



Board of Elders Meeting July 8, 2013

Roll Call:

- Present: Tim Gibson, Mark Culton, Dick Bickings, Wayne Batten, Shawn Sommons, Scott Holwick, Mike Capaldi
- Excused: Jason Hoy, Andy Brimer

Devotion & Prayer:

- The elders completed their review of the BFC Articles of Faith by discussing Article #28, "The Eternal State." A request from Wayne Batten regarding the next series for devotions was noted.
- The men shared in a time of thanksgiving and prayer.

Approval of Minutes:

Motion was made to approve the minutes from the June 10, 2013 Board of Elders meeting, seconded and approved.

Financial Report:

- In Andy Brimer's absence, Mike Capaldi presented the report on his behalf to the elders.
- Some questions were posed to Mike to relay back to Andy and those were noted.
- **Motion** was made to approve the report, seconded and passed. (Attachment #1)

Discussion Items:

1) Pastoral Relations Committee:

- Purpose of the PRC – Mike Capaldi, Chairman of the PRC, reviewed the roles and responsibilities of the committee with the elders by reading from the BFC Faith & Order 402-1.1 in order to remind the group of its purpose.
- Housing Allowance – The pastors were asked to review their housing allowance calculations to verify if the forecasted amounts were correct. Only Pastor Dick Bickings needed to make changes and submitted the attached worksheet. (Attachment #2) **Motion** was made to approve the changes, seconded and passed.
- Evaluations for Pastor Tim & Pastor Jason – As part of the BFC ordination process for Tim Gibson and Jason Hoy, an evaluation was completed for each one of them by the entire elder board. A summary of the evaluations was completed using a special denominational form which requires Elder Board approval to be submitted to the Ministerial Credentials Committee. (Attachments 4 & 5)
 - **Motion:** Resolved that we, the Board of Elders of Ebenezer Bible Fellowship Church recommend Tim Gibson for ordination by the Bible Fellowship Church, seconded and approved.
 - **Motion:** Resolved that we, the Board of Elders of Ebenezer Bible Fellowship Church recommend Jason Hoy for ordination by the Bible Fellowship Church, seconded and approved.
- Maternity Leave Policy – The PRC met and drafted a maternity leave policy to be included in the employee handbook. This was presented to the elders and discussed. **Motion** was made to approve the policy with edits from the discussion, seconded and passed. (Attachment #5)
- Overtime Compensation – It has come to the PRC's attention that our current categorizations of employees and whether or not they are eligible for overtime needs updating. This is based on a recent review of the Fair Labor Standards Act. The PRC is committed to recommending changes that meet the requirements of the law in a timely

manner. No decisions were taken at this meeting, but the PRC will come back with recommendations soon.

- Parsonage Usage & Self Employment Tax – A couple of other items were discussed by the board during this meeting including the parsonage use by Mark Culton and the handling of Self-Employment Social Security tax as part of the pastors' compensation.
- 2) **Bethlehem Christian School Agreement:** After several meetings with BCS Liaisons, Deacons and John Wiegand, a proposed agreement has been submitted by Andy Brimer. The elders discussed multiple items related to the agreement and were aligned to the current version Andy provided for the meeting including some changes that Mike Capaldi would relay back to Andy. Once these changes were in place, the elders agreed through a **Motion** to approve the agreement as a final version that could be submitted to BCS for final review allowing it to be signed before the August 1, 2013 deadline. This motion was seconded and approved.
 - 3) **Forks Township Church Plant:** The elders discussed the planning that is taking place by several BFC churches to plant a church in Forks Township. Most recently, there is a Church Planting Resource Team that met on June 23rd to begin the planning required for submission to the BFC's planting organization Church Extension Ministries. In addition, Pastor Tim Zuck who will be the church planter, preached on Sunday, June 30th at Ebenezer. The elders discussed these details including how we would handle this as part of our Vision/Mission/Strategic Planning work. Mike Capaldi has committed to serving out his term as elder which runs through the end of 2013. At that time, Mike has made it known that he will need to shift his attention to the work of the church plant. The elders also agreed that timely communications about the church plant going forward would be beneficial to the congregation. (e.g. Bulletin Inserts)
 - 4) **Seating Request:** There was a request made of the elders for their families to sit towards the front-third of the Sanctuary to alleviate some of the seating challenges that we have during high attendance Sundays. The elders agreed and will do so.
 - 5) **Request for Intern Conference Participation:** Pastor Mark Culton made a request that Summer Intern Preston Young be allowed to attend a conference entitled "Rooted: A Theology Conference for Student Ministry" (Atlanta, GA; Oct 10-12). The cost of attending along with travel expenses would be approximately \$500. The elders agreed with Mark's recommendation and a **motion** was made to approve this sponsorship, seconded and approved.

Membership & Discipline:

- Two applications for membership were presented by Pastor Dick Bickings.
- **Motion** was made to approve Angelica Darby for membership pending baptism, seconded and approved.
- **Motion** was made to approve June Wennagel for membership, seconded and approved.

