



**Ebenezer  
Bible Fellowship Church**

**Board of Elders Meeting  
June 9, 2014**

**Opening & Prayer**

Senior Pastor Tim Gibson opened the meeting and prayed.

**Roll Call**

The following elders were present: Wayne Batten, Dick Bickings, Mark Culton, Tim Gibson, Scott Holwick, Byron Roth, and Shawn Sommons. Andy Brimer was excused absent.

**Devotion & Prayer**

Pastor Dick led the elders in a devotional from Numbers 21-31. Balak attempted to get Balaam to curse Israel, but Balaam would not. Interestingly, when we look at Numbers 31 it seems that Balaam was behind the scenes dishonoring God. Even though Israel was not cursed, they still were led astray and worshipped Baal and incurred God's wrath. Balaam is an example of a man who publicly said the right thing but privately did not walk with God. May we be men with integrity in public and private.

**Approval of Minutes**

**Motion** was made to approve the minutes from the May 12, 2014 Board of Elders meeting, **seconded** and **passed**.

**Financial Report**

Pastor Tim reviewed the financial report (Attachment 1). Income is a bit short but spending is under budget. A **motion** was made to approve the financial report. This was **seconded** and **passed**.

**Pastoral Care Position**

The elders discussed a job description for a part-time pastor who would help with the care of our people. This would include hospital visitation and caring for our shut-ins, as well as overseeing the G.R.O.W. ministry. The elders will continue to fine-tune this job description with the plan to present it to the congregation at the semi-annual meeting on July 13th.

**Service Streaming**

There was discussion on the progress of the plan for streaming the morning service. We discussed vision, and how the process has gone so far. It is our desire to do things excellently yet simply. A request was considered from the Worship Committee about increasing the budget for this project by \$9,000. A **motion** was made to approve the request. This motion was **seconded** and **approved**.

**Beth Moore Discussion**

Because a few members have asked the elders about the doctrine of Beth Moore, the elders discussed her theological views and affiliations. Pastor Dick will do some more examination of the "Sacred Secrets" study, and the elders will research Beth Moore's doctrine carefully and come to a more definitive decision after prayerful study.

### **Membership and Discipline**

The elders voted on the following for membership - Elinore Carlstrom, Ruth Entler, Maggie Griffin, Mary Guadagnino, Dolores Summers, Craig Ward, and Daniel & Lavina (Dee) Zito. Mary Guadagnino and Craig Ward were approved pending upcoming baptisms. Ruth Entler and Craig Ward were approved pending upcoming interviews. All others were approved. Daniel and Lavina Zito have requested their membership to be transferred from their previous church.

### **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

July 14, 2014

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

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

- June Financial Statement
- June 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 June was 109% of the budgeted forecast while the YTD income was 96% of the budgeted forecast.
- Expenses for June were 85% of the budgeted forecast while the YTD expenses were 94% of the budgeted forecast.

# EBENEZER BIBLE FELLOWSHIP CHURCH - JUNE YTD 2014 FINANCIAL STATEMENT

## BALANCE SHEET

ASSETS	30-Jun-14	31-Dec-13	\$ Change
<b>Assets - Checking/Savings</b>			
18000 · Checking (KNBT)	481,129.16	506,289.49	-25,160.33
18002 · CDs (KNBT)	67,461.48	67,134.49	326.99
19000 · Savings (M&T Bank)	90,724.80	90,679.83	44.97
19001 · Checking (M&T Bank)	5,375.67	5,375.67	0.00
<b>Total Checking/Savings</b>	<b>644,691.11</b>	<b>669,479.48</b>	<b>-24,788.37</b>

<b>TOTAL ASSETS</b>	<b>644,691.11</b>	<b>669,479.48</b>	<b>-24,788.37</b>
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## LIABILITIES

### Current Liabilities

901 · Building Fund	88,304.19	82,096.19	6,208.00
902 · Capital Improvements	-32,283.30	0.00	-32,283.30
903 · Transportation Fund	88.00	18.00	70.00
904 · Scholarship Fund	2,981.50	1,717.50	1,264.00
905 · Faith Promise	23,680.69	30,341.69	-6,661.00
907 · Benevolence Fund	18,009.12	13,391.30	4,617.82
908 · Music Fund	144.20	49.20	95.00
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	3,517.50	0.00	3,517.50
915 · Youth Summer Missions	-694.44	105.73	-800.17
100 · Payroll Liabilities	6,721.68	7,044.32	-322.64
<b>Total Current Liabilities</b>	<b>119,757.31</b>	<b>145,702.10</b>	<b>-25,944.79</b>

### Long Term Liabilities

810 · Mortgage	0.00	0.00	0.00
<b>Total Long Term Liabilities</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
<b>Total Liabilities</b>	<b>119,757.31</b>	<b>145,702.10</b>	<b>-25,944.79</b>

### Equity

900 · Retained Earnings	931,656.18	959,280.04	-27,623.86
<b>Net Income</b>	<b>1,156.42</b>	<b>-27,623.86</b>	<b>28,780.28</b>
1000 · Opening Bal Equity	-407,878.80	-407,878.80	0.00
<b>Total Equity</b>	<b>524,933.80</b>	<b>523,777.38</b>	<b>1,156.42</b>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>644,691.11</b>	<b>669,479.48</b>	<b>-24,788.37</b>

*Andrew M. Bunker*  
Treasurer

7/14/14  
Date

## GENERAL FUND - BUDGET vs. ACTUAL

Income	June YTD	Budget	Variance	% BGT YTD
1100 · Offerings / Gifts	449,230.54	467,139.00	-17,908.46	96%
1400 · Interest	568.84	437.50	131.34	130%
1700 · Memorials	250.00	0.00	250.00	N/A
1900 · BCS / Bldg Use	5,420.85	6,505.02	-1,084.17	83%
<b>Total Income</b>	<b>455,470.23</b>	<b>474,081.52</b>	<b>-18,611.29</b>	<b>96%</b>

### Expenses

2000 · General Finance	22,219.14	21,836.00	383.14	102%
3000 · Discipleship	10,419.07	16,417.56	-5,998.49	63%
5000 · Evangelism	5,689.90	1,650.00	4,039.90	345%
6000 · Missions	84,492.84	83,575.00	917.84	101%
7000 · Deacon	46,490.30	40,434.94	6,055.36	115%
8000 · Worship	3,229.38	3,500.00	-270.62	92%
9000 · Office & Admin	9,251.23	9,730.08	-478.85	95%
10000 · Congregational Care	618.44	1,650.00	-1,031.56	37%
11000 · Compensation	264,903.51	299,608.51	-34,705.00	88%
<b>Total Expense</b>	<b>447,313.81</b>	<b>478,402.09</b>	<b>-31,088.28</b>	<b>94%</b>

### Net Ordinary Income

8,156.42 -4,320.57 12,476.99

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

Net Income 1,156.42 -4,320.57 5,476.99

## DESIGNATED FUNDS

	Income	Expenses	Net
901 · Building Fund	6,208.00	0.00	6,208.00
903 · Transportation Fund	70.00	0.00	70.00
904 · Scholarship Fund	1,462.00	198.00	1,264.00
905 · Faith Promise	21,999.00	28,060.00	-6,061.00
907 · Benevolence Fund	11,290.30	6,672.48	4,617.82
908 · Music Fund	95.00	0.00	95.00

## OTHER LIABILITY ACCOUNTS

902 · Capital Improvements	3,958.09	28,014.58	-24,056.49
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	3,482.50	3,517.50
915 · Youth Summer Missions	2,900.00	3,700.17	-800.17
<b>Total Current Liabilities</b>	<b>55,132.39</b>	<b>71,927.73</b>	<b>-16,795.34</b>

# EBENEZER BIBLE FELLOWSHIP CHURCH - JUNE 2014 FINANCIAL STATEMENT

## BALANCE SHEET

ASSETS	30-Jun-14	31-May-14	\$ Change
<b>Assets - Checking/Savings</b>			
18000 • Checking (KNBT)	481,129.16	477,132.19	3,996.97
18002 • CDs (KNBT)	67,461.48	67,461.48	0.00
19000 • Savings (M&T Bank)	90,724.80	90,717.35	7.45
19001 • Checking (M&T Bank)	5,375.67	5,375.67	0.00
<b>Total Checking/Savings</b>	<b>644,691.11</b>	<b>640,686.69</b>	<b>4,004.42</b>
<b>TOTAL ASSETS</b>	<b>644,691.11</b>	<b>640,686.69</b>	<b>4,004.42</b>
<b>LIABILITIES</b>			
<b>Current Liabilities</b>			
901 • Building Fund	88,304.19	87,161.19	1,143.00
902 • Capital Improvements	-32,283.30	-17,951.73	-14,331.57
903 • Transportation Fund	88.00	88.00	0.00
904 • Scholarship Fund	2,981.50	2,794.50	187.00
905 • Faith Promise	23,680.69	21,489.69	2,191.00
907 • Benevolence Fund	18,009.12	16,774.68	1,234.44
908 • Music Fund	144.20	94.20	50.00
911 • Year End Accruals	8,480.16	8,480.16	0.00
912 • Run For The Children	808.01	808.01	0.00
914 • HRA	3,517.50	3,732.46	-214.96
915 • Youth Summer Missions	-694.44	335.73	-1,030.17
100 • Payroll Liabilities	6,721.68	6,388.78	332.90
<b>Total Current Liabilities</b>	<b>119,757.31</b>	<b>130,195.67</b>	<b>-10,438.36</b>

<b>Long Term Liabilities</b>			
802 • Mortgage	0.00	0.00	0.00
<b>Total Long Term Liabilities</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
<b>Total Liabilities</b>	<b>119,757.31</b>	<b>130,195.67</b>	<b>-10,438.36</b>

<b>EQUITY</b>			
900 • Retained Earnings	931,656.18	931,656.18	0.00
<b>Net Income</b>	<b>1,156.42</b>	<b>-13,286.36</b>	<b>14,442.78</b>
1000 • Opening Bal Equity	-407,878.80	-407,878.80	0.00
<b>Total Equity</b>	<b>524,933.80</b>	<b>510,491.02</b>	<b>14,442.78</b>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>644,691.11</b>	<b>640,686.69</b>	<b>4,004.42</b>

*Andrew J. Bumer*  
Treasurer

*7/14/14*  
Date

## GENERAL FUND - BUDGET vs. ACTUAL

Income	June	Budget	Variance
1100 • Offerings / Gifts	86,263.19	77,856.50	8,406.69
1400 • Interest	39.49	72.91	-33.42
1700 • Memorials	125.00	0.00	125.00
1900 • BCS / Bldg Use	0.00	1,084.17	-1,084.17
<b>Total Income</b>	<b>86,427.68</b>	<b>79,013.58</b>	<b>7,414.10</b>
<b>Expenses</b>			
2000 • General Finance	667.63	860.00	-192.37
3000 • Discipleship	1,168.42	3,633.77	-2,465.35
5000 • Evangelism	219.30	525.00	-305.70
6000 • Missions	19,675.00	20,212.50	-537.50
7000 • Deacon	4,638.09	6,522.52	-1,884.43
8000 • Worship	370.53	475.00	-104.47
9000 • Office & Admin	2,215.43	2,230.88	-15.45
10000 • Congregational Care	65.00	300.00	-235.00
11000 • Compensation	42,965.50	49,837.08	-6,871.58
<b>Total Expense</b>	<b>71,984.90</b>	<b>84,596.75</b>	<b>-12,611.85</b>
<b>Net Ordinary Income</b>	<b>14,442.78</b>	<b>-5,583.17</b>	<b>20,025.95</b>
Net Fund Transfer between Accts.	0.00	0.00	0.00
<b>Net Income</b>	<b>14,442.78</b>	<b>-5,583.17</b>	<b>20,025.95</b>

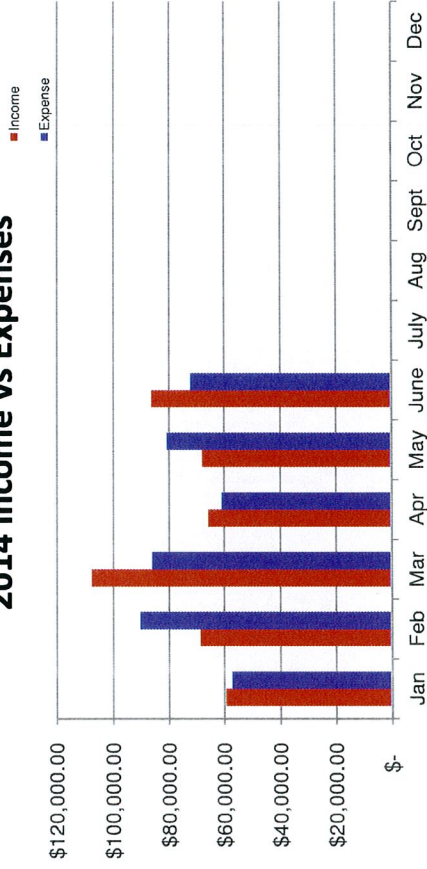
## DESIGNATED FUNDS

Income	Expenses	Net
901 • Building Fund	1,143.00	0.00
903 • Transportation Fund	0.00	0.00
904 • Scholarship Fund	187.00	0.00
905 • Faith Promise	2,491.00	300.00
907 • Benevolence Fund	1,744.44	510.00
908 • Music Fund	50.00	0.00

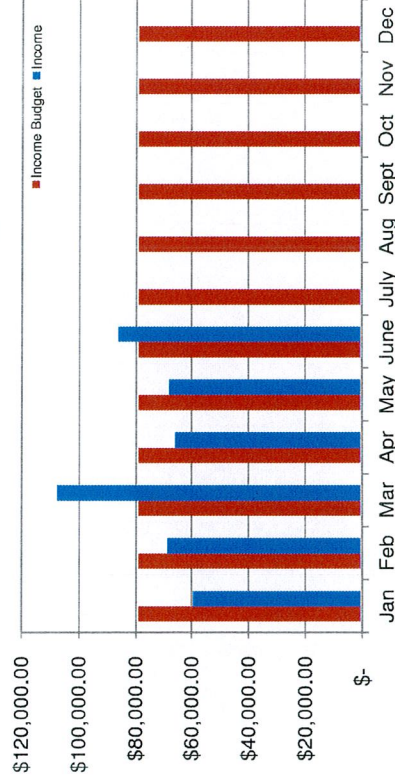
## OTHER LIABILITY ACCOUNTS

902 • Capital Improvements	0.00	14,331.57	-14,331.57
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	214.96	-214.96
915 • Youth Summer Missions	2,510.00	3,540.17	-1,030.17
<b>Total Current Liabilities</b>	<b>8,125.44</b>	<b>18,896.70</b>	<b>-10,771.26</b>

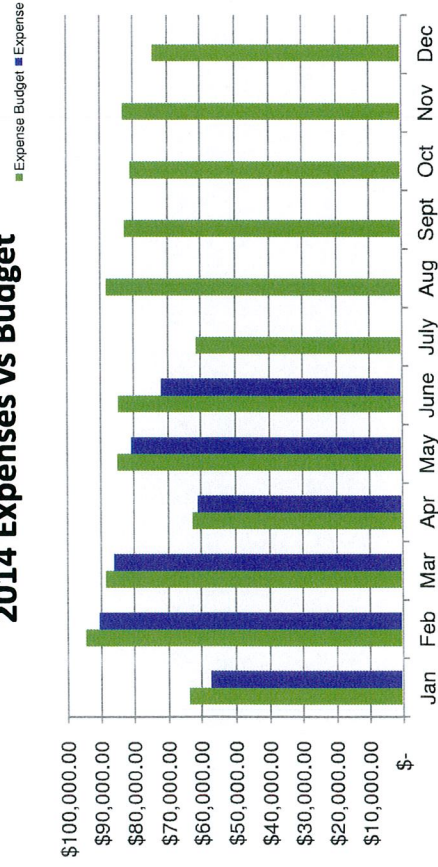
### 2014 Income vs Expenses



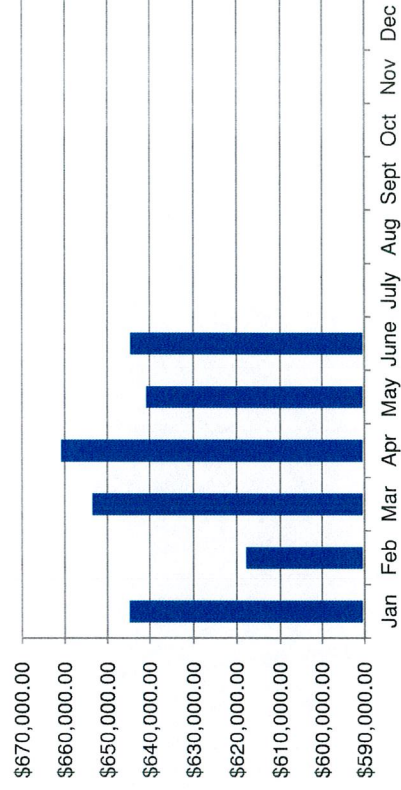
### 2014 Income vs Budget



### 2014 Expenses vs Budget



### 2014 Assets



**Pastor Tim's Ministry Report**  
**June 9, 2014**

*Attachment #2*

**Studying & Preaching:** We have begun Hebrews chapter 11 and I'm excited about how encouraging this chapter is for us as believers. It will provide practical ways for us to live out our faith. Studying and preaching are such a joy to me to provide the Word of God each week. This last month I have been extremely encouraged by our people and their explanation of how the Word of God is impacting their lives.

**Worship Ministries: (From Jennie Flicker)**

Worship Ministries-June: The choir ended our season with a night of fellowship. The potluck dinner was a nice end to our year. There isn't anything new to report in regards to the sound room, worship team, or choir. Jason Lee is working very hard on the technology for the simulcast service with the help of a few others with the needed knowledge to help him. The forecast to start the simulcast service is now November.

**Counseling:** I continue to meet with several people each week as needed for counseling. There are several congregants who have special needs and prayer concerns that I am devoting more time to than normal.

**Shepherding:** The shepherding load seems to be getting a little heavier. I'm not sure if it is due to the lack of Jason (former Pastoral Care Pastor) or simply a difficult season. Emails with counseling advice are a common thing each week.

**Weekly mentoring:** I continue to meet with a couple of men each week going through a book of the bible together and having prayer with them.

**New Member Class:** The new member class was a great success.

**Christian Beliefs Class:** We are in full swing in our theology class. There are approximately 20-25 people attending the class. I am excited about teaching theology to these individuals. This class is being held on Wednesday nights from 6:30-8:00 throughout the summer.

**Kinship Group:** We closed our Kinship group down for the summer this past Sunday with a great party. We are extending invitations to 2 other families to join our group in the Fall.

**Internship:** It is a joy to provide an internship for Zach Porter from June 8-July 3. Zach is a young man who just graduated. He is from my former church, Heritage Baptist Church located in Waxahachie, Tx. He will be staying with me in my home for the duration of the internship. We will be covering theology, church health, bible study methods, and practical ministry. He is going to be my shadow for these three weeks, participating in meetings, counseling sessions, etc. My hope is to help begin building a strong foundation for this young man as he searches his heart and God's will concerning whether or not he feels "called" into full-time ministry.

It continues to be a joy to serve here at Ebenezer and to preach the Word of God each and every week. My time with the staff and the other pastors is nothing less than a real blessing. The entire support staff as well as the other pastors have a genuine love for ministry, are willing to work hard, and are very conscientious of their role and having submissive spirits and unified hearts. This makes my role so enjoyable.

Serving Christ,  
**Pastor Tim Gibson**

# POD (Pastor of Discipleship) Report –May/Jun 2014

In my current personal study in my read through the Pentateuch, I have landed on the book of Numbers and was especially intrigued with the story of Balaam in Numbers 22-24. To make a long story short, Balak, the King of Moab, after seeing that the Israelites had destroyed Kings, Shion, and Og, was very much afraid and wanted to hire Balaam, a prophet of God, to curse the Israelites. Balaam, however told Balak that he would only speak what the Lord told him to speak. In essence, Balaam gave four different oracles, each time instead of cursing the Israelites, he blessed them. In the end, Balak and Balaam parted company, as it appeared the Balak's plan had failed and Balaam remained faithful to God in his proclamations, or so it seemed. For something strange happened when we come to Numbers 25...the children of Israel were worshipping Baal, and engaged in gross immorality with the Moabites. As a result, God sends a plague that kills 24, 000 Israelites. So how did this happen? Something happened between the time that Balaam blessed the Israelites, and when the Israelites gross disobedience unleashed God's wrath upon them. The answer is found in Number 31...

*"Behold, these, on Balaam's advice, caused the people of Israel to act treacherously against the Lord in the incident of Peor, and so the plague came among the congregation of the Lord."* (Numbers 31:16, ESV)

So, although Balaam preached the Word of God faithfully, behind the scene, we lived, advised, and acted in a way contrary to God's words, even bringing the wrath of God upon them, just as Balak had wanted all along. This brings up a serious question...could it be that there would ever be a time when I would teach or preach the Word faithfully but lead people astray behind the scenes by my life and witness? I PRAY NOT! "Oh God, may there never be a dichotomy between the words that I say and the life that I live, Amen."

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

## Kids Crossing

- **Cross Time Sunday School:** Praise the Lord, we now, once again, have a full compliment of teachers! Please pray however, that the Lord would provide good subs since many times we run into trouble when our main teachers are on vacation or sick.
- **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. Praise the Lord that he has provided Joe and Lois Favere to take over Team D, since the Wiegand's have moved to Florida.
- **Wednesday Evening Programs:** Our Awana program is in Summer Hiatus, completing our first season on May 14 with an awards ceremony.
- **VBS 2014 (June 23-27):** The theme for 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 at work on the final details. Please pray for this event as we are currently down in enrollment; Kids: 75 (140 last year); Volunteers: 49 (100 last 2 years), with 2 weeks left.

## Student Ministry

- See Pastor Mark's report.

## Adult Ministry

- **Adult Electives:** Our new summer semester began May 25, with the following 3 classes:
  - o Ezekiel - Scott Holwick
  - o Old Testament Survey - Joe Maddock
  - o Thinking Biblically in Today's Culture - Rich Mastronardo & 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.

## **Student Ministries Report - May 2014**

“Behold, I will send you Elijah the prophet before the great and awesome day of the LORD comes.

And he will turn the hearts of fathers to their children and the hearts of children to their fathers, lest I come and strike the land with a decree of utter destruction.”

*Malachi 4:5-6, ESV*

I like to read this verse regularly, because I think it is directly related to what we are trying to accomplish in our student ministry at Ebenezer. What we want to really see more than anything else is moms and dads taking steps to disciple their children in a deeper way. And we want to see children respect and learn from their parents. We do not exist to accomplish something that parents cannot. Rather, we exist to help parents accomplish what God calls each of us parents to. May it always be central to our purpose and vision to turn parents and children towards each other and to the Lord.

### **Teaching**

- **Middle School**

In our Core Truth curriculum, we just began a new series on the Bible this past Tuesday.

- **High School**

We are studying the book of James.

- **Sunday School**

We are using the curriculum “The Gospel Project”. We are focusing on the thread of redemption and atonement that is woven all throughout Scripture.

- **YACS**

Had the opportunity to teach a 2-part series on the Doctrines of Grace. This will finish next week.

### **Shepherding**

- Had a great Student Leadership time at the end of the month. We discussed what leadership looks like. We will take a break during the summer.
- Met with previously married couple to try and work through issues and healing.
- Began pre-marital counseling with a couple.
- Had breakfast with 2 former Ebenezer students who are now in college.
- Had lunch with a couple lehigh wrestlers.
- Met with a student to challenge him in a couple areas.
- Had breakfast with a student to encourage him.

### **Staff**

- We attended a two-day YS Training in which we discussed safety in youth ministry and personal spiritual growth.

### **Activities**

- **Senior Drive-in**

This was an opportunity to hang out with our graduating seniors and take them to a drive-in theatre. The staff and students who went had a great time.

### **Other**

- We continue to prepare for LITP, which will be in a few weeks.
- We have begun meeting and preparing for LITC (S. Bethlehem Outreach). This is going to be a great opportunity.
- Met with the other BFC youth pastors for our monthly breakfast. Always a great time.
- Had our quarterly BFC Board of Youth and Young Adults meeting.

Respectfully Submitted,

Mark Culton