

**Ebenezer
Bible Fellowship Church**

Board of Elders Meeting August 8, 2016

Roll Call & Prayer

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

Pastor Tim opened up in prayer.

Devotional & Prayer

Pastor Tim shared a devotional about evangelism from **2 Timothy 4**.

- This passage calls us to “do the work of the evangelist”
- When is the last time we personally shared our faith?
- We as elders need to evangelize if we are to fulfill our ministry.
- We need to...
 - Practice evangelism personally
 - Proclaim the gospel publicly
 - Prepare our people biblically
 - Point out opportunities frequently
 - Pray for souls passionately
- Pastor Tim challenged us to share our faith even more and look for opportunities; we should pray for opportunities. Sometimes opportunities can even be created.

The elders split up into pairs and spent time in prayer.

Approval of Minutes

Motion was made to approve the minutes from the July 11, 2016 elders meeting, **seconded** and **approved** unanimously.

Financial Report

Andy reviewed the financial report (*Attachment 1*). Income for July was 98% of budgeted forecast, and our expenses were underspent for the month. We are still behind in our giving and we need to continue to pray that God provides through the rest of the year in order for us to meet budget.

There was a **motion** made that we receive the report. This was **seconded** and **passed**.

Andy also mentioned that it is budget time and the finance team will be meeting soon to plan for 2017. The elders took an opportunity to praise God for provision so far and pray for future provision.

Discussion Items:

- 1) Fundraising Policy – It was decided that we would revisit the newly approved fundraising policy once Byron is back and present at the next meeting. There have been some concerns with the updated fundraising policy and these will be discussed at the next meeting.
- 2) Gift Acceptance Policy – The elders did discuss the gift acceptance policy and considered the IRS implications. There was also discussion about the need for greater accountability when handling anonymous cash donations. There is a little more work needed on the gift acceptance policy, so Andy and Byron will fine tune that and bring it to the next elders meeting.

- 3) Facility Usage Policy – The elders revisited the newly approved facility usage policy, specifically the guidelines on dancing.
- The current policy states: “There shall be no dancing.” Pastor Mark proposed the following updated language:
 - *“There shall be no dancing except for the first wedding dance of a newly married couple or the mother/son or father/daughter wedding dance.”*
 - There was a **motion** made to accept the facility usage policy with the amended wording on dancing. This was **seconded** and **approved** with 9 yes votes and 3 no votes. (See **Attachment 2** for updated policy.)
- 4) Membership and Discipline –
- The elders talked about an ongoing discipline situation where we continue to shepherd a family through marital difficulties. There was a report from the two elders who are meeting with the husband regularly.
 - The elders also discussed members who have not attended in a significant amount of time. We will send letters to those who haven’t been here in over a year, as well as follow up with people to shepherd and care for them.
- 5) Prime-Timer Ministry – The elders talked about the need to minister to our older members. The pastors are working through a vision for the Prime Timers ministry, and have a potential leader in mind. This vision will be reviewed by the elder board before commencing under new leadership.
- 6) Seminary Reimbursement – The PRC will continue to discuss the possibility of continuing education for the pastors.
- 7) Deacon Class – Pastor Tim shared that there are some potential deacon candidates who will be taking the class. We are looking forward to God providing additional deacons in His timing.
- 8) Prayer Emphasis – Pastor Tim talked about our congregation praying for our nation for 40 days leading up to the election. Tim will fully review the resource guide prior to launching this emphasis on prayer.

Pastoral Reports

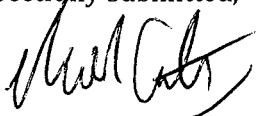
The pastors submitted their monthly reports:

- Tim Gibson, Senior Pastor (*Attachment 3*)
- Dick Bickings, Discipleship Pastor (*Attachment 4*)
- Jeremy Harkins, Worship Pastor (*Attachment 5*)
- Mark Culton, Youth Pastor (*Attachment 6*)

Adjournment & Prayer

Chris closed in prayer and the meeting was adjourned.

Respectfully submitted,



Mark Culton
Secretary to the Board of Elders

August 8, 2016

To: Board of Elders
From: Andy Brimer, Treasurer
Subject: Financial Report for August 2016

Attached you will find the following reports for July 2016:

- Monthly Financial Statement
- YTD Financial Statement
- Graphical representation of Income and Expenses vs Budget, Income vs Expense trends, and Asset trends

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

- Total income for July was 117% of the budgeted forecast while the YTD income was 98% of the budgeted forecast.
- Expenses for July were 66% of the budgeted forecast while the YTD expenses were 95% of the annual forecast.
- The income for July was above the projected monthly forecast; however, the YTD giving continues to lag. The monthly expenses were significantly lower than projected, and the overall spending YTD is under budgeted expenses.

Other:

- I requested a meeting with BB&T to review our accounts to ensure we have the correct combination of savings/checking/CDs to best steward the funds.

