



## Board of Elders Meeting September 9, 2013

### Roll Call-

All elders were present: Tim Gibson, Mark Culton, Dick Bickings, Jason Hoy, Scott Holwick, Shawn Sommons, Andy Brimer, Wayne Batten, Mike Capaldi

### Devotion & Prayer-

- Pastor Tim Gibson opened the meeting in prayer and then led a discussion on the topic of the "perseverance of the saints" using various passages from Hebrews. (3:5, 3:12 and others) This was timely as he had just begun the current sermon series on Hebrews.
- The men shared in a time of prayer together focused on praise and specific requests.

### Approval of Minutes-

- **Motion** was made to approve the meeting minutes from the August 12, 2013 Board of Elders, seconded and approved.
- **Motion** was made to approve the draft meeting minutes from the August 18, 2013 Semi-annual Congregational meeting seconded and approved. These will be posted for review but will need to be approved by the congregation by a voice vote at our next congregational meeting.

### Financial Report-

- Treasurer, Andy Brimer, reviewed the August financial report with the elders. (Attachment 1) **Motion** was made to approve the financial report, seconded and approved.
- The Finance Committee recently met to discuss the potential for online giving. Andy and the committee were seeking the elders' input on that possibility after he explained the basic mechanics of the process. While this was not put forward as a vote, the elders were in agreement to go on record with the following:
  - The Board has no problem with online giving.
  - The Board has no problem with people using their credit cards as the means for online giving.
  - Of course, the elders would be concerned if individuals were putting themselves into debt by giving in this manner and would respond to situations individually if a problem arose.
- Andy asked for prayer through the 2014 budget preparation process based on our current financial situation referenced in the report.

### Discussion Items-

#### 1) Forks Township Outreach (Church Plant) Update-

Mike Capaldi reviewed the most recent activity surrounding the outreach efforts in Forks Township. These activities are summarized in the attached document which Mike would like to be placed in the bulletin on September 15, 2013. (Attachment 2) Mike also requested a short announcement be granted to highlight the summary and request prayer from the congregation. The elders reviewed the summary and agreed to both of Mike's requests.

**2) Pastoral Relations Committee-**

Mike Capaldi, Chair of the PRC, discussed the recently identified circumstances surrounding our staff and the church's need to comply with the Fair Labor Standards Act. (FLSA) The men discussed the implications of the way in which we categorize certain employees as exempt or non-exempt and how that applies to their eligibility for overtime pay. It is our desire to comply with all regulatory standards as it relates to these issues. As a result, Mike asked the Pastors who supervise certain staff members to complete an analysis of hours normally worked along with special weeks when staff members might be working off-site or over a weekend. Mike asked that these analyses be completed and returned to him by September 20, 2013. At that point we will have a better understanding of what action(s) needs to be taken.

**3) Membership-**

Two applications for membership were presented to the elders: Charlie Brooks & Judy Seyfried. **Motion** was made to approve both applicants for membership, seconded and approved.

**4) Facility Space Options-**

Based on the recent attendance numbers which are causing some space constraints in the sanctuary, the men spent some time discussing possible solutions for the near and long-term. No decisions were made and it was acknowledged that we should seek input from the Deacons soon, possibly at the next Deacons meeting.

**5) Candy Carnival Outreach-**

Pastor Dick Bickings shared his idea to take the Candy Carnival to the community in Bethlehem. Traditionally, the CC has been hosted at Ebenezer but Dick believes that we can be much more evangelistic in our approach by turning it into an outreach event. More details will follow as Dick was simply seeking support from the elders to proceed which he did receive.

**6) Other Business-**

- Andy Brimer gave a recap of the recent Bible Bee held at Ebenezer.
- Pastor Jason Hoy asked the men for feedback about the recently provided Kinship Group Leader job description. (Attachment #3) Kinship groups kicked off for 2013 with 14 groups, 173 adults and 83 kids participating.
- Pastor Tim Gibson notified the Board that he has been invited to join the BFC Church Extension Ministries Board and has accepted.
- Pastor Dick Bickings notified the Board that he has begun using the BattleZone curriculum during his weekly prison ministry visits.
- Andy Brimer mentioned that we should publicize the dates for EBFC's Pinebrook week for 2014 so people can plan accordingly since some may have to put their vacation requests in almost a year in advance.

**Pastoral Reports-**

Due to time constraints the pastors were unable to review their monthly reports, but asked that the elders review them and contact them with any comments or questions. (Attachments 4, 5, 6, 7)

**Adjournment-**

Pastor Jason Hoy closed the meeting in prayer and it was adjourned.

Respectfully submitted,

Mike Capaldi  
Secretary to the Board of Elders

September 9, 2013

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

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

- August 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 August was 82% of the budgeted forecast while the YTD Total Income was at 98% of the annual forecast.
- Expenses for August were 97% of the budgeted forecast while the YTD expenses were at 96% of the annual forecast.

The Finance Committee is reviewing options for online giving and event registration.

