

Ebenezer
Bible Fellowship Church
Board of Elders Meeting
April 14, 2014

Opening & Prayer

Senior Pastor Tim Gibson opened the meeting and Wayne Batten prayed.

Roll Call

All elders were present: Wayne Batten, Dick Bickings, Andy Brimer, Mark Culton, Tim Gibson, Scott Holwick, Byron Roth, and Shawn Sommons.

Devotion & Prayer

Pastor Tim led the elders in a devotional from Matthew 26:30-46. The power of the church is found in prayer. Jesus warned the disciples to watch and pray in the Garden so that they would not fall away. We as leaders need to watch and pray so that we remain faithful by God's grace. The elders later split into pairs and spent an extended time in prayer, asking God to bless this Holy Week and all the ministry at Ebenezer.

Approval of Minutes

Motion was made to approve the minutes from the March 17, 2014 Board of Elders meeting, **seconded** and **passed**.

Financial Report

Andy Brimer reviewed the financial report (Attachment 1). Income was much higher and our deficit has been remedied. Expenses were right where they should be. A **motion** was made to approve it. This was **seconded** and **passed**.

Discussion Items:

1) **Personnel Manual**

Byron Roth explained the revision of the personnel manual to the elder board. This revision is meant to keep us in line with that which is required by law and should protect our employees and Ebenezer. The manual was voted on and approved contingent to a few small edits being made.

2) **Shepherd's List**

Pastor Tim discussed dividing the members/regular attendees list up so that we can stay on top of the needs of our congregation. Each of the elders will have a list of families that we are to look out for and keep tabs on. This shares the load of shepherding so that Tim does not have the burden all on himself. The elders divided the shepherd's list up and we will begin to follow up with those we haven't seen in a while.

3) **Adult Electives**

May 4th and May 11th we have a break from our normal adult electives. May 4th will be a fellowship hour and we will have a time of prayer with Carrie Ziegenfuss before she leaves to return to Tanzania. May 11th will be a joint adult elective with Kim Checkeye who will share about Truth for Women.

4) **Annual Conference**

The elders discussed details about the upcoming annual conference, April 28-30, 1014.

5) **Networking**

Andy Brimer shared about the recent networking class that finished. 5 individuals went through the class, and there are plans for a future class which will follow the next membership class.

6) **Bible Bee**

Andy shared about the upcoming Bible Bee and how it is a great opportunity for family ministry.

7) **VBS**

Pastor Dick shared about the 2 upcoming VBS programs. One will be here at church on June 23-27. The other will be an outreach VBS in South Bethlehem at Roberto Clemente Park. The Outreach VBS will be July 14-18. Pastor Mark shared how plans are coming along for the S. Bethlehem VBS.

8) **Membership and Discipline**

The elders **voted** on Michael and Judy Sicardi, Betsy Mescavage, and Linda Feichter for membership. They were all **approved**.

9) **Pastoral Reports**

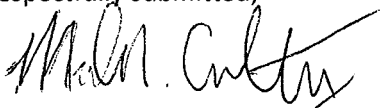
The pastors submitted their monthly reports and summarized them for the elders:

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

Adjournment & Prayer

The meeting was closed in prayer and adjourned.

Respectfully submitted,



Mark Culton

Secretary to the Board of Elders

April 14, 2014

To: Board of Elders
From: Andy Brimer, Treasurer
Subject: Financial Report for April 2014

Attached you will find the following for the April 2014 Financial Report:

- March Financial Statement
- March YTD Financial Statement
- Graphical representation of:
 1. Income compared to projected budget
 2. Expenses compared to projected budget
 3. Income trends in relation to expense trends
 4. Asset trends

In reviewing the financial statements I would like to make the following comments:

- Total income for March was 136% of the budgeted forecast while the YTD income was 99% of the budgeted forecast. Giving is continues to be a bit lower than anticipated.
- Expenses for March were 97% of the budgeted forecast while the YTD expenses were 95% of the budgeted forecast.