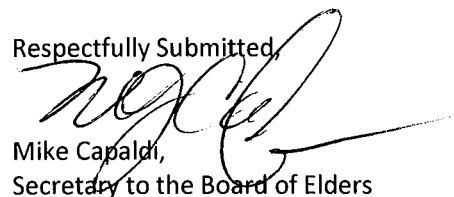
Pastoral Reports:

- Pastor of Discipleship, Dick Bickings reviewed his monthly report. (Attachment #6)
- Pastor of Youth, Mark Culton reviewed his monthly report. (Attachment #7)
- Senior Pastor, Tim Gibson reviewed his monthly report. (Attachment #8)

Prayer and Adjournment:

Scott Holwick closed the meeting in prayer and it was adjourned.

Respectfully Submitted,



Mike Capaldi,
Secretary to the Board of Elders

July 8, 2013

To: Board of Elders
From: Andy Brimer, Treasurer
Subject: Financial Report for July 2013

Attached you will find the following for the June 2013 Financial Report:

- June Financial Statement
- 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 119% of the budgeted forecast while the YTD Total Income was at 99% of the annual forecast.
- Expenses for June were 85% of the budgeted forecast while the YTD expenses were at 96% of the annual forecast.
- Spending according to the budgeted plan was a bit lower than anticipated.

EBENEZER BIBLE FELLOWSHIP CHURCH - JUNE 2013 FINANCIAL STATEMENT

BALANCE SHEET

ASSETS	30-Jun-13	31-May-13	\$ Change
Assets - Checking/Savings			
18000 · Checking (KNBT)	451,371.86	429,521.51	21,850.35
18002 · CDs (KNBT)	67,134.49	67,134.49	0.00
19000 · Savings (M&T Bank)	90,634.13	90,626.68	7.45
19001 · Checking (M&T Bank)	5,375.67	5,393.62	-17.95
Total Checking/Savings	614,516.15	592,676.30	21,839.85

TOTAL ASSETS 614,516.15 592,676.30 21,839.85

LIABILITIES

Current Liabilities

901 · Building Fund	22,591.99	21,751.99	840.00
902 · Capital Improvements	-4,594.50	-1,144.50	-3,450.00
903 · Transportation Fund	8.00	8.00	0.00
904 · Scholarship Fund	2,280.73	1,912.73	368.00
905 · Faith Promise	9,575.54	7,981.54	1,594.00
907 · Benevolence Fund	15,116.25	12,702.75	2,413.50
908 · Music Fund	28.20	28.20	0.00
911 · Year End Accruals	8,480.16	8,480.16	0.00
912 · Run For The Children	260.11	260.11	0.00
914 · HRA	5,445.11	5,559.04	-113.93
915 · Youth Summer Missions	194.19	2,249.19	-2,055.00
100 · Payroll Liabilities	7,567.21	7,498.89	68.32
Total Current Liabilities	66,952.99	67,288.10	-335.11

Long Term Liabilities

802 · Mortgage	0.00	0.00	0.00
Total Long Term Liabilities	0.00	0.00	0.00
Total Liabilities	66,952.99	67,288.10	-335.11

EQUITY

900 · Retained Earnings	959,280.04	959,280.04	0.00
Net Income	-3,838.08	-26,013.04	22,174.96
1000 · Opening Bal Equity	-407,878.80	-407,878.80	0.00
Total Equity	547,563.16	525,388.20	22,174.96
TOTAL LIABILITIES & EQUITY	614,516.15	592,676.30	21,839.85


Treasurer

7/8/13
Date

GENERAL FUND - BUDGET vs. ACTUAL

Income	June	Budget	Variance
1100 · Offerings / Gifts	89,524.21	74,583.34	14,940.87
1400 · Interest	36.25	100.00	-63.75
1700 · Memorials	90.00	0.00	90.00
1900 · BCS / Bldg Use	0.00	672.25	-672.25
Total Income	89,650.46	75,355.59	14,294.87
Expenses			
2000 · General Finance	628.12	613.32	14.80
3000 · Discipleship	1,083.55	1,735.00	-651.45
5000 · Evangelism	0.00	125.00	-125.00
6000 · Missions	17,687.50	18,222.50	-535.00
7000 · Deacon	4,706.04	6,341.66	-1,635.62
8000 · Worship	112.06	1,141.66	-1,029.60
9000 · Office & Admin	1,871.26	2,256.67	-385.41
10000 · Congregational Care	65.90	190.00	-124.10
11000 · Compensation	41,321.07	48,964.55	-7,643.48
Total Expense	67,475.50	79,590.36	-12,114.86
Net Ordinary Income	22,174.96	-4,234.77	26,409.73
Net Fund Transfer between Accts.	0.00	0.00	0.00
Net Income	22,174.96	-4,234.77	26,409.73