EBENEZER BIBLE FELLOWSHIP CHURCH - JULY 2016 FINANCIAL STATEMENT

updated

BALANCE SHEET

GENERAL FUND - BUDGET vs. ACTUAL

ASSETS	31-Jul-16	30-Jun-16	\$ Change	Income	July	Budget	Variance
Assets - Checking/Savings							
18000 · Checking (BB&T/KNBT)	523,104.66	479,898.67	43,205.99	1100 · Offerings / Gifts	85,280.54	74,618.54	10,662.00
18002 · CDs (BB&T/KNBT)	67,672.02	67,672.02	0.00	1400 · Interest	43.87	62.50	-18.63
19000 · Savings (M&T Bank)	90,914.41	90,906.68	7.73	1700 · Memorials	1,200.00	0.00	1,200.00
19001 · Checking (M&T Bank)	5,375.67	5,375.67	0.00	1900 · BCS / Bldg Use	2,569.00	1,313.25	1,255.75
Total Checking/Savings	687,066.76	643,853.04	43,213.72	Total Income	89,093.41	75,994.29	13,099.12
TOTAL ASSETS	687,066.76	643,853.04	43,213.72	Expenses			
LIABILITIES				2000 · General Church Finance	438.62	487.50	-48.88
Current Liabilities				3000 · Discipleship Ministries	3,380.41	1,255.84	2,124.57
901 · Building Fund	99,833.44	99,498.44	335.00	5000 · Evangelism Ministries	240.63	366.66	-126.03
902 · Capital Improvement Fund	0.00	0.00	0.00	6000 · Missions	69.65	62.50	7.15
903 · Transportation Fund	223.00	223.00	0.00	7000 · Deacon Ministries	4,911.56	23,244.98	-18,333.42
904 · Scholarship Fund	1,547.50	1,327.50	220.00	8000 · Worship	175.06	250.00	-74.94
905 · Faith Promise	14,624.97	13,267.97	1,357.00	9000 · Office Expenses	978.33	1,068.50	-90.17
907 · Benevolence Fund	15,552.09	14,410.78	1,141.31	10000 · Congregational Care	0.00	246.66	-246.66
908 · Music Fund	224.20	224.20	0.00	11000 · Compensation	39,597.27	49,011.65	-9,414.38
911 · Year End Accruals	8,480.16	8,480.16	0.00	Total Expense	49,791.53	75,994.29	-26,202.76
912 · Run For The Children	2,281.87	2,281.87	0.00	Net Ordinary Income	39,301.88	0.00	39,301.88
914 · HRA	3,131.08	3,231.08	-100.00	Net Fund Transfer between Accts.	0.00	0.00	0.00
915 · Youth Summer Missions	4,648.88	4,583.88	65.00	Net Income	39,301.88	0.00	39,301.88
100 · Payroll Liabilities	6,777.93	5,881.20	896.73				
Total Current Liabilities	157,325.12	153,410.08	3,915.04				
Long Term Liabilities							
810 · Building Mortgage	0.00	0.00	0.00				
Total Liabilities	0.00	0.00	0.00				
Total Long Term Liabilities	157,325.12	153,410.08	3,915.04				
EQUITY							
900 · Retained Earnings	921,501.55	921,501.55	0.00	Income	335.00	0.00	335.00
Net Income	16,118.89	-23,179.79	39,298.68	903 · Transportation Fund	0.00	0.00	0.00
1000 · Opening Bal Equity	-407,878.80	-407,878.80	0.00	904 · Scholarship Fund	220.00	0.00	220.00
Total Equity	529,741.64	490,442.96	39,298.68	905 · Faith Promise	1,757.00	400.00	1,357.00
TOTAL LIABILITIES & EQUITY	687,066.76	643,853.04	43,213.72	907 · Benevolence Fund	1,327.50	186.19	1,141.31
				908 · Music Fund	0.00	0.00	0.00
				OTHER LIABILITY ACCOUNTS			
				902 · Capital Improvement Fund	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	100.00	-100.00
				915 · Youth Summer Missions	65.00	0.00	65.00
				Total Other Current Liabilities	3,704.50	686.19	3,018.31