# EBENEZER BIBLE FELLOWSHIP CHURCH - AUGUST 2013 FINANCIAL STATEMENT

## BALANCE SHEET REPORT / COMPARISON

## GENERAL FUND - BUDGET vs. ACTUAL

ASSETS	31-Aug-13	31-Jul-13	\$ Change	Income	August	Budget	Variance
<b>Assets - Checking/Savings</b>							
18000 · Checking (KNBT)	452,723.06	465,172.03	-12,448.97	1100 · Offerings / Gifts	60,691.98	74,583.33	-13,891.35
18002 · CDs (KNBT)	67,134.49	67,134.49	0.00	1400 · Interest	39.89	100.00	-60.11
19000 · Savings (M&T Bank)	90,649.52	90,641.82	7.70	1700 · Memorials	0.00	0.00	0.00
19001 · Checking (M&T Bank)	5,375.67	5,375.67	0.00	1900 · BCS / Bldg Use	1,084.17	672.25	411.92
<b>Total Checking/Savings</b>	<b>615,882.74</b>	<b>628,324.01</b>	<b>-12,441.27</b>	<b>Total Income</b>	<b>61,816.04</b>	<b>75,355.58</b>	<b>-13,539.54</b>
<b>TOTAL ASSETS</b>	<b>615,882.74</b>	<b>628,324.01</b>	<b>-12,441.27</b>				
<b>LIABILITIES</b>							
<b>Current Liabilities</b>				<b>Expenses</b>			
901 · Building Fund	29,193.49	28,210.99	982.50	2000 · General Church Finance	9,087.38	4,738.34	4,349.04
902 · Capital Improvement Fund	-16,954.50	-16,954.50	0.00	3000 · Discipleship Ministries	-585.88	2,850.00	-3,435.88
903 · Transportation Fund	8.00	8.00	0.00	5000 · Evangelism Ministries	0.00	325.00	-325.00
902 · Scholarship Fund	2,133.77	2,331.82	-198.05	6000 · Missions	16,809.62	16,708.00	101.62
905 · Faith Promise	16,471.54	15,646.54	825.00	7000 · Deacon Ministries	4,758.43	5,554.18	-895.75
907 · Benevolence Fund	20,774.71	16,682.12	4,092.59	8000 · Worship	308.08	341.66	-33.58
908 · Music Fund	48.20	28.20	20.00	9000 · Office Expenses	1,157.91	1,331.67	-173.76
911 · Year End Accruals	8,480.16	8,480.16	0.00	10000 · Congregational Care	0.00	190.00	-190.00
912 · Run For The Children	260.11	260.11	0.00	11000 · Compensation	47,407.69	48,864.52	-1,456.83
914 · Health Care Account	4,066.54	4,581.51	-514.97	<b>Total Expense</b>	<b>78,943.23</b>	<b>81,003.37</b>	<b>-2,060.14</b>
915 · Youth Summer Missions	200.71	665.83	-465.12				
100 · Payroll Liabilities	6,566.81	6,622.84	-56.03	<b>Net Ordinary Income</b>	<b>-17,127.19</b>	<b>-5,647.79</b>	<b>-11,479.40</b>
<b>Total Current Liabilities</b>	<b>71,249.54</b>	<b>66,563.62</b>	<b>4,685.92</b>	<b>Net Fund Transfer between Accts.</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
				<b>Net Income</b>	<b>-17,127.19</b>	<b>-5,647.79</b>	<b>-11,479.40</b>

## DESIGNATED FUNDS

	Income	Expenses	Net
<b>Long Term Liabilities</b>			
810 · Building Mortgage	982.50	0.00	982.50
<b>Total Long Term Liabilities</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
<b>Total Liabilities</b>	<b>71,249.54</b>	<b>66,563.62</b>	<b>4,685.92</b>
<b>EQUITY</b>			
900 · Retained Earnings	959,280.04	959,280.04	0.00
<b>Net Income</b>	-6,768.04	10,359.15	-17,127.19
1000 · Opening Bal Equity	-407,878.80	-407,878.80	0.00
<b>Total Equity</b>	<b>544,633.20</b>	<b>561,760.39</b>	<b>-17,127.19</b>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>615,882.74</b>	<b>628,324.01</b>	<b>-12,441.27</b>
<b>OTHER LIABILITY ACCOUNTS</b>			
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	514.97	-514.97
915 · Youth Summer Missions	500.00	965.12	-465.12
<b>Total Other Current Liabilities</b>	<b>7,554.04</b>	<b>3,312.09</b>	<b>4,241.95</b>