DESIGNATED FUNDS

Income	Expenses	Net
901 · Building Fund	840.00	840.00
903 · Transportation Fund	0.00	0.00
904 · Scholarship Fund	368.00	368.00
905 · Faith Promise	1,594.00	1,594.00
907 · Benevolence Fund	2,413.50	2,413.50
908 · Music Fund	0.00	0.00
OTHER LIABILITY ACCOUNTS		
902 · Capital Improvements	0.00	3,450.00
911 · Year End Accruals	0.00	0.00
912 · Run For The Children	0.00	0.00
914 · HRA	0.00	113.93
915 · Youth Summer Missions	0.00	2,055.00
Total Current Liabilities	5,215.50	5,618.93
Net		-403.43

EBENEZER BIBLE FELLOWSHIP CHURCH - JUNE YTD 2013 FINANCIAL STATEMENT

BALANCE SHEET

ASSETS	30-Jun-13	31-Dec-12	\$ Change
Assets - Checking/Savings			
18000 · Checking (KNBT)	451,371.86	478,672.09	-27,300.23
18002 · CDs (KNBT)	67,134.49	66,808.26	326.23
19000 · Savings (M&T Bank)	90,634.13	90,589.19	44.94
19001 · Checking (M&T Bank)	5,375.67	5,393.62	-17.95
Total Checking/Savings	614,516.15	641,463.16	-26,947.01
TOTAL ASSETS	614,516.15	641,463.16	-26,947.01
LIABILITIES			
Current Liabilities			
901 · Building Fund	22,591.99	14,881.99	7,710.00
902 · Capital Improvements	-4,594.50	0.00	-4,594.50
903 · Transportation Fund	8.00	8.00	0.00
904 · Scholarship Fund	2,280.73	2,286.51	-5.78
905 · Faith Promise	9,575.54	49,488.54	-39,913.00
907 · Benevolence Fund	15,116.25	6,042.91	9,073.34
908 · Music Fund	28.20	28.20	0.00
911 · Year End Accruals	8,480.16	5,990.99	2,489.17
912 · Run For The Children	260.11	260.11	0.00
914 · HRA	5,445.11	2,489.17	2,955.94
915 · Youth Summer Missions	194.19	1,806.33	-1,612.14
100 · Payroll Liabilities	7,567.21	6,779.17	788.04
Total Current Liabilities	66,952.99	90,061.92	-23,108.93

Long Term Liabilities	0.00	0.00	0.00
810 · Mortgage	0.00	0.00	0.00
Total Long Term Liabilities	0.00	0.00	0.00
Total Liabilities	66,952.99	90,061.92	-23,108.93
Equity			
900 · Retained Earnings	959,280.04	923,839.75	35,440.29
Net Income	-3,838.08	35,440.29	-39,278.37
1000 · Opening Bal Equity	-407,878.80	-407,878.80	0.00
Total Equity	547,563.16	551,401.24	-3,838.08
TOTAL LIABILITIES & EQUITY	614,516.15	641,463.16	-26,947.01