EBENEZER BIBLE FELLOWSHIP CHURCH - MARCH YTD 2014 FINANCIAL STATEMENT

BALANCE SHEET

ASSETS					
Assets - Checking/Savings					
18000 · Checking (KNBT)	489,752.74	506,289.49	-16,536.75		
18002 · CDs (KNBT)	67,461.48	67,134.49	326.99		
19000 · Savings (M&T Bank)	90,702.19	90,679.83	22.36		
19001 · Checking (M&T Bank)	5,375.67	5,375.67	0.00		
Total Checking/Savings	653,292.08	669,479.48	-16,187.40		

TOTAL ASSETS **653,292.08** **669,479.48** **-16,187.40**

LIABILITIES

Current Liabilities

901 · Building Fund	84,985.19	82,096.19	2,889.00		
902 · Capital Improvements	-5,618.72	0.00	-5,618.72		
903 · Transportation Fund	88.00	18.00	70.00		
904 · Scholarship Fund	2,579.50	1,717.50	862.00		
905 · Faith Promise	18,425.69	30,341.69	-11,916.00		
907 · Benevolence Fund	16,148.50	13,391.30	2,757.20		
908 · Music Fund	74.20	49.20	25.00		
911 · Year End Accruals	8,480.16	8,480.16	0.00		
912 · Run For The Children	808.01	2,458.01	-1,650.00		
914 · HRA	5,233.82	0.00	5,233.82		
915 · Youth Summer Missions	495.73	105.73	390.00		
100 · Payroll Liabilities	2,977.62	7,044.32	-4,066.70		
Total Current Liabilities	134,677.70	145,702.10	-11,024.40		

Long Term Liabilities

810 · Mortgage	0.00	0.00	0.00		
Total Long Term Liabilities	0.00	0.00	0.00		
Total Liabilities	134,677.70	145,702.10	-11,024.40		

EQUITY

900 · Retained Earnings	931,656.18	959,280.04	-27,623.86		
Net Income	-5,163.00	-27,623.86	22,460.86		
1000 · Opening Bal Equity	518,614.38	523,777.38	-5,163.00		
Total Equity	653,292.08	669,479.48	-16,187.40		

TOTAL LIABILITIES & EQUITY


 Treasurer

Date

4/14/14

GENERAL FUND - BUDGET vs. ACTUAL

Income					
1100 · Offerings / Gifts	231,760.63	233,569.50	-1,808.87		99%
1400 · Interest	447.22	218.75	228.47		204%
1700 · Memorials	125.00	0.00	125.00		N/A
1900 · BCS / Bldg Use	3,252.51	3,252.51	0.00		100%
Total Income	235,585.36	237,040.76	-1,455.40		99%

Expense					
2000 · General Finance	14,749.28	15,589.00	-839.72		95%
3000 · Discipleship	2,253.95	7,666.30	-5,412.35		29%
5000 · Evangelism	2,551.45	825.00	1,726.45		309%
6000 · Missions	45,101.29	44,737.50	363.79		101%
7000 · Deacon	30,965.53	20,062.42	10,903.11		154%
8000 · Worship	674.51	2,005.00	-1,330.49		34%
9000 · Office & Admin	4,206.99	4,857.52	-650.53		87%
10000 · Congregational Care	393.44	825.00	-431.56		48%
11000 · Compensation	132,851.92	149,937.19	-17,085.27		89%
Total Expense	233,748.36	246,504.93	-12,756.57		95%

Net Ordinary Income **1,837.00** **-9,464.17** **11,301.17**

Net Fund Transfer between Accts. **7,000.00** **0.00** **7,000.00**

Net Income **-5,163.00** **-9,464.17** **4,301.17**

DESIGNATED FUNDS

	Income	Expenses	Net
901 · Building Fund	2,889.00	0.00	2,889.00
903 · Transportation Fund	70.00	0.00	70.00
904 · Scholarship Fund	1,060.00	198.00	862.00
905 · Faith Promise	16,384.00	27,700.00	-11,316.00
907 · Benevolence Fund	5,319.60	2,562.40	2,757.20
908 · Music Fund	25.00	0.00	25.00