*Andrew J. Burner*  
Treasurer

9/9/13  
Date

# EBENEZER BIBLE FELLOWSHIP CHURCH - AUGUST YTD 2013 FINANCIAL STATEMENT

## BALANCE SHEET REPORT / COMPARISON

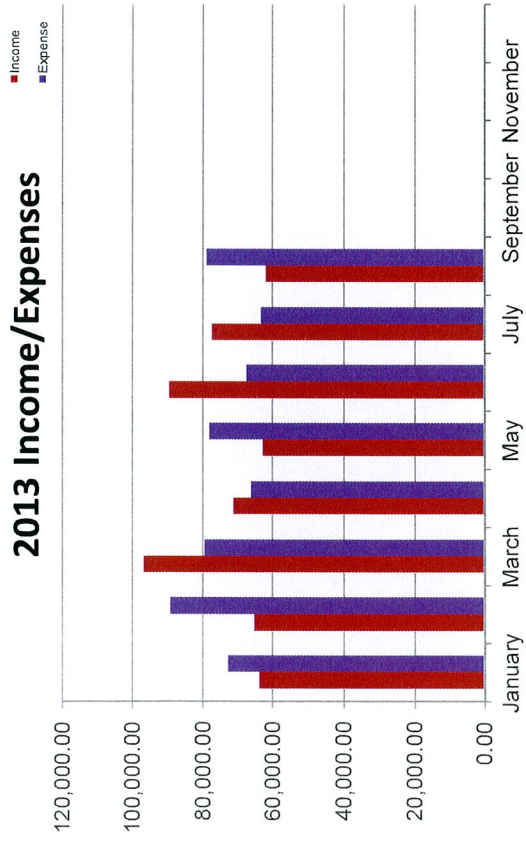
## GENERAL FUND - BUDGET vs. ACTUAL

ASSETS	31-Aug-13	31-Dec-12	\$ Change	Income	August YTD	Budget	Variance	%BGT YTD
<b>Assets - Checking/Savings</b>								
18000 · Checking (KNBT)	452,723.06	478,672.09	-25,949.03	1100 · Offerings / Gifts	582,520.15	596,666.66	-14,146.51	98%
18002 · CDs (KNBT)	67,134.49	66,808.26	326.23	1400 · Interest	628.50	800.00	-171.50	79%
19000 · Savings (M&T Bank)	90,649.52	90,589.19	60.33	1700 · Memorials	340.00	0.00	340.00	N/A
19001 · Checking (M&T Bank)	5,375.67	5,393.62	-17.95	1900 · BCS / Bldg Use	4,914.99	5,378.00	-463.01	91%
<b>Total Checking/Savings</b>	<b>615,882.74</b>	<b>641,463.16</b>	<b>-25,580.42</b>	<b>Total Income</b>	<b>588,403.64</b>	<b>602,844.66</b>	<b>-14,441.02</b>	<b>98%</b>
<b>TOTAL ASSETS</b>	<b>615,882.74</b>	<b>641,463.16</b>	<b>-25,580.42</b>					
<b>LIABILITIES &amp; EQUITY</b>								
<b>Current Liabilities</b>				<b>Expenses</b>				
901 · Building Fund	29,193.49	14,881.99	14,311.50	2000 · General Church Finance	21,011.65	30,151.68	-9,140.03	70%
902 · Capital Improvement Fund	-16,954.50	0.00	-16,954.50	3000 · Discipleship Ministries	7,873.80	21,656.25	-13,782.45	36%
903 · Transportation Fund	8.00	8.00	0.00	5000 · Evangelism Ministries	143.97	1,400.00	-1,256.03	10%
904 · Scholarship Fund	2,133.77	2,286.51	-152.74	6000 · Missions	88,334.49	88,354.00	-19.51	100%
905 · Faith Promise	16,471.54	49,488.54	-33,017.00	7000 · Deacon Ministries	54,877.04	55,320.84	-443.80	99%
907 · Benevolence Fund	20,774.71	6,042.91	14,731.80	8000 · Worship	8,009.80	4,333.34	3,676.46	185%
908 · Music Fund	48.20	28.20	20.00	9000 · Office Expenses	10,773.35	13,483.33	-2,709.98	80%
911 · Year End Accruals	8,480.16	5,990.99	2,489.17	10000 · Congregational Care	1,192.32	1,580.00	-387.68	75%
912 · Run For The Children	260.11	260.11	0.00	11000 · Compensation	393,705.26	391,216.29	2,488.97	101%
914 · HRA	4,066.54	2,489.17	1,577.37	<b>Total Expense</b>	<b>585,921.68</b>	<b>607,495.73</b>	<b>-21,574.05</b>	<b>96%</b>
915 · Youth Summer Missions	200.71	1,806.33	-1,605.62	<b>Net Ordinary Income</b>	<b>2,481.96</b>	<b>-4,651.07</b>	<b>7,133.03</b>	
100 · Payroll Liabilities	6,566.81	6,779.17	-212.36	<b>Net Fund Transfer between Accts.</b>	<b>9,250.00</b>	<b>0.00</b>	<b>9,250.00</b>	
<b>Total Current Liabilities</b>	<b>71,249.54</b>	<b>90,061.92</b>	<b>-18,812.38</b>	<b>Net Income</b>	<b>-6,768.04</b>	<b>-4,651.07</b>	<b>-2,116.97</b>	
<b>Long Term Liabilities</b>								
810 · Building 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>71,249.54</b>	<b>90,061.92</b>	<b>-18,812.38</b>					
<b>Equity</b>				<b>Income</b>	<b>Expenses</b>	<b>Net</b>		
900 · Retained Earnings	959,280.04	923,839.75	35,440.29	901 · Building Fund	14,311.50	0.00	14,311.50	
<b>Net Income</b>	<b>-6,768.04</b>	<b>35,440.29</b>	<b>-42,208.33</b>	903 · Transportation Fund	0.00	0.00	0.00	
1000 · Opening Bal Equity	-407,878.80	-407,878.80	0.00	904 · Scholarship Fund	1,000.26	1,153.00	-152.74	
<b>Total Equity</b>	<b>544,633.20</b>	<b>551,401.24</b>	<b>-6,768.04</b>	905 · Faith Promise	25,068.00	58,085.00	-33,017.00	
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>615,882.74</b>	<b>641,463.16</b>	<b>-25,580.42</b>	907 · Benevolence Fund	19,703.99	4,972.19	14,731.80	
				908 · Music Fund	20.00	0.00	20.00	
				<b>OTHER LIABILITY ACCOUNTS</b>				
				902 · Capital Improvement Fund	0.00	16,954.50	-16,954.50	
				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	5,565.03	4,184.97	
				915 · Youth Summer Missions	1,690.00	3,295.62	-1,605.62	
				<b>Total Other Current Liabilities</b>	<b>71,925.32</b>	<b>90,525.34</b>	<b>-18,600.02</b>	