Andrew Bruner
Treasurer

7/8/13
Date

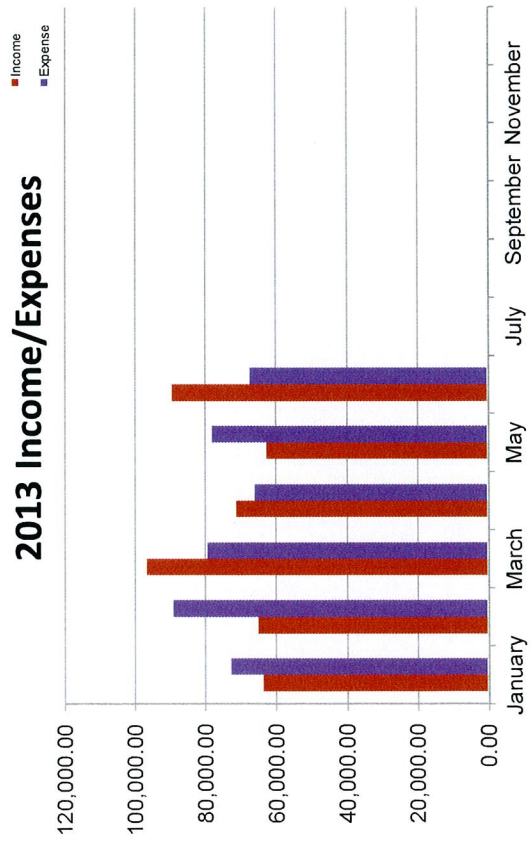
GENERAL FUND - BUDGET vs. ACTUAL

	June YTD	Budget	Variance	% BGT YTD
Income				
1100 · Offerings / Gifts	445,739.28	447,500.00	-1,760.72	100%
1400 · Interest	550.15	600.00	-49.85	92%
1700 · Memorials	240.00	0.00	240.00	N/A
1900 · BCS / Bldg Use	2,736.30	4,033.50	-1,297.20	68%
Total Income	449,265.73	452,133.50	-2,867.77	99%
Expenses				
2000 · General Finance	11,533.31	20,640.00	-9,106.69	56%
3000 · Discipleship	6,534.21	17,157.50	-10,623.29	38%
5000 · Evangelism	143.97	750.00	-606.03	19%
6000 · Missions	71,524.87	71,511.00	13.87	100%
7000 · Deacon	46,047.32	43,725.00	2,322.32	105%
8000 · Worship	3,766.63	3,350.00	416.63	112%
9000 · Office & Admin	8,383.22	10,820.00	-2,436.78	77%
10000 · Congregational Care	1,192.32	1,180.00	12.32	101%
11000 · Compensation	294,727.96	293,487.23	1,240.73	100%
Total Expense	443,853.81	462,620.73	-18,766.92	96%
Net Ordinary Income	5,411.92	-10,487.23	15,899.15	
Net Fund Transfer between Accts.	9,250.00	0.00	9,250.00	
Net Income	-3,838.08	-10,487.23	6,649.15	

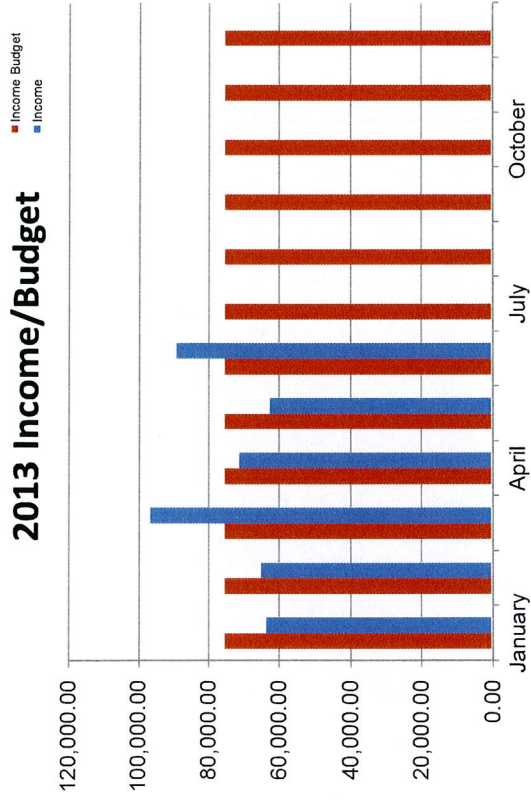
DESIGNATED FUNDS

	Income	Expenses	Net
901 · Building Fund	7,710.00	0.00	7,710.00
903 · Transportation Fund	0.00	0.00	0.00
904 · Scholarship Fund	947.22	953.00	-5.78
905 · Faith Promise	11,697.00	51,610.00	-39,913.00
907 · Benevolence Fund	12,593.59	3,520.25	9,073.34
908 · Music Fund	0.00	0.00	0.00
OTHER LIABILITY ACCOUNTS			
902 · Capital Improvements	0.00	4,594.50	-4,594.50
911 · Year End Accruals	381.57	500.00	-118.43
912 · Run For The Children	0.00	0.00	0.00
914 · HRA	9,750.00	4,186.46	5,563.54
915 · Youth Summer Missions	585.00	2,197.14	-1,612.14
Total Current Liabilities	43,664.38	67,561.35	-23,896.97