OTHER LIABILITY ACCOUNTS

902 · Capital Improvements	2,608.09	0.00	2,608.09
911 · Year End Accruals	0.00	0.00	0.00
912 · Run For The Children	150.00	1,800.00	-1,650.00
914 · HRA	7,000.00	1,766.18	5,233.82
915 · Youth Summer Missions	390.00	0.00	390.00
Total Current Liabilities	35,895.69	34,026.58	1,869.11

EBENEZER BIBLE FELLOWSHIP CHURCH - MARCH 2014 FINANCIAL STATEMENT

BALANCE SHEET

GENERAL FUND - BUDGET vs. ACTUAL

	31-Mar-14	28-Feb-14	\$ Change		March	Budget	Variance
ASSETS							
Assets - Checking/Savings							
18000 · Checking (KNBT)	489,752.74	454,070.00	35,682.74	1100 · Offerings / Gifts	106,516.71	77,856.50	28,660.21
18002 · CDs (KNBT)	67,461.48	67,461.48	0.00	1400 · Interest	40.18	72.91	-32.73
19000 · Savings (M&T Bank)	90,702.19	90,694.49	7.70	1700 · Memorials	75.00	0.00	75.00
19001 · Checking (M&T Bank)	5,375.67	5,375.67	0.00	1900 · BCS / Bldg Use	1,084.17	1,084.17	0.00
Total Checking/Savings	653,292.08	617,601.64	35,690.44	Total Income	107,716.06	79,013.58	28,702.48

TOTAL ASSETS **653,292.08** **617,601.64** **35,690.44**

LIABILITIES

Current Liabilities

901 · Building Fund	84,985.19	83,932.19	1,053.00	2000 · General Finance	2,084.83	1,872.00	212.83
902 · Capital Improvements	-5,618.72	-8,226.81	2,608.09	3000 · Discipleship	-470.08	2,583.73	-3,053.81
903 · Transportation Fund	88.00	63.00	25.00	5000 · Evangelism	2,401.45	525.00	1,876.45
904 · Scholarship Fund	2,579.50	2,143.50	436.00	6000 · Missions	26,300.80	24,062.50	2,238.30
905 · Faith Promise	18,425.69	4,561.69	13,864.00	7000 · Deacon	9,491.19	6,412.46	3,078.73
907 · Benevolence Fund	16,148.50	15,610.58	537.92	8000 · Worship	-20.36	635.00	-655.36
908 · Music Fund	74.20	74.20	0.00	9000 · Office Expenses	1,669.61	2,215.84	-546.23
911 · Year End Accruals	8,480.16	8,480.16	0.00	10000 · Congregational Care	303.44	300.00	3.44
912 · Run For The Children	808.01	808.01	0.00	11000 · Compensation	44,310.90	49,837.08	-5,526.18
914 · HRA	5,233.82	6,680.20	-1,446.38	Total Expense	86,071.78	88,443.61	-2,371.83
915 · Youth Summer Missions	495.73	105.73	390.00	Net Ordinary Income	21,644.28	-9,430.03	31,074.31
100 · Payroll Liabilities	2,977.62	6,399.09	-3,421.47	Net Fund Transfer between Accts.	0.00	0.00	0.00
Total Current Liabilities	134,677.70	120,631.54	14,046.16	Net Income	21,644.28	-9,430.03	31,074.31

Long Term Liabilities

810 · Mortgage	0.00	0.00	0.00
Total Long Term Liabilities	0.00	0.00	0.00
Total Liabilities	134,677.70	120,631.54	14,046.16

EQUITY

900 · Retained Earnings	931,656.18	931,656.18	0.00
Net Income	-5,163.00	-26,807.28	21,644.28
1000 · Opening Bal Equity	-407,878.80	-407,878.80	0.00
Total Equity	518,614.38	496,970.10	21,644.28
TOTAL LIABILITIES & EQUITY	653,292.08	617,601.64	35,690.44

