visit a few shut-ins
- Met with a youth dad who has been going through family difficulty
- Breakfast with a student leader
- Breakfast with a college student
- Breakfast with a growth group leader
- Have been meeting with a dad and son for a religious class for boy scouts

Activities

- **Missions Month**

We had great special speakers in the youth classes for missions month, as well as a meaningful prayer walk focused on the needs of our missionaries.

Other

- The Mexico missions team continues to meet and bond as a team, preparing for the trip in June/July.
- Had the opportunity to teach at BCS.
- Attended the BFC youth pastor's breakfast.
- Had the blessing of being a part of the Bridge ministry again with some students.
- Met with a pastor who is at a church by the Lynfield community. We discussed possible partnership.
- Attended the CPYU "Tackling the Tough Stuff" conference with my wife.
- Attended a Seminar on the new mandatory reporting and child abuse policies

Respectfully Submitted,

Mark Culton