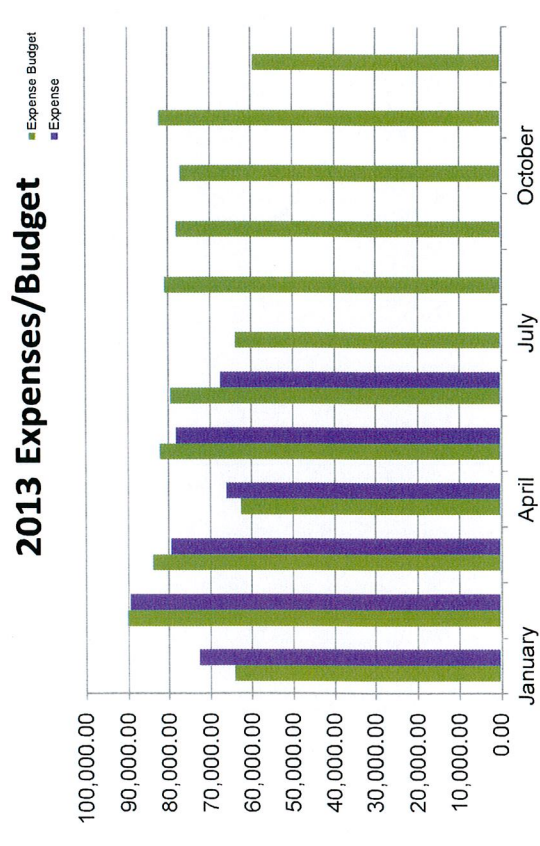
2013 Income/Expenses



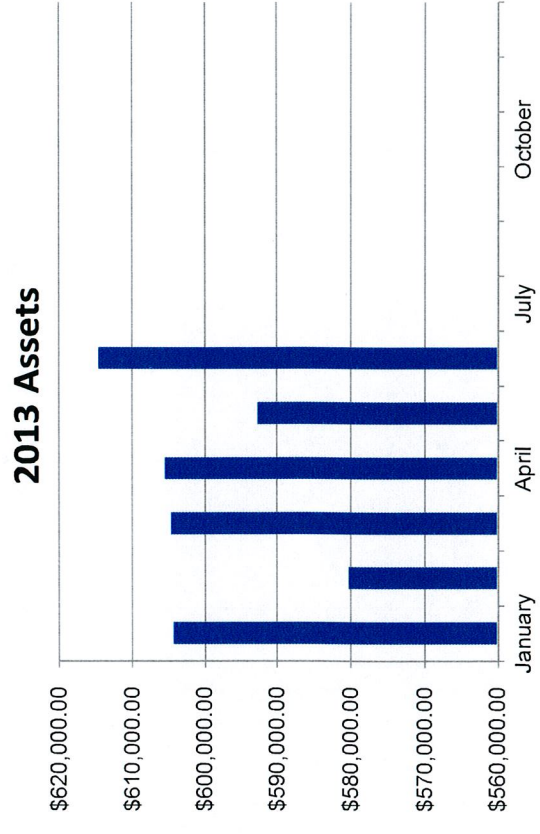
2013 Income/Budget



2013 Expenses/Budget



2013 Assets



Attachment #2

Updated 6/30/13

Increased \$1500

due to paint, shutters,
and garage door
replaced.
xyz

Pastors Name Dick Bickings
For the Year 2013

HOUSING ALLOWANCE (Method 2: The Estimated Exclusion Method)

> Down Payment	<u>0.00</u>
> Mortgage Payments on a loan or purchase or improve your home(include principle and interest)	<u>11,450.00</u>
> Real estate Taxes	<u>5,000.00</u>
> Property Insurance	<u>350.00</u>
> Utilities (electricity, gas, water trash pickup, local telephone charges)	<u>8,000.00</u>
> Furnishings and appliances (purchase and repair)	<u>8,000.00</u>
> Structural repairs and remodeling	<u>4,500.00</u>
> yard maintenance and improvements	<u>1,000.00</u>
> Maintenance items (household cleansers, light bulbs, pest control, etc.)	<u>500.00</u>
> Homeowners association dues	<u>-</u>
> miscellaneous	<u>-</u>
Total Estimated Expenses for 2013	38,800.00

Procedure for Evaluation of a probationer by a Board of Elders

The Importance of Your Evaluation

"The BFC understands ordination to the Christian ministry to be the laying-on of the hands of the elders of the church, accompanied by prayer and the public recognition by the church of gifts previously given by God to one called to the ministry of the Word of God" (Faith and Order, 502-4). Ordination is a very significant step for a man called to the ministry of the Word of God. Those of us who are part of this recognition must proceed with diligence and care.

The task of the Ministerial Candidate Committee is to determine whether a man is ready to be examined for ordination. You have worked closely with your pastor during his time of probationary service. You know a great deal about his life and ministry. The Ministerial Candidate Committee must make a decision but your evaluation is vital to that decision. Please make your evaluation prayerfully and carefully. If you have questions, call Richard Taylor at 610-876-8725.

Steps to Follow in Making Your Evaluation

Step One - Make and distribute copies of Evaluation Form One to each elder in your church. We encourage each elder to complete or at least review the evaluation prior to your next meeting.

Step Two - Meet as a Board of Elders to review your individual evaluations and answer the questions on Evaluation Form Two.

Step Three - Record the following resolution in your minutes:

Resolved: That we, the Board of Elders of [name] Bible Fellowship Church recommend [or do not recommend] [name of pastor] for ordination by the Bible Fellowship Church.

Step Four - Meet with your pastor to share the results of your evaluation.

Step Five - Mail or Email Evaluation Form Two to Richard Taylor no Later than the date specified.

RETaylor@GraceBFC.org
723 South Providence Road
Wallingford PA 19086
Telephone and Fax - 610-876-8725

Evaluation Form Two

(To be completed at a meeting of the Board of Elders)

Name of Pastor: *Tim Gibson*

As you review your individual evaluations, what areas of strength do you observe in your pastor's ministry? Please record them.

- *Preaching/Teaching*
- *Doctrine*
- *Loving Kindness*
- *Shepherding*
- *Approachability*
- *Passion for God's Word*

Are there any areas in the life and ministry of your pastor that cause you, the Board of Elders to be concerned? Please list your concerns.

- *No concerns only constructive feedback in some areas:*
 - *Admin (Goal-setting, planning)*
 - *Identifying leaders for ministry and church leadership*

Do you recommend your pastor for ordination?