Andrew J. Brown
Treasurer

4/14/14
Date

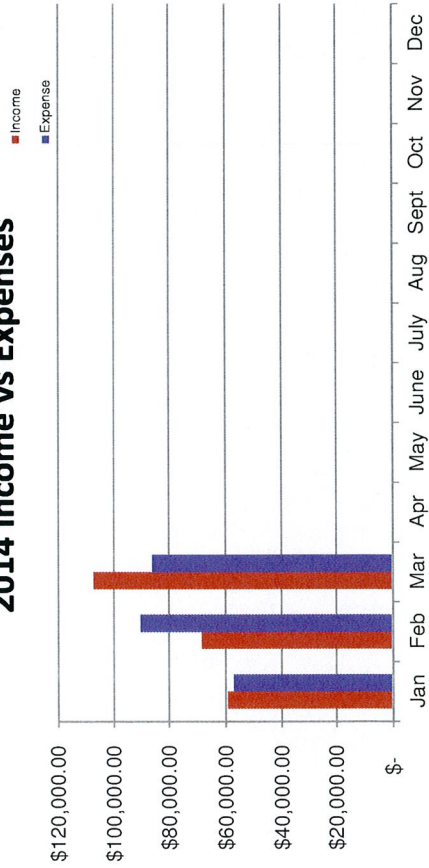
DESIGNATED FUNDS

	Income	Expenses	Net
901 · Building Fund	1,053.00	0.00	1,053.00
903 · Transportation Fund	25.00	0.00	25.00
904 · Scholarship Fund	436.00	0.00	436.00
905 · Faith Promise	14,364.00	500.00	13,864.00
907 · Benevolence Fund	1,886.30	1,348.38	537.92
908 · Music Fund	0.00	0.00	0.00

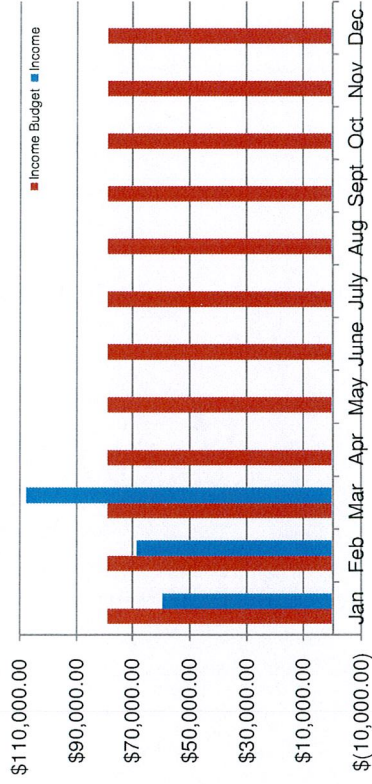
OTHER LIABILITY ACCOUNTS

902 · Capital Improvements	2,608.09	0.00	2,608.09
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	1,446.38	-1,446.38
915 · Youth Summer Missions	390.00	0.00	390.00
Total Current Liabilities	20,762.39	3,294.76	17,467.63