Andrew Burnier
Treasurer

9/12/16
Date

EBENEZER BIBLE FELLOWSHIP CHURCH - JULY YTD 2016 FINANCIAL STATEMENT

updated

BALANCE SHEET REPORT

GENERAL FUND - BUDGET vs. ACTUAL

ASSETS	31-Jul-16	31-Dec-15	\$ Change	Income	July YTD	Budget	Variance	% BGT YTD
Assets - Checking/Savings								
18000 · Checking (BB&T/KNBT)	523,104.66	521,645.92	1,458.74	1100 · Offerings / Gifts	552,687.61	566,868.78	-14,181.17	97%
18002 · CDs (BB&T/KNBT)	67,672.02	67,587.38	84.64	1400 · Interest	377.64	437.50	-59.86	86%
19000 · Savings (M&T Bank)	90,914.41	90,853.65	60.76	1700 · Memorials	1,660.00	0.00	1,660.00	N/A
19001 · Checking (M&T Bank)	5,375.67	5,375.67	0.00	1900 · BCS / Bldg Use	10,447.00	9,192.75	1,254.25	114%
Total Checking/Savings	687,066.76	685,462.62	1,604.14	Total Income	565,172.25	576,499.03	-11,326.78	98%
TOTAL ASSETS	687,066.76	685,462.62	60.76					
LIABILITIES								
Current Liabilities								
901 · Building Fund	99,833.44	93,189.44	6,644.00	2000 · General Church Finance	34,449.86	34,370.50	79.36	100%
902 · Capital Improvement Fund	0.00	0.00	0.00	3000 · Discipleship Ministries	10,124.87	15,548.88	-5,424.01	65%
903 · Transportation Fund	223.00	188.00	35.00	5000 · Evangelism Ministries	4,272.14	4,356.62	-84.48	98%
904 · Scholarship Fund	1,547.50	817.50	730.00	6000 · Missions	83,513.32	84,912.50	-1,399.18	98%
905 · Faith Promise	14,624.97	38,263.97	-23,639.00	7000 · Deacon Ministries	61,648.21	73,749.86	-12,101.65	84%
907 · Benevolence Fund	15,552.09	16,257.26	-705.17	8000 · Worship	3,362.86	2,950.00	412.86	114%
908 · Music Fund	224.20	174.20	50.00	9000 · Office Expenses	7,474.05	9,202.50	-1,728.45	81%
911 · Year End Accruals	8,480.16	8,480.16	0.00	10000 · Congregational Care	1,699.17	1,726.62	-27.45	98%
912 · Run For The Children	2,281.87	2,481.19	-199.32	11000 · Compensation	343,922.50	349,681.55	-5,759.05	98%
914 · HRA	3,131.08	0.00	3,131.08	Total Expense	550,466.98	576,499.03	-26,032.05	95%
915 · Youth Summer Missions	4,648.88	4,533.88	115.00					
100 · Payroll Liabilities	6,777.93	7,454.27	-676.34	Net Ordinary Income	14,705.27	0.00	14,705.27	
Total Current Liabilities	157,325.12	171,839.87	-14,514.75	Net Fund Transfer between Accts.	0.00	0.00	0.00	
				Net Income	16,122.09	0.00	14,705.27	

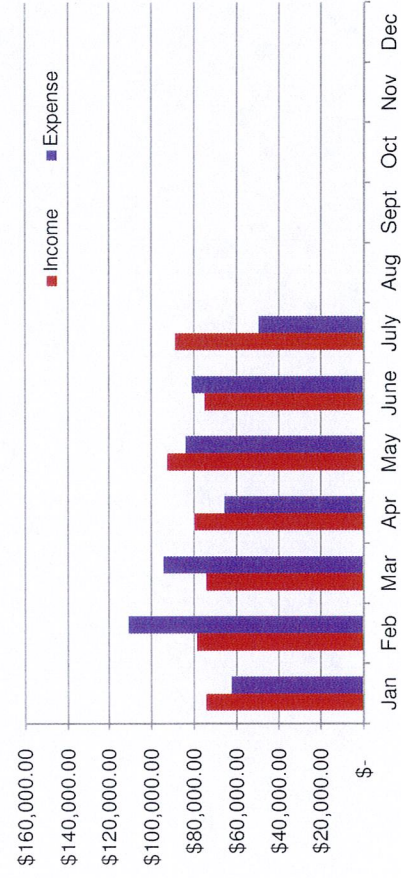
DESIGNATED FUNDS

	Income	Expenses	Net
901 · Building Fund	6,644.00	0.00	6,644.00
903 · Transportation Fund	35.00	0.00	35.00
904 · Scholarship Fund	927.00	197.00	730.00
905 · Faith Promise	14,311.00	37,950.00	-23,639.00
907 · Benevolence Fund	11,408.08	12,113.25	-705.17
908 · Music Fund	50.00	0.00	50.00
OTHER LIABILITY ACCOUNTS			
902 · Capital Improvement Fund	0.00	0.00	0.00
911 · Year End Accruals	0.00	0.00	0.00
912 · Run For The Children	0.00	199.32	-199.32
914 · HRA	6,600.00	3,468.92	3,131.08
915 · Youth Summer Missions	115.00	0.00	115.00
Total Other Current Liabilities	40,090.08	53,928.49	-13,838.41

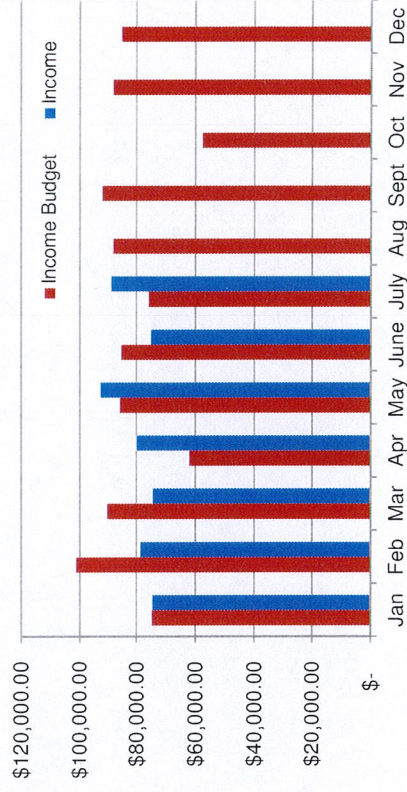
Andrew J. Burrier
Treasurer

9/12/16
Date

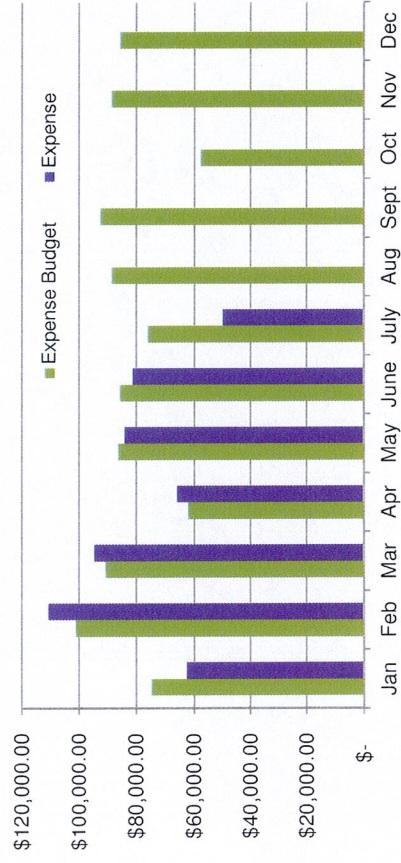
2016 Income vs Expenses



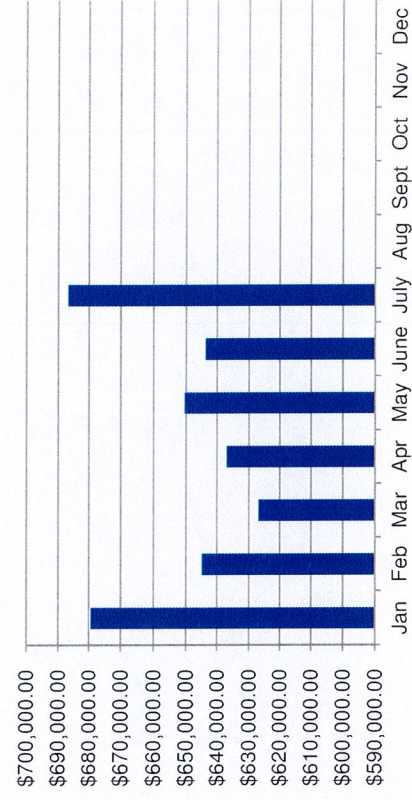
2016 Income vs Budget



2016 Expenses vs Budget



2016 Assets



Facility Usage Policy



Updated 09/07/16

The facilities of Ebenezer Bible Fellowship Church (EBFC) were provided through God's benevolence and by the sacrificial generosity of church members. EBFC desires that its facilities be used for the fellowship of the Body of Christ and to bring God glory. Although the usage of facilities is not open to the public, we make our facilities available for use by approved outside ministries as a witness to our faith, in a spirit of Christian charity, and as a means of demonstrating the Gospel of Jesus Christ in practice.

However, facility usage will not be permitted by persons or groups holding, advancing, or advocating beliefs or practices that conflict with the church's faith or moral teachings, which are summarized in, among other places, the Bible Fellowship Church's Articles of Faith & Order and the EBFC Bylaws. Nor may church facilities be used for activities that contradict, or are deemed inconsistent with, the church's faith or moral teachings. Nor may church facilities be used for personal financial gain for services, activities or products not needed for EBFC's purpose and ministry. The Property Committee is the final decision-maker concerning use of church facilities.

This restricted facility use policy is necessary for two important reasons. First, the church may not, in good conscience, materially cooperate in activities or beliefs that are contrary to its faith. Allowing its facilities to be used for purposes that contradict the church's beliefs would be material cooperation with that activity, and would be a grave violation of the church's faith and religious practice. (2 Cor. 6:14, 1 Thess. 5:22).

Second, it is very important that the church present a consistent message to the community, and that the church staff and members conscientiously maintain that message as part of their witness to the Gospel of Jesus Christ. Allowing facilities to be used by groups or persons who express beliefs or engage in practices contrary to the church's faith would have a severe, negative impact on the message that the church strives to promote. It could also cause confusion and scandal to church members and the community because they may reasonably perceive that by allowing use of our facilities, the church agrees with the beliefs or practices of the persons or groups using its facilities.

This policy applies to all church facilities, regardless of whether the facilities are connected to the church's sanctuary, because the church sees all of its property as holy and set apart to worship God. (Col 3:17)

Approved Users and Priority of Use

The EBFC facility and property is primarily for EBFC Events and activities led by the church, its ministries, and its leaders to promote EBFC's ministry. However it may also be used for Non-EBFC Events that are hosted by organizations supported by EBFC. It can also be used for private events hosted by church members and non-members who are regular attendees. Usage is granted to non-members only if they attend regularly, since regular attendance is evidence that they are faithfully interested in EBFC's ministry. All users and activities must comply with the guidelines in this policy in order for facility usage requests to be approved. Generally, reservations are granted on a first come basis. However, EBFC holds the right to cancel any private reservation to make room for EBFC Events, with at least 30 days' notice (weddings excluded).

Scheduling Events

Requests to use the facility for Non-EBFC Events shall be made through the church office by submitting signed and initialed copies of the "Church Facility Use Policy" and "Request for Church Use" forms. The requested rooms will be reserved and the event placed on the church calendar only after it has been approved by the Office Administrator and/or Facility Manager.

Facility Use Hours

- Facilities are available between the hours of 8:00 am and 11:00 pm.
- Saturday night events that require the services of a custodian must end by 9:00 pm.
- Private Events: facilities can be reserved for a maximum of 6 hours (includes set-up & clean-up)
- Outside Ministry Events: facilities can be reserved for a maximum of 7 hours (includes set-up & clean-up)
- Exceptions to Facility Use time limits may be approved by the Facility Manager on a case-by-case basis.

Facility Use Guidelines – for Non-EBFC Events

1. Non-EBFC Events = Private Events, Outside Ministries' Events, and Weddings
2. Anyone seeking facility use must submit initialed and signed copies of the "Facility Usage Policy" and "Facility Usage Request" forms.
3. By signing the above internal documents, the group or person seeking facility use agrees to take responsibility for the facilities and equipment used and agrees to abide by the church's rules of conduct for facility use, as stated in the documents and as described in any additional instructions by church staff.
4. All outside organizations which are faith-based, must submit a written "Statement of Faith" and other outside organizations must submit a written "Purpose Statement" or equivalent.
5. All outside organizations using the facilities must provide proof of liability insurance coverage including EBFC named as additional insured and must not exclude liability for sexual misconduct. Liability insurance coverage must be in the amount of at least \$1,000,000 or higher as determined by the insurance carrier of EBFC when a review is made of the specific use request.
6. Equipment broken or damaged shall be replaced or paid for by the group responsible for the damages.
7. You are responsible for supplying all of your own consumables: paper products, coffee, creamer, beverages, condiments, table covers, etc.
8. Clean-up check lists must be submitted to the Facility Manager at the conclusion of your event. If you are not paying the custodial fee, you are responsible for all clean-up. Please see the clean-up check lists for details.
9. All items you bring to the church are your responsibility to collect and take home with you at the end of your event. EBFC is not liable for lost or misplaced items. Be sure to take all food items with you. Do not leave any leftover food or condiments in the kitchen.

Facility Use Guidelines – for Weddings

1. Any of our pastoral staff may officiate the wedding. The use of another pastor to perform or assist in the ceremony must be approved by EBFC's Board of Elders.
2. Premarital counseling is required of all those who desire to be married at EBFC. Details should be discussed with the officiating pastor.
3. When using a florist, please coordinate the delivery time with the Church Office or Wedding Coordinator.
4. Due to the difficulty of clean-up, rice, bird seed, and confetti are not permitted to be thrown inside or outside of the church building. Flower petals and bubbles are permitted.
5. Hiring musicians is the responsibility of the couple being married. However, EBFC's Worship Pastor can assist in finding musicians if needed.

Facility Use Guidelines – for ALL Events

1. All exterior doors should be locked 20 minutes after the event starts.
2. Groups are restricted to only those areas of the facility that they have reserved.
3. The maximum capacity of the Sanctuary = 400 people, and Fellowship Hall = 350 people. These limits may not be exceeded.
4. Church equipment, such as tables and chairs, must be returned to their original placement, unless arranged otherwise prior to the event.
5. You are responsible for setting up and taking down tables & chairs (unless prior arrangements have been made with the custodian).
6. There shall be no sitting on tables.
7. All decorations must be removed at the conclusion of each event. (All decorations that stay up longer than a single event must be approved by the Property Committee.) Poster putty and removable 3M products are the only approved adhesives for hanging decorations. Do not use pins, nails, screws, tape, or glue.
8. Eating and/or drinking within the Sanctuary is forbidden.
9. No alcohol may be served or consumed on the church property.
10. Smoking is prohibited in any indoor church facility and within 50 feet of any entrance to the building.
11. There shall be no dancing except for the first wedding dance of a newly married couple or the mother/son or father/daughter wedding dance.
12. Any music used must not conflict with our Christian values as stated in the BFC Articles of Faith & Order.
13. There shall be no gambling.
14. Fighting is unacceptable at all times and may result in expulsion from church property.
15. Modest dress is required.
16. There shall be no immoral conduct of any kind. Only appropriate Christian conduct and activities will be permitted on the church property.
17. No pets or animals (except for service animals) are permitted in the building except with special permission.
18. **Musical Instruments:** Only those persons approved by the Worship Pastor may play the musical instruments owned by the church.
19. **Sound Equipment:** Only persons approved by the Worship Pastor may operate the sound system. No video recording from the sound room is permitted unless an approved member of the Worship Ministry is present.
20. Use of the Audio/Video equipment in the Youth Room must be approved by the Youth Pastor.
21. There shall be no use of open flames (such as candles) without permission of the Facility Manager and complete familiarity with the location and use of fire extinguishing equipment.
22. Care should be taken to protect the gym floor. No rideable wheeled toys (like skateboards or scooters) may be used in the gym. Heavy equipment should not be slid across the carpet; instead it needs to have large roller-type wheels (preferably 4" casters or larger).
23. No bicycles, skateboards, roller skates, inline skates, wheeled sneakers, scooters, or riding toys of any kind are permitted to be used in the building or on the exterior steps or rails.
24. Events/activities that are for personal financial gain (not needed for EBFC's purpose and ministry) are not permitted. This includes, but is not limited to, home sales like Tupperware Parties.
25. No furniture, furnishings, or equipment are to be removed from the premises without authorization from the Facility Manager.

These policies are to be observed in order that the facility might be properly maintained for everyone's use. Any group or individual not observing these policies may be denied use of the facility. Thanks for your cooperation.

Attachment #3

Pastor Tim's Ministry Report
August 8, 2016

Studying & Preaching:

- I am about to finish 1 Peter. My goal is to move to 2 Peter and then to the OT. Study is rewarding and preaching is a joy.
- I continue to teach on Wednesday night. I have almost finished the Olivet Discourse. It is a joy to study the second coming of Christ. We are having approximately 20 people attend for study and prayer.

Shepherding/Ministry:

- 4 hospital visits
- 5 counseling sessions/meetings
- Performed a wedding for Andrew Buttillo and Nicole Figley down in Lancaster, Pa
- Performed a funeral service for our brother Chet Lehman and family.
- Continue to meet with a man for discipleship on a weekly basis.
- Met with an EBFC attendee for fellowship & to discuss baptism

Leadership Development:

- I am about to begin a class for Deacon leadership using Alexander Strauch's book, "The NT Deacon" along with the study guide. In addition to the book, I am going to be teaching 1) the doctrine of salvation, doctrines of grace, Lordship salvation, marks of a healthy church, foundations of a philosophy of ministry, & being a humble team player.

Other:

- Semi-annual meeting
- BFC study group – divorce issue.
- TLT group for Naples, Fl church plant
- TLT group for Forks, Pa church plant
- It was a joy to have dinner with 2 families in our church this last month

Vacation:

- We thoroughly enjoyed our vacation time to Oklahoma & Louisiana to see family in July.
- We also took a few days before school starts with the kids and went to Ocean City, MD. What a joy to be with family.

What a joy to serve as the senior pastor and teacher at Ebenezer! I am grateful to the Lord for such a wonderful place to serve our Lord. My prayer is that the Lord would continue to grow us all in the Lord, and that more lost people will come to know Jesus Christ as savior and Lord.

Serving Christ,
Pastor Tim Gibson

Pastor of Discipleship Report, Jul/Aug 2016

As I continue in my trek through the book of Isaiah. Here's what I read recently:

“Remember this and stand firm, recall it to mind, you transgressors, remember the former things of old; for I am God, and there is no other; I am God, and there is none like me, declaring the end from the beginning and from ancient times things not yet done, saying, ‘My counsel shall stand, and I will accomplish all my purpose,’ calling a bird of prey from the east, the man of my counsel from a far country. I have spoken, and I will bring it to pass; I have purposed, and I will do it.” (Isaiah 46:8–11, ESV)

In the midst of the throws of Babylonian captivity, Isaiah reminds the people that none of this happened by accident...God has ordained it! How encouraging to realize that no matter how gloomy the future looks, God is still God, and there is no other, and as a result, what he has purposed, he will do, regardless of what or who opposes him!

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

Kids Crossing

- **Cross Time Sunday School (10:05 AM):** Praise the Lord that he has provided a complete roster of teachers and helpers. We are currently evaluating whether or not to combine 3-5 grade classes which will help with our lack of volunteers during several months throughout the year (especially summer).
- **Early Childhood (2&3 year-olds):** We still have an opening for a teacher and helper for the 8:45 AM service for the even months, however, there are a few people that have come forth and are presently working on getting their clearances.
- **Children's Church:** The Gospel Project curriculum worship segment continues to work well for Children's Church. We continue to see between 8-10 students each week. Please pray that the Lord will raise up a couple to fill in our currently empty team (D) slot. In the interim we are on a 3 team rotation to facilitate the need.
- **New Security Check-in:** We are in the process of updating the new check-in system to provide a better interface that is web based. We will at that time install all safety policies and procedures on them for the teachers to reference quickly incase of an emergency.
- **Wednesday Evening Programs:** We are currently gearing up for the 2016/2017 Awana season, which will see changes in the T&T curriculum. We plan to begin online registration within the next couple weeks.
- **KIDS CROSSING DAY CAMP (Monday-Friday, August 1-5):** We had 7 kids attend this daily program which included exciting activities such as paddle boats, hiking, archery, riflery, swimming, roller skating, ropes & challenge courses, crafts, campfires, and Bible lessons.

Adult Ministry

- **Adult Electives:** With only a few weeks left in our summer session, we are planning the following line-up of classes for the fall:
 - Apologetics - Rich Mastronardo
 - Introduction to Isaiah - Phil Norris
 - OT Survey - Joe Maddock

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

- **Men's Ministry:**

- o **Bethel Series:** We are currently preparing for year 2 (NT) in this current cycle beginning early October. To do so, we will be holding an Inter-Testamental Period class sometime early September.
- o **Men's Bible Studies/Prayer:**
 - Thursday mornings from 6:15 AM – 7:30 AM, This early morning bible study group is currently studying the book, "Answering the call".
 - Thursday mornings from 9:00 AM – 10:30 AM, This Men's Bible Study has taken a summer hiatus and will continue again in the fall.
 - Please continue to pray about starting a new Saturday morning men's bible study in the fall, possibly centered around discipleship training, and addressing various issues which plague all men.

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

"This month has been a busy month of preparation and planning for our fall . I will be leading the Experiencing God study on Tuesday mornings and Vicki will lead a study on Hosea by Jennifer Rothschild on Monday evenings. Lisa Pyles will lead the MOM to MOM study on Thursday mornings opposite of MOPS. Tis so Sweet will continue to meet thru the end of the year.

Tis so Sweet: We met on the 19th of July and we had 9 ladies in attendance.

Ministry Team Weekend: This past weekend we had the opportunity to go away as a team and spend some time praying and planning for the upcoming fall. Debbie Flanagan, Alyssa Nye, Dawn Blackton, Vicki Cowley, and Linda Feichter were in attendance. Vicki graciously hosted us for the weekend.

Completed Reading "Lies Women Believe and Choosing Gratitude by Nancy Leigh DeMoss this month. Looking forward to having one of these be a study in the new year, and book study for the Tuesday group..

I was able to be on vacation with my family July 23rd- 30th.

Completed a study on the book of Isaiah.

Continue to send notes of encouragement to different women of the church of all ages.

Met with Jessie Seneca with More of Him Ministries in regards to SHE LEADS 2017. Will be speaking again in the Fall of 2017."

Discipleship Support

- **Kinship:** Bob & Laurie Gill are hard at work planning for a mid September start for the 2016/2017 Kinship season. Bob is currently meeting with each leader and we will be hosting two Kinship Sunday's (8/14 & 8/21) where we provide information regarding Kinship groups and give opportunities for Kinship sign-ups.

Other:

- Continued teaching the Pastoral Epistles for adult electives
- Continued to visit and provide physical & Spiritual care for several people in our church.
- Continued work on the new Church Database as time permitted (especially financial modules).

Respectfully Submitted, Dick Bickings, Pastor of Discipleship

Worship /College-Age Ministry Update July-August, 2016

Jeremy Harkins, Worship Pastor

"Against You and You only have I sinned and done what is evil in Your sight so that you may be justified in Your words and blameless in Your judgement". Psalm 51:4

The beauty of God's grace is a subject our worship team have been having in our devotional time. When we sin and make all kinds of excuses instead of simply acknowledging we have sinned AGAINST God and done evil in His sight, we cheapen God's grace. None of us are impervious to the constant battle against our sin nature. May we as shepherds continue to lead people to the heart of an intimacy with God that emphasizes how deeply we grieve our Savior when we sin and that our sin is an affront against our Creator God Himself. And praise God that he has redeemed us and continues to be merciful towards us!

Music

I can't begin to praise God for the closeness that we have within our music team members. I am thankful for the openness of our relationship that extends beyond music into our personal lives and how we continue to encourage and admonish each other. When we have our devotional times on Wednesday night we are seeing more and more honesty about sin struggles and encouragement as we process through the scriptures and their application to the praise music set.

When we pray on Sunday mornings before the services begin we always focus on the congregation and the motivation of our hearts. When we discuss a passage and pray it truly unifies our focus and takes the pressure off of sound, correctness, and performance and places it on God being glorified, praised, and declared. We continue to remind ourselves we are merely His vessels.

Sound & Media

-As said earlier. I am blessed to have a relationship with the sound/media/simulcast team and to grow in relationship with them is crucial to serving Christ in these tasks but it also helps grow our unity in body of Christ at Ebenezer. It's great to see others making themselves available when a need arises. I have been so encouraged by those being trained that are younger and doing a phenomenal job at operating PowerPoint slides or running simulcast. Praise God!

Teaching & Shepherding

-I am continuing to meet and disciple with one young man on a weekly basis. He is growing in his understanding of the Word of God as he wrestles with his Catholic upbringing.

-I am met with a couple of worship team members to check-in and encourage them through life struggles.

-Privileged to teach the youth at a campfire at Haycock camp ministry in the beginning and also another high school group of leaders at Haycock at the end of July.

-I helped teach the Youth Group in Mark's absence which was a blessing to connect with the middle school and high schoolers. .

(TURN OVER)

-Throughout July I met with approximately 6 college students and discipling and growing with them in the scriptures and prayer

-Our College Fellowship (Kinship) has been going wonderfully as we continue to teach through "Gospel in Life" by Tim Keller and continuing to challenge them to step out of our comforts to take full advantage of opportunities to win our neighbors, friends, and relatives with the good news of Christ. We have been meeting almost every Sunday this summer and our average attendance is 6. At the end of July we met at Panera, we had 6 present and had a wonderful time of fellowship! Its incredible what God is doing in their lives! I would love to share with you more details if any of you are curious!

Additional Areas

-I had the opportunity to participate in the Lynfield outreach day trips to Nazareth gymnastics center & the Davinci Center where we were able to connect with Roy and Malta and the children and serve and look for ways to share the gospel.

-Max and I went down by the Delaware and played music on Saturday afternoon July 16th and were able to share the gospel and pray with a couple of people during our afternoon of playing worship music. We had a lot of fun doing it!

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Student Ministries Report - July 2016

"... you will be my witnesses in Jerusalem and in all Judea and Samaria, and to the end of the earth.."

Acts 1:8 ESV

This is our mission as the church of Jesus Christ - to be His witnesses and make disciples near and far. 2 of the things I am passionate about when it comes to student ministry is **long-term local community outreach** (Jerusalem and Judea component), and **short-term missions trips** (Samaria and uttermost parts of the earth). My prayer is that the teens catch this passion over their years in our student ministry, and they become those witnesses that Jesus wants - loving their local neighbors well and also being willing to break across cultural barriers and share Jesus humbly with people of all backgrounds. Pray for us as we are exploring an international trip for next summer (Lord willing). This is always an exciting prospect, but we want to go where God wants us to go.

Teaching

- **Middle School**
We are teaching through a unit on "Loving God". We just began a new mini-series on spiritual disciplines.
- **High School**
We are working our way through the book of 1 John.
- **Sunday School**
We are teaching through the Gospel Project (chronological) in our MS and HS class, and we are currently going over the Conquest of the Promised Land and the Judges. In the Fall we will actually be in sync with the children's ministry. This is exciting, because children and teens of all ages will be covering the same thing on Sunday mornings in SS. This makes it that much easier for parents to have gospel-centered conversations based on what their children learned!
- **AM Preaching**
Had the privilege to preach about Social Holiness.

Shepherding

- Continue to mentor 2 young men in the youth group.
- Met with a teen guy who is not a believer but very interested in the gospel and it was a good time to build the relationship and point Him towards Jesus Christ.
- Still finishing up pre-marital counseling with one couple. About to begin pre-marital counseling with another.
- Continue to do a discipleship Bible study with 2 teenagers from Lynfield. A student from our youth group who I am mentoring is participating as well. We haven't met in a little while but hope to get back at it soon.
- Was able to give some counsel to a college student who wanted to chat about ministry and seminary and God's will.
- Helped with a couple benevolence opportunities.

- Had breakfast with a youth dad.

Activities

- **Youth Movie Nights**

This summer we have dedicated the 1st Tuesdays of each month for refreshment and fellowship, taking a break from the normal routine. We watch movies and catch up with each other. This has provided a good rest for us leaders as well.

- **Lynfield Day Trips**

There have been two day trips so far with the kids from the Lynfield. The first was gymnastics thanks to the Heric's generosity, and the second was a trip to the Da Vinci Center. The third is coming up and will be tubing down the Delaware.

- **Kickback**

We had a good Kickback at Gifford Pinchot State Park, and even though it was hot we were blessed. We focused on the theme of rest, and even stayed off electronics for the time at the campground. I was proud of the students for doing it!!

Other

- Still continue to lead a Bible Study at Lehigh University with about 12 wrestlers who are eager to grow in their faith.
- Had the opportunity to enjoy a restful vacation with my family at the beach.

Respectfully Submitted,

Mark Culton