Yes

Give the date of the meeting in which your minutes record the resolution answering the above question.

July 8, 2013

Have you met with your pastor to reveal the results of your evaluation?

If so, please give the date of your meeting with him.

✓ If you have not, please explain.

The PRC will be meeting with each Pastor, including Tim Gibson during the month of July to discuss the evaluation.

X *W. Wayne Butler*
signature of your delegate to Annual Conference

Maternity Leave

- Maternity leave is offered in accordance to the Family and Medical Leave Act and will utilize the following form: *"Notice of Eligibility and Rights & Responsibilities"*. This form stipulates the appropriate regulations from the U.S. Department of Labor and serves as a vehicle for communication between Ebenezer and the employee.
- The employee must give at least 30-days' notice of her plans for leave.
- Ebenezer will provide up to four weeks of paid maternity leave. In addition, the employee is entitled to eight weeks of unpaid leave during a calendar year. (January-December)
- During the unpaid portion of maternity leave, the employee is required to use 50% of her available sick leave and vacation days.
- Upon her return to work, we will provide reasonable break time for the purposes of breast pumping along with a place that has ample privacy to do so.

POD (Pastor of Discipleship) Report – Jun/Jul 2013

In my current personal study, along with my teaching through the book of Romans, I am reminded of this timeless truth...

“But now the righteousness of God has been manifested apart from the law, although the Law and the Prophets bear witness to it—the righteousness of God through faith in Jesus Christ for all who believe. For there is no distinction: for all have sinned and fall short of the glory of God, and are justified by his grace as a gift, through the redemption that is in Christ Jesus, whom God put forward as a propitiation by his blood, to be received by faith. This was to show God’s righteousness, because in his divine forbearance he had passed over former sins. It was to show his righteousness at the present time, so that he might be just and the justifier of the one who has faith in Jesus.” (Romans 3:21–26, ESV)

This is why we are here...this is why we do what we do...Praise the Lord for the privilege to be in ministry and to be a Stewart of this precious truth!

With that in mind, here is a quick summary of some of the ministry opportunities from June/July 2013:

Kids Crossing

- **Cross Time Sunday School:**
 - Praise the Lord; Doris and Don Lynch will be taking over in the 1st & 2nd-grade class for the odd months, beginning in July, and Jesus and Sherri Rodriguez will be doing the 1st & 2nd-grade even months, beginning in October.
 - **Curriculum change:** We will be hosting our own training for The Gospel Project curriculum on July 22 with our LifeWay representative, Gary Jennings, here at the church. Several other churches in the area will be joining us.
- **Early Childhood (2&3 year-olds):** No change.
- **Children’s Church:** The Gospel Project curriculum has a worship component that should work well for Children’s Church. Also, please pray for our teams, which have been stable for a long time but will probably be losing one team soon. More about this later.
- **Wednesday Evening Programs:** There was be a volunteer open house/training event on June 18, from 5-9 PM, presented by our Awana Missionary Gary Goodrow. Though this training was a good Awana overview, more detailed program training will be forthcoming probably in August.
- **VBS 2013 (June 24-28):** Praise the Lord for a fabulous VBS 2013. There were ~150 children and 90 Volunteers involved in this exciting week. Only heaven will tell the full impact of this week’s efforts.

Student Ministry

- See Pastor Mark’s report.

Adult Ministry

- **Adult Electives:** We completed Summer Session 1 classes on June 30, and will be starting Summer Session 2 on July 14. Here is the run down...
 - Names of God – Rich Mastronardo
 - Kinship Leadership Training – Pastor Jason Hoy
 - The Reformation – Pastor Dick Bickings
- **Men’s Ministry:**
 - **Bethel Series:** We will begin a new 2-year cycle in October 2013, and are currently receiving registrations for all three classes.
 - **Men’s Bible Studies:**

- Thursday mornings from 6:15 AM – 7:30 AM, This early morning group is currently studying I Thessalonians.
- **Women's Ministry:** Here is an update from Laura...

“WM: Well, we are in summer mode in Women's Ministry. Summer bible study has 2 weeks to go and we have had a consistent 20 ladies come out for this. I have had a lot of positive feedback from it and we have enjoyed deep discussion.

We are gearing up for the She Leads conference this weekend. We have 6 ladies from our own church that will be attending. I believe we have over a 100 women that will be attending. Please pray for me as I have spent a lot of my time preparing for this event, as I will be speaking for two of the breakout sessions. My session is on Connecting One on One in WM. I am feeling prepared and uptight all in one. I am very thankful for some different ladies in the church that are helping out to make this day a success. I know of one of our pastor's wives that can be attending and hope that she will find it refreshing.

The biggest excitement in WM is the joy of leading a lady to Christ!! We as a staff have been praying for her and now the work of discipleship begins. Please pray for me as we start to really study and dive into God's word together. This has been a complete joy for me to share with her and minister to her.