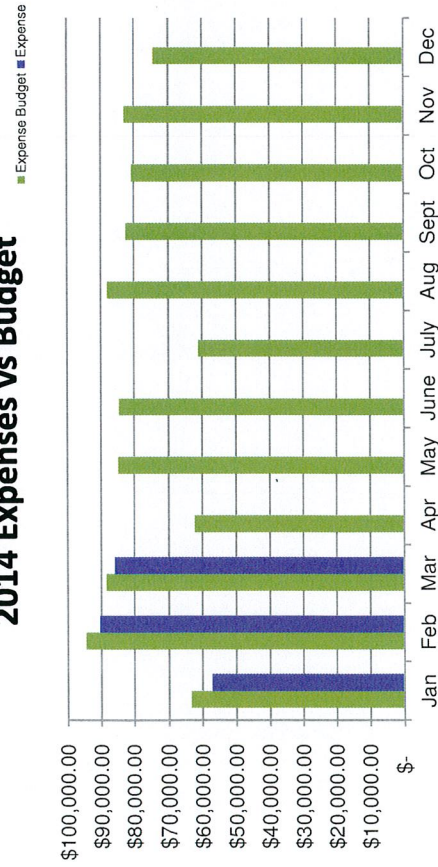
2014 Income vs Expenses



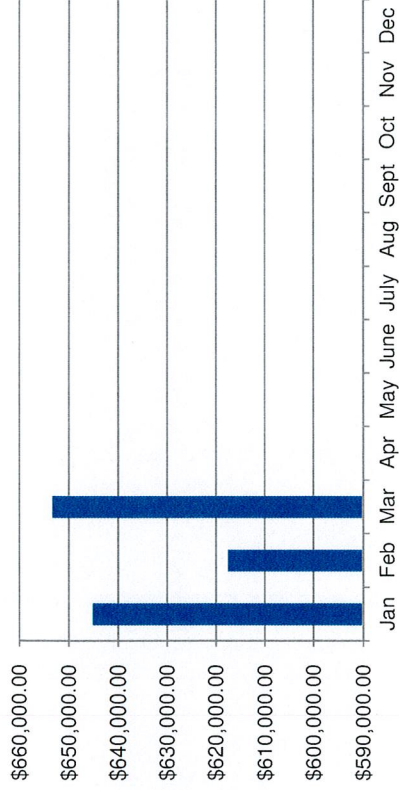
2014 Income vs Budget



2014 Expenses vs Budget



2014 Assets



Pastor Tim's Ministry Report
April 14, 2014

Attachment #2

Studying & Preaching: It is still the joy of my heart to study and preach God's Word. The book of Hebrews has been such a rewarding study as the Lord is revealing to us the great doctrine of the atonement and the work of Christ's superior ministry.

LEAD Men's Leadership Training: We have begun to read and review Biblical Eldership by Alexander Strauch. It is an excellent book on the basics of Eldership. We still have a good group of men attending around 25-30. There are many men in the group are very promising and may be leaders being raised up by the Holy Spirit. We only have 2-3 sessions left.

Worship Ministries: (From Jennie Flicker)

The plans for our Easter services are just about complete. There are many details, but they are coming together. We will have a few extra people join the choir for Easter Sunday morning. Matt Flicker is directing a small orchestra ensemble to accompany the opening worship section of that service. This will be the final song that the choir will sing this season. We will plan on meeting again in September. The worship leaders are working diligently to plan worship each week. I'm glad to be a part of the planning, now, for the future overflow service in the Fellowship Hall.

Counseling: I continue to meet with several people each week for counseling. I have had many new member interviews. I am also in the middle of doing premarital counseling sessions for 2 couples (10 weeks). I am also beginning to mentor a man weekly through Bible study/theology/prayer. I am also meeting with a young man 2 times/month encouraging and mentoring him.

Kinship Group: Kinship group continues to have wonderful fellowship/prayer/Bible study.

Wednesday Night Bible Study/Prayer Meeting: Attendance is up on Wednesday night. Our study of Matthew is rich and our prayer time is wonderful. All Bible studies are posted on the Church website.

Together for the Gospel Conference: Mark Culton and I went to Louisville on April 8-10. We were incredibly blessed to hear messages from Al Mohler (Jn 14:6), John Piper (Romans 9), John MacArthur (John 6), David Platt, Ligon Duncan (Num 5:1-5), Matt Chandler, & Kevin DeYoung. My heart was incredibly blessed and refreshed. The theme of the conference was "Unashamed."

I love being one of the pastors of Ebenezer Bible Fellowship Church. My heart is overjoyed with being able to disciple individuals. I am thrilled to preach the Word of God each and every week and love to see the Saints edified and growing. Overall, I feel like the Church is growing and is healthy. Our evangelism seems to be on the rise among the body.

Serving Christ,
Pastor Tim Gibson

POD (Pastor of Discipleship) Report – Mar/Apr 2014

I recently encountered a difficult situation where my wife and I had to confront a family member over sin. As we dialogued with this family member, it was evident that they had become desensitized by the culture around them. As I pondered this, the following scripture came to mind regarding the good king Josiah...

“Then Shaphan the secretary told the king, “Hilkiah the priest has given me a book.” And Shaphan read it before the king. When the king heard the words of the Book of the Law, he tore his clothes. And the king commanded Hilkiah the priest, and Ahikam the son of Shaphan, and Achbor the son of Micaiah, and Shaphan the secretary, and Asaiah the king’s servant, saying, “Go, inquire of the Lord for me, and for the people, and for all Judah, concerning the words of this book that has been found. For great is the wrath of the Lord that is kindled against us, because our fathers have not obeyed the words of this book, to do according to all that is written concerning us.”” (2 Kings 22:10–13, ESV)

Josiah, was a good king and had a heart for God and was in the process of rebuilding the temple which his predecessors had allowed to fall into ruins. However, even in his zeal for God, had did not know how far he and his people had fallen until he heard the standard, the Book of the Law.

There it was, the standard, as we encounter the culture and it begins to morph us into its likeness, it is the Word of God that brings us back to the likeness of Christ! “Oh, Lord, please do not let me become desensitized to our sinful culture, but always come back to the standard of your Word, Amen.”

With that in mind, here is a quick summary of some of the ministry opportunities from March/April 2014:

Kids Crossing

- **Cross Time Sunday School:** Praise the Lord, we now, once again, have a full compliment of teachers!.
- **Early Childhood (2&3 year-olds):** Continuing to go well for both services and Sunday School.
- **Children’s Church:** The Gospel Project curriculum worship segment continues to work well for Children’s Church. Beginning in June, we will have an opening in team “D”, since the Wiegand’s are moving to Florida.
- **Wednesday Evening Programs:** Our Awana program is winding down after a fantastic year of Bible study and memory. It is very exciting to see kids learning and reciting scripture and listening intently to the bible teaching done by our elders, who are teaching a number of doctrinal topics. **Please pray that the Lord would send us the necessary volunteers** even as we plan for the fall.
- **VBS 2014:** We are making a curriculum change this year to LifeWay (since we use LifeWay for Sunday School: The Gospel Project). The theme this year is “Agency D3 - Trace it back to the facts! The evidence is clear. The proof is all right here! Discover, decide, and defend the truth about who Jesus really is.” Carol Burress and Vicki Cowley are hard it work on the details. We also will be doing a outreach version to the community, probably in South Bethlehem, with Mark & Jen Culton and the teens.

Student Ministry

- See Pastor Mark’s report.

Adult Ministry

- **Adult Electives:** Our winter/spring semester is winding down as well with just two classes remaining. We are planning for three classes for the summer semester which will be available shortly.

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:** The Bethel OT studies will conclude on the week of 4/20. They will resume in the fall 2014 with the Bethel NT study.
 - **Men’s Bible Studies/Prayer:**

- Tuesday mornings from 6:15 AM – 8:00 AM, Men's prayer time with 3-4 men attending.
 - Thursday mornings from 6:15 AM – 7:30 AM, This early morning bible study group is currently doing a study on Ezra & Nehemiah.
- **Women's Ministry:** Here is an update from Laura...

"Bible Study: Gideon study will conclude this week for the Monday evening and the Tuesday morning sessions. We have had a great time in this study.

Blessings and Brunch on May 10th will be from 11 to 1pm. We are actually turning it into a blessing for the Truth for Women safe house. We would like to shower them for this new home, and I will be making announcement on April 27th with how we are going to do this. WE are very excited to be able to come along side of them in this very important area. Please pray for a great response for this day. We have 3 wonderful ladies planning on sharing testimonies and music and then the shower aspect. Should be a wonderful morning.

Summer Study will begin on June 19th and will run through the end of July. I am partnering with More of Him Ministries to help promote this study.

Excited to have Pat McGill to come on board to be a part of the May event. She wanted to help out and we are happy to have her.

MOPS: As a steering team met, we really have a strong desire for MOPS to have more of a spiritual emphasis. We will be doing a little more training with our discussion group leaders as that is where a lot of the mentoring happens. Please pray as we are looking for Mentor Moms, women who are seasoned that can come along side of these moms. Mops will end on May 15th.

Grace Again conference is coming together and all speakers all lined up and more information to come on this. Date is Saturday October 18th."

Discipleship Support

- **Kinship:** We praise the Lord for the 14 groups with 173 adults and 89 kids involved, and a variety of bible study topics.

Evangelism/Outreach:

- **VBS Community Outreach Prep:** As stated above, plans have begun for a community-centered outreach VBS. We are targeting the Bethlehem Housing Authority Lynfield Community Building and Roberto Clemente Field, located at 1889 Lynfield Dr. Bethlehem, PA 18015, and are currently working on those details. Mark and Jen Culton will be heading up this endeavor, with the youth, planned for July 14-18, 2014.
- **GROW Ministry:** This ministry to visitors and shut-ins is in the planning stages and will begin with a one day training event on April 26, 2014, from 12:00-4:00 PM, and then look at implementing program by June 2014. We won't use the Kinship Groups as the catalyst for this program, since the teams and leadership are already in place.

Other:

- Continued to meet with two men to counsel and encourage
- Helped in Awana as a T&T Leader
- Helped in MOPS as the 1^{1/2} - 2^{1/2} year-old class leader
- Taught Bethel OT class on Saturday mornings
- Taught Joshua Class on Sunday mornings for Adult Electives
- 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

Student Ministries Report - March 2014

"The righteous who walks in integrity - blessed are his children."

Proverbs 20:7, ESV

I read this verse the other day, and it caused me to pause and remember that my integrity as a man of God affects my children. Likewise, when I disobey and stray from God's path, it affects my family. This is why we are so passionate about partnering with parents and engaging moms and dads in the process of discipleship. Parenting is God's primary method of discipleship. The best we can do as a student ministry is come alongside and support this primary means. In some cases where there are unbelieving parents or disengaged parents, we may serve as a substitute, but it is never the same as a godly parent living out their faith and modeling integrity. My prayer as youth pastor is that our moms and dads would be fierce about their pursuit of holiness - so that our students may know what it looks like to live for the Lord!

Teaching

- **Middle School**
In our Core Truth curriculum, we are finishing up a mini-series on The Holy Spirit.
- **High School**
We are studying the book of James.
- **Sunday School**
We are using the curriculum "The Gospel Project". We had been looking at "Life's Biggest Questions", and now we are beginning "The Big Debates".
- **Awana**
Had the blessing of teaching the Awana kids again.

Shepherding

- Had a great Student Leadership time at the end of the month. We discussed the Dare 2 Share trip we were all on.

Staff

Activities

- **Dare 2 Share** - This was the first year we went to Dare 2 Share, and I believe it was excellent. It is hard not to compare it to Planet Wisdom, which we have done for years. It is held at the same place in D.C., and the trip is structured in much the same way. A few unique things about Dare 2 Share which were beneficial is the Evangelism focus, and the emphasis on practical outreach after the conference. Our students were excited to talk to people and share the gospel, and we were able to put into practice what we had just heard. I also felt the worship was a bit more focused and serious. There were also a couple things we missed about Planet Wisdom, but overall it seems the better option for now. We will be going to Dare 2 Share next

year.

Other

- Enjoyed the Evangelism and Missions Week. I am hoping to advertise to parents and students even better next year and see more students and their families participate.
- The ministry to the Lehigh wrestling team has been going well, with a short Bible study every Thursday and opportunities for counseling those days as well.
- The college ministry lunches have kicked off, thanks to Kevin Hardy and his work. We are hoping to see more and more students take advantage of this and feel connected to Ebenezer.
- We had another BOYYA meeting
- Met with Ted Brunner, who serves with Fellowship of Christian Athletes.
- Met with area youth pastor to fellowship and encouragement.
- Met with Roy who is our contact for the Bethlehem Outreach VBS. We walked around the site of where we will have our VBS July 1-18 in the afternoons.
- Attended Josh Allen Memorial Service.
- LITP training is under way, and the second meeting was in March.
- Met with the other BFC youth pastors for our monthly breakfast. Always a great time.

Respectfully Submitted,

Mark Culton