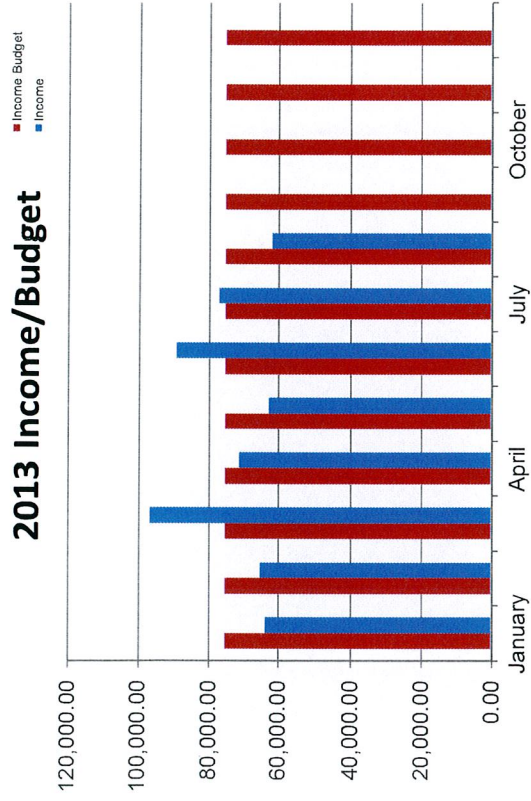
*Andrew P. Bruner*  
Treasurer

9/9/13  
Date

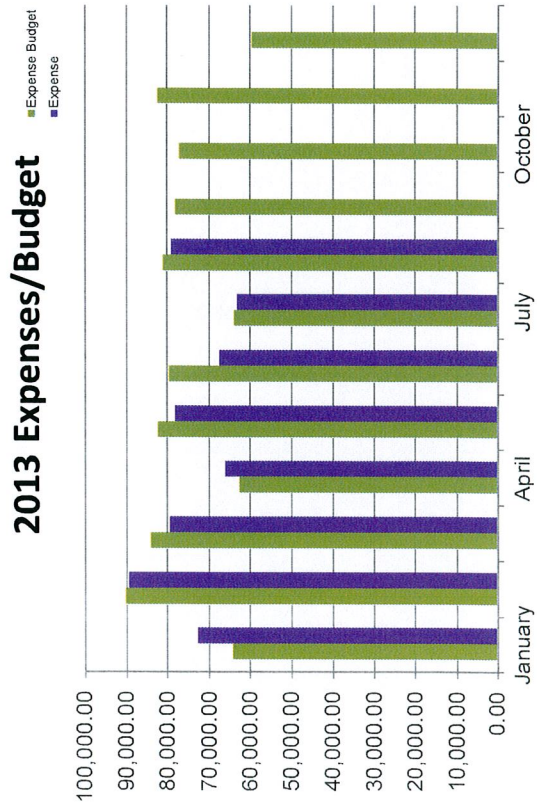
## 2013 Income/Expenses



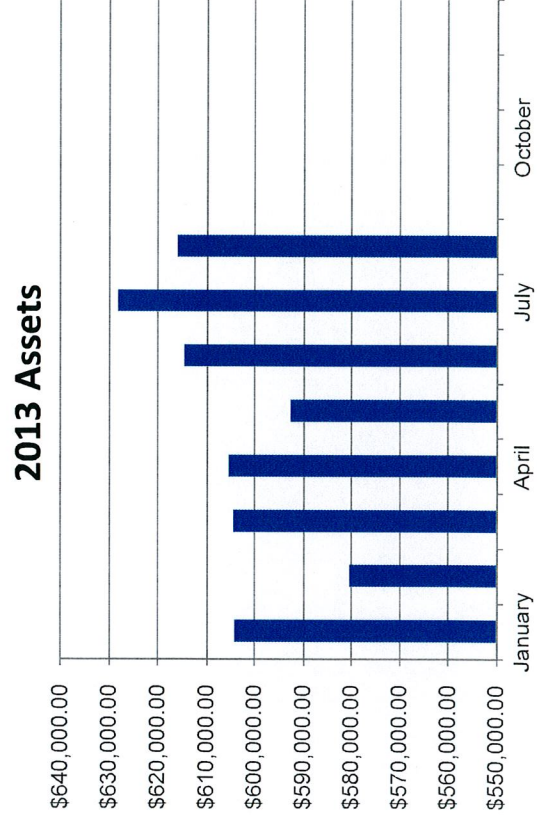
## 2013 Income/Budget



## 2013 Expenses/Budget



## 2013 Assets





September 2013

Dear Ebenezer Family,

As was shared at the semiannual meeting, our vision is to be “reaching arms for the Gospel” through individual evangelism; as well as, collectively through our efforts in counseling, Church planting, and missions.

I wanted to share some progress being made in one of these areas; specifically, church planting. For several months Pastor Tim Zuck from Saucon Valley BFC and I have been planning outreach activities for Forks Township with the hopes of eventually planting a church there.

**What has been accomplished to date?**

- We received endorsements to proceed from the BFC denomination’s church planting arm (Church Extension) along with several local BFC churches and the Board of Elders here at Ebenezer.
- A church planting resource team (CPRT) was formed in June consisting of 17 members from local BFC churches. (Coopersburg, Cedar Crest, Saucon Valley, Whitehall and Ebenezer)
- The CPRT completed several interviews, surveys and demographic studies to be consolidated into a full report and submitted to the BFC in order that the work can be deemed a “Mission” and come under the care of Church Extension Ministries.
- A postcard was sent to 2,000 residents introducing them to the outreach and to asking them to participate in an online survey to better understand their needs.

**What are some important next steps?**

- The CPRT will continue to follow a multi-stage process moving us towards an eventual launch of a core group in the township. (Target date is early-2014)
- On September 21-22 Forks Township will host Community Days. We will be there at a booth in order to meet people within the community and to raise awareness for the outreach. We’ll be giving away balloons, offering face-painting and engaging people to answer the survey questions.
- In October, we will be hosting a weekly discussion group at the community center entitled “Hope” and will be inviting people to attend during Forks Community Days.

**What can you do to support the outreach and eventual church plant?**

- Pray! Specifically for God’s will to be done through this effort, for our activities at Community Days to bear fruit and for wisdom for the CPRT as we continue to plan.
- If you live in Forks Township or know people who do, please consider inviting them to stop by our booth or to take the online survey. ***There are extra postcards in the foyer that you can give to them.***
- If you have interest in learning more about the outreach please contact us directly by e-mail: [forkscommunityoutreach@gmail.com](mailto:forkscommunityoutreach@gmail.com) or call me at 610-730-3344.

In His service,  
Mike Capaldi

## **Small Group Leader Job Description**

The purpose of Kinships is to provide small gatherings in which a large proportion of the members and friends of our church are regularly involved in bible discussion, fellowship, prayer, and ministry. This is accomplished through Multi-Generational and Life-Stage groups.

We envision the small group leader to be an informal extension of pastoral/elder like shepherding of a smaller group of people from within the body of Christ at Ebenezer BFC. Shepherding a small group includes meeting the qualifications, and overseeing the responsibilities of facilitating, training, teaching, soul care, and service.

### **Qualifications for Small Group Leaders:**

- Although a small group leader isn't required to be an elder or pastor, he should be pursuing the same character qualities as those outlined for elders in 1 Timothy 3:1-7 and Titus 1:7-9.
- A member in good standing
- Approved by the pastors or elders to serve as a kinship group leader.
- Successfully completed kinship leadership training

### **Responsibilities of Small Group Leaders:**

- I. Facilitating
  - Welcome members of your group (a list of names may be provided), get to know them through icebreakers, and go over expectations of small group members (small group covenant – 9 P's listed on page 2)
  - Determine a location for your group and childcare needs if applicable. If your group also plans to have a snack/meal time, you may want to assign a coordinator to oversee details.
  - Include Worship (optional) and Prayer time
- II. Training/Shepherding
  - Identify potential apprentice from the group, and provide mentoring which includes teaching and shepherding opportunities
  - Share the responsibility of social and prayer time with other members of the group. Be intentional in identifying areas of members' giftedness that could be used in the church.
  - Possibly seek to mentor one, two, or all the men outside of group time and encourage the women to do so as well.
- III. Teaching
  - Prayerfully determine course of study (could be done along with group) and gain approval from pastoral leadership if choice of study isn't on the resource list provided.



- Prayerfully prepare lesson content which includes biblical explanation and application

#### IV. Soul Care

- Allow time for discussion/questions during or after teaching
- Create a safe place to share freely but model how to approach with grace and truth
- (Optional) Go through the *Uncommon Community: Biblical Soul Care in Small Groups* curriculum again to equip yourself in how to deal with difficult counseling situations. You may refer tough counseling situations to the Pastor of Congregational Care.

#### V. Service

- Serve members in the group during time of need
- Be open to serve new members coming into the group
- Be willing to serve in the community (Ex. Invite neighbors to the group, service project, etc.) with the intention of sharing the gospel of Jesus Christ.

### **What We Offer EBFC Small Group Leaders**

- Semi-Annual leadership team meetings where we provide on-going training, encouragement, reports, ministry, and vision
- A resource list to help in your choice of study
- An annual appreciation event

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### **The Small Group Covenant (Nine P's)**

1. Proper Priority – Be on time, Consistent Attendance
2. Prepared – Challenge your group to come prepared for the lesson
3. Place God First – Encourage Group Members to spend time with God
4. Place of Redemption – Help Create a Safe Environment/Point to Jesus Christ
5. Prudent and Discrete – Maintain Confidentiality
6. Personal Accountability – Challenge group members to open their lives to other members
7. Promote Vulnerability
8. Prayer
9. Purposeful Multiplication

\*Adopted from *Uncommon Community: Biblical Soul Care in Small Group*

## Sample of Resources and trusted authors for Kinship Study

1. Books of the Bible
  - *Continued study and application of Sunday Morning Sermon*
  - *MacArthur Bible Studies Series*
  - *Life Change Bible Studies*
  - *The Wiersbe Bible Study Series*
2. Theology/Doctrine
  - *Christian Beliefs, Bible Doctrine, or Systematic Theology* by Wayne Grudem
  - *Fundamentals of the Faith* by John MacArthur
  - *Articles of Faith* (Bible Fellowship Church)
  - *Biblical Theology in the Life of the Church* by Michael Lawrence
  - *Dug Down Deep* by Joshua Harris
3. Ecclesiology/Study of the Church
  - *Nine Marks of a Healthy Church* by Mark Dever
  - *What is a Healthy Church Member* by Thabiti Anyabwile
  - *Church Membership* by Jonathan Leeman
  - *What is the Mission of the Church?* By DeYoung and Gilbert
4. Practical Theology/Christian Living
  - *Step by Step* by James Petty (Knowing God's Will)
  - *Age of Opportunity* (Parenting Teens), *War of Words* (Communication Struggles), *What Did You Expect?* (Marriage), *How People Change* by Paul Tripp
  - *Running Scared: Fear, Worry and the God of Rest, When People are Big and God is Small* by Ed Welch
  - *When God Weeps* (Suffering) by Steve Estes and Joni Eareckson Tada
  - *Humility and Worldliness* by C.J Mahaney
5. Apologetics (Defending the Faith)
  - *The Truth Project* by Focus on the Family
  - *The Reason for God* by Tim Keller
  - *The Case for Christ* by Lee Strobel
  - *Jesus Among Other Gods* by Ravi Zacharias
  - *The Gospel for Muslims* by Thabiti Anyabwile
6. Evangelism
  - *What is the Gospel?* By Greg Gilbert
  - *The Way of the Master* by Ray Comfort
7. Curriculums
  - *The Gospel Project* (Contact Pastor Dick Bickings for details)
  - *Why We Believe the Bible, Desiring God, Don't Waste Your Life* by John Piper
  - *The Gospel in Life* by Tim Keller

**Trusted Authors:** John MacArthur, John Piper, Tim Keller, Jerry Bridges, David Platt, Francis Chan, Randy Alcorn, Kevin DeYoung, Tullian Tchividjian, R.C Sproul, Al Mohler, D.A. Carson, Erwin Lutzer, Paul Miller, Matt Chandler, Chip Ingram, C.S Lewis, A.W. Tozer, J.I Packer \*If you have a topic in mind and haven't found anything, please contact one of the pastors for a recommended resource!

## Pastor Tim's Ministry Report September 9, 2013

**Studying & Preaching:** I believe that the sermon series (1 John - "Blessed Assurance") preached through the summer was effective. The month of August was exciting and I believe the Lord blessed as we focused on evangelism. I believe that our Church is beginning to look outwards instead of always looking inward. The last two sermons in August were evangelistic in nature, and the congregation was encouraged to invite lost people to hear the good news. Both services were full for those messages and many visitors were present. I believe our people truly reached out. For that I'm very grateful. Out of this series, well designed "invitation cards" have been developed which will be in the bulletin each week for our congregation to use to invite people to EBFC.

Now that the summer is over, I am beginning a new series in the book of Hebrews. I've entitled it "What's the Big Deal about Jesus?" I'm excited knowing that the Lord is going to challenge us greatly with the supremacy of Christ! It is also going to give us a deeper knowledge of the Old Testament and how the OT was intended to point to Christ.

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

Worship Ministries – In September I've been working with one of the students to help her prepare for possibly joining the worship team. Three other students are interested in auditioning for instrumental spots, Lord willing, in the next month. Our greatest needs right now are another drumset player as well as one or two more pianists. A small group of students led worship for the Congregational Meeting. It was a blessing to work with them. The sound room ministry has more volunteers now than we have ever had. It is a blessing to have a group of volunteers to call upon with reserves if someone needs to call out at the last minute. It is preventing burn-out, as well! Adult Choir begins rehearsals this week. We've had a drop in numbers since the end of last year. So, the choir committee is prayerfully considering a few options for the ministry. The Culton family ministered at Fellowship Manor this month along with LeRoy Wilcox. We have 13 people participating in the BFC Getty Concert event! We will be carpooling down to Quakertown for rehearsals. The New Gospel Trio will presenting a concert on 9/29 at 6:00 pm. Last year, this event brought in many folks from the community.

**Church Extension Board:** As of September 8, I am officially on the board of Church Extension. David Gundrum asked me to pray about being on the board. I agreed to serve hoping that this will allow me to be a vital part of growing the Kingdom. David assured me that the time constraint for board members was not that overwhelming. I am hoping to use this opportunity to be used to help the BFC extend church planting.

**Staff:** Staff relations are going well. I still have not determined what book that we are going to go through together. Each staff member seems to be working diligently. Overall, I am well pleased with each member of EBFC staff.

**Weddings:** I was able to do a couple of weeks of premarital counseling with Zack Roberts & his finance Lora. Zack is a member of EBFC. I had the blessing of baptizing him in January 2013. Zack was appointed to go to the military base in Lawton, Ok. With the blessings of their families, I was able to marry Zack & Lora in a small ceremony on Wednesday night August 28, 2013 after Bible study. Their desire was to be in the Lord's will as they moved to Oklahoma. It was a precious time. The Thompsons were able to come to the ceremony and support the kids.

I was also able to finish up premarital counseling for Brian & Erin Harris. Along with Mark Culton, I was blessed to participate in the ceremony & all the festivities on August 22-23.

**Staff Party:** On August 24, we were able to have the entire staff (minus Bickings) to the Gibson house for fellowship. We opened the pool, had great food and fun. I hope it was a bonding time for all of us.

**Premarital Counseling:** I have a couple that desires to get their lives right with Jesus. Their parents are members of the church. I am hoping that I will have a major influence in their lives. I am going to do several weeks of counseling and then proceed as the Lord leads.

**Counseling/Visitation:** I continue to do counseling each week with congregants, as they need it. I am

counseling at least 2-3 times per week. I also make hospital visits & home visits when Jason informs me of serious needs and I feel like the Lord is leading me to visit. I was able to visit with Dora Fisher and had a great visit. I also pray with several men during the week.

**LEAD Men's Leadership Training:** Beginning September 15, I will begin a training class that will extend into next April 2014. I am excited about the possibility of raising up new leaders who will be both theologically minded as well as have a heart that pleases the Lord. Currently we have 28 men signed up. Some of the men are seasoned and have a great deal of knowledge, while others seem to be just starting. In any case, our discussions and study of God's Word will hopefully help them tremendously. In addition to reading and discussing theology, accountability partners will be assigned. We are going to strongly stress holiness in this class. Furthermore, we will be encouraging scripture memory that relates to what we are studying.

**Kinship Group:** We began our first Kinship Group in the Gibson home on September 8. I believe it was very successful. Including children we have 24 (11 kids). We are still working through what material we are going to use.

**Wednesday Night Bible Study/Prayer Meeting:** Overall, I believe the Wednesday night Bible study/Prayer Meeting is going well. We are having anywhere from 40-50 each night. Currently we are going through the book of Matthew together. I anticipate that we will have more once the AWANA ministry begins on September 18. The study usually goes 40 minutes and prayer lasts for about 20 minutes.

**New Membership Class:** I led a new member class over a 2-week period on August 25, & September 1, a more intense class than usual. We had 11 candidates. It was exciting to see each member participate and join in the deep theological discussion over the Articles of Faith. It truly was an incredible teaching time. Not only does the member class provide an opportunity for us to teach the Word of God, but also provides an opportunity to create a "unity" among the body of believers at EBFC as each member comes into membership.

**Baptism in the Monocacy Creek:** On August 27, I was honored to baptize Debra Jones in the Monocacy Creek in Bethlehem. The church staff went as witnesses. We sang a couple of songs led by Pastor Mark. We also invited several people who were walking in the park to participate by watching which they did.

It is an honor and a joy to serve our Lord at EBFC. I am growing in the Lord and in my sanctification more and more. I sense the Lord using me greatly and I desire to be used more intensely for His glory. It is a joy to work among such godly men. For this I am very thankful.

Serving Christ,  
**Pastor Tim Gibson**

# POD (Pastor of Discipleship) Report – Aug/Sep 2013

In a recent personal study, in the book of 2 Thessalonians, I was reminded of a terrifying truth about when...

*“...the Lord Jesus is revealed from heaven with his mighty angels in flaming fire, inflicting vengeance on those who do not know God and on those who do not obey the gospel of our Lord Jesus. They will suffer the punishment of eternal destruction, away from the presence of the Lord and from the glory of his might,”* (2 Thessalonians 1:7–9, ESV)

This is the motivation for evangelism. The reality that Jesus Christ is returning and all those who do not respond to the gospel will suffer eternal destruction. Do I even flinch when I think of my neighbors or family or friends in an eternity of divine judgment? CH Spurgeon said it like this...

“If sinners will be damned, at least let them leap to Hell over our bodies. And if they will perish, let them perish with our arms about their knees, imploring them to stay. If Hell must be filled, at least let it be filled in the teeth of our exertions, and let not one go there unwarned and unprayed for.”

“The gospel is the only answer...Oh Lord, help me to tirelessly and boldly proclaim the gospel to all you have put in my path, Amen.”

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

## Kids Crossing

### • **Cross Time Sunday School:**

- Please pray that the Lord would send us a teacher for 1<sup>st</sup> & 2<sup>nd</sup> grade class, even months...currently we have no teacher/team for October.
- **Curriculum change:** We held a final teacher-training meeting on August 21 for the new Gospel Project curriculum. It was well attended and most were excited about the new media tools. On September 1, along with promotion Sunday, the new curriculum began with mostly positive feedback from both the teachers and students. It will take a little while to iron out the use of the Starboards, but most are doing very well.

- **Early Childhood (2&3 year-olds):** Praise the Lord; we began the 2&3 year-olds' class on September 1 for all three services. A hearty thanks to Anne Christianson and her team of volunteers.
- **Children's Church:** We began using the 2<sup>nd</sup> hour worship component of the Gospel Project curriculum for Children's Church on September 1 and it has worked very well in complimenting the Sunday School Classes.
- **Wednesday Evening Programs:** We completed two of three scheduled Awana follow-up training events, with this Wednesday evening being the final training before Awana begins September 18. Praise the Lord for raising up excited, passionate volunteers to do the work of this excellent biblically based children's program! Many thanks to Dave Lissy and Julie Gibson for an excellent job in organizing the program and volunteers.

## Student Ministry

- See Pastor Mark's report.

## Adult Ministry

- **Adult Electives:** Our new fall semester of Adult Electives began on September 8 with approximately 150 people attending the 4 classes offered...they are as follows...
  - Acts (Part 1 of 2) – Rich Mastronardo
  - Instruments in the Redeemer's Hands: Helping Others Change – Pastor Jason Hoy
  - Putting Your Beliefs to the Test – Scott Holwick
  - Evangelism Training: “The Way of the Master” – Pastor Dick Bickings

- **Men's Ministry:**

- **Bethel Series:** We will begin a new 2-year cycle in October 2013, and currently have more than 40 people signed up for all three classes, Praise the Lord!
- **Men's Bible Studies:**
  - Thursday mornings from 6:15 AM – 7:30 AM, This early morning group is beginning a new studying in 2 Thessalonians.

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

"We are very excited to be starting out fall activities. Bible studies start this week. Vicki Cowely will lead on Monday evenings and will lead on Tuesday mornings. This study will run 7 weeks and will be every other week.

We have some needs in our MOPS ministry. Abby Yorgey will be our Discussion Group leader and we still need a MOPPETS coordinator. Alyssa Nye is doing a great job trying to fill the spots.

Dawn Blackton has expressed interest in being a part of WM. WE met together and didn't realize they were not members. As far as I know they have filled out there application and hopefully she will be a member shortly.

Hoping to meet with Carol Warner soon who also has expressed interest.

Heading to Beth Moore simulcast on Saturday.

Looking forward to getting in the schedule of the fall and being in more constant contact with the ladies."

### **Discipleship Support**

- **Kinship:** We praise the Lord for a good kickoff September 8 for our new kinship year. We currently have 14 groups with 173 adults and 83 kids involved, and a variety of bible study topics.

### **Evangelism/Outreach:**

- **Candy Carnival:** We are very excited about the possibility of taking this evangelistic event to the community. We are considering a number of parks throughout our community to share the love of Christ and His glorious Gospel. Please pray that the Lord will make clear to the team His leading.
- **Manna Ministry:** The Manna Ministry will be starting again the beginning of October with a new vision and emphasis. We are looking at providing help for those who are truly needy and have volunteers available to meet Spiritual needs. We are also looking for a facility downtown where we can provide food and clothing for the needy and hold services for them to reach their spiritual needs.
- **BattleZone at Northampton County Prison:** I am very excited about teaching this biblically immersed men's discipleship program every Monday for 11 weeks to those incarcerated. Pray that the Lord would transform their