I completed the Christian Beliefs class. That was very refreshing for me and I learned so much from this class.

I am heading to Eddy's Farm and Retreat center in August along with Vicki Cowely to have a tour and plan for a women's retreat for 2015. This would be something that the women have not done in quite a while, and would take that long to iron out all the details.

Planning on promoting Beth Moore simulcast in September and taking women to that. This will be held at Calvary Baptist Church.

Wm team continues to meet with our next meeting being August 7th.”

Discipleship Support

- **Kinship:** We are holding a Kinship Leader Training class for our current leaders and for potential leaders during Adult Electives. The purpose of this class is to gain an understanding of how to care, nurture, and work with others by teaching the leaders how to develop lessons, select materials, deal with difficult questions, and teach from God's Word. Our hope is that this class would encourage and develop leadership and shepherding skills for each kinship group leader.

Other:

- Continued to meet with four men to counsel and encourage, two of whom is currently incarcerated.
- Facilitated Wednesday evening Prayer Meetings.
- Continued teaching The Epistle of Romans
- 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 - June 2013

And there came a man of God to Eli and said to him, "Thus says the LORD, 'Did I indeed reveal myself to the house of your father when they were in Egypt subject to the house of Pharaoh? Did I choose him out of all the tribes of Israel to be my priest, to go up to my altar, to burn incense, to wear an ephod before me? I gave to the house of your father all my offerings by fire from the people of Israel. Why then do you scorn my sacrifices and my offerings that I commanded for my dwelling, and **honor your sons above me** by fattening yourselves on the choicest parts of every offering of my people Israel?'

(1 Samuel 2:27-29, ESV)

Behold, the days are coming when I will cut off your strength and the strength of your father's house, so that there will not be an old man in your house.

(1 Samuel 2:31, ESV)

I brought this passage up to youth parents recently because it presents a scary thought. The idea that we could honor our children too much is cause for us to stop and consider - do we as parents care more for our children's success, or for God's honor. I love my girls intensely, and will do just about anything for them. However I don't want to ever make the mistake Eli did which was being more concerned what his children thought than what God thought. That is also my prayer for the youth in our church - that we might do the very hard work of leading our children to Jesus, realizing that ultimately this is for God's glory, and God's glory is most important. May we as a church disciple students with a constant view of why we minister and why we parent - for God to be glorified.

Teaching

- **Middle School**
We are going through our new series on sin and forgiveness called "Turning from Sin." So far we have looked at *Grace* and *Remembering*.
- **High School**
We are going through Judges, and have looked at the *Introduction*, *Othniel*, and *Ehud*. It is a very interesting and challenging study.
- **Sunday School**
We are still teaching through Faithweaver, specifically 1 Samuel. We will be beginning "The Gospel Project" in the Fall. My wife continues to teach the middle school girls, while Pat Barry and Shawn S. have the middle school boys. Tom Galloway and I are rotating on a monthly basis for the high school students.

Shepherding

- Had dinner with a former student who is headed out to join the Navy.
- Regularly discipling a youth dad who is really growing in his faith.
- Meeting with a young adult regularly.
- Doing pre-marital counseling with a couple.

Staff

- We had our bi-monthly youth staff meeting at our house. It was great to have everyone together for a meal and discussion.
- Met with a young lady who is interested in helping to mentor a student for the summer.

Activities

Family Night - This was our quarterly event where we invite parents to youth group, and they participate in every facet of the night - games, worship, teaching and small groups. It was great as always to see families worshipping together.

Illuminite - This is a new endeavor by some of our students where they plan and execute a night of fun and outreach. So far there have been 2, with the 3rd happening next Friday. It has been excellent to see students really step up and grow in their leadership. Henri D. is doing a great job organizing them.

Water Night - This was a blast, with water games and all! We also had our normal youth group festivities - announcements, lesson, singing and small groups. The students responded really well and want to do this again.

Senior Drive-In - We took the graduating seniors to the Drive-In movie theatre to celebrate their graduation.

Light in the Park - This was a wonderful week, where I saw our students stretched as they ministered to so many children who needed to hear about Jesus Christ. We saw children respond to the gospel, and I believe it was a very profitable endeavor. Our teens bonded pretty well with the Cedarcrest teens as well, and we plan to be involved next year.

Movie Night - The student who were not on the local Allentown missions trip had a special night where the youth room was turned into a movie theatre.

Lutheran Manor - We took a team of students to minister at the nursing home. This is always a really enjoyable experience, and an opportunity for our students to grow in their ability to reach out and serve.

Other

- Have attended 2 wrestling huddles with Lehigh wrestlers, as well as local high school guys. There is great potential here for ministry.
- Met with Ian Thompson to discuss further college ministry. There has been great discussion on this topic, it is just a matter of putting it into action now. Praying for more individuals who feel called to minister to our college students.
- A few of our students planned and hosted a wedding shower for Erin Stephens. Again, it was nice to see students leading.
- Had our quarterly BFC BOYYA (board of youth and young adults) meeting.
- Attending grad parties when able.
- Touched base with Carol Burress during VBS week to help with placement for teen volunteers. I was very proud of our teens - they did a great job ministering!

Respectfully Submitted,

Mark Culton

Pastor Tim's Ministry Report
July 8, 2013

Attachment # 8

Studying & Preaching: I am in the middle of a series entitled "Blessed Assurance" whereby I am going through the tests that the Apostle John has given in us his first letter to help us to "know" whether or not we are truly born again. Scripture is clear that when someone is genuinely born again there will be fruit. The fruit John gives us is the fruit of 1) holiness, 2) obedience, 3) love, 4) allegiance to Christ & not the world, 5) true trust in Jesus, the Messiah who has come in the flesh. I have received very positive responses from the congregation. My study time has been very rewarding. I am gearing up for August, which we have deemed Evangelism Month. I am excited and praying that our congregation will step out of their comfort zones and share their faith, genuinely caring for the souls of men.

Beginning this week (July 10), I am starting a mid-week Bible study on Wednesday night beginning at 6:30-8. This time of worship will continue throughout the year as a standing Bible Study. It will be open to anyone and everyone. The time frame has been set in order to coincide with our children's AWANA program that will begin in the Fall. We will sing a few hymns each night, then have a 30-45 minute bible study followed by a time of prayer with the corporate body of believers. I hope that this will simply be seen as another opportunity for worship and the gathering of the Saints during the middle of the week, and even an opportunity for some who may not be able to attend on Sundays. Selfishly, it is another opportunity for me to teach the Word of God. Over the years I have taught on Wednesday night and it has proven to be one of my favorite times being that it is a little less formal. As of now, I am planning on doing a study through the Gospel of Matthew.

Worship Ministries: (From Jennie)

In June, Jim Hans has trained one new person on the sound board. I have trained two new folks on the computer. Worship team is seeing a few High School seniors leave for college. This leaves a hole especially on the piano. There are two folks interested in auditioning on piano. Lordwilling, they will be ready to help us out. The summer leaves normal "holes" in ministry. So far, we've been able to fill them. Not many signed up to do instrumental music. However, I will be working with a few who did help. Once again, personal contact is key. Those that I asked said yes. And, a general "call" only produced one person. Quite a few special music pieces are in rehearsal with more on the back-burner. Praise God for quality, fresh music and musicians who are willing to practice! Choir recruitment is beginning, and planning for Christmas is underway. Alyssa Heric and I went to Fellowship Manor this past Sunday to assist LeRoy Wilcox lead the afternoon service. Thank you! Jennie Flicker

BFC Orientation: I attended orientation in Coopersburg on June 4-6. It was a great time to fellowship with other pastors as well as a great review of biblical doctrine and practice within the BFC. My ordination interview will take place on July 16.

Premarital Counseling: I continue to offer pre-marital counseling for Brian Harris & Erin Stephens. They are an incredible & godly couple. I am very impressed with both of them and their spiritual walks with Christ. Along with Mark Culton we are counseling through "Preparing for Marriage God's Way" by Wayne Mack each and every Thursday for about 10-12 weeks.

Staff: Overall, everyone is working hard and in good spirits. Many of us have and are taking vacations. We seem to be spread out a little due to everyone coming and going. The atmosphere is a little more relaxed, but everyone is still working hard and getting their jobs complete.

Internship: Preston's internship is going strong. I am meeting with him this week for the first time. I am looking forward to spending time with him talking about deep doctrinal issues.

Counseling/Mentoring: I continue to meet with and counsel many people every week. I still meet with one man each week for lunch on Thursdays. We spend time in the Word and in prayer with each other. I try to have lunch with as many people as I can during the week. During the month of June I had lunch with several.

Vacation: Our family drove back to Texas at the end of June and into July. I performed a wedding for my nephew. We were able to see most of my family and all of Julie's family while we were there. We also spend a couple of hours with former church members on a Saturday morning. The following Sunday we attended Church at Heritage Baptist Church where I formerly served as senior pastor. It was a great time of fellowship with our church friends and family. The Lord was gracious to us and our kids enjoyed the time seeing family

and friends. We were hoping that the time back home would not hinder us from coming back into the Lehigh Valley. While it was great seeing everyone, I truly believe all of us were ready to get back to our new home. Being back at Heritage made me truly miss Ebenezer Bible. I am so honored and so glad to be serving our Lord here at Ebenezer.

We are making a second journey back home at the end of the month to do another wedding for my youngest nephew. We are flying this time, courtesy of family.

I am thrilled to be the pastor of Ebenezer and continue to seek the Lord's direction and guidance, hoping to serve Him with all diligence, honor bringing glory to Him in everything we do at Ebenezer Bible Fellowship Church.

Serving Christ,
Pastor Tim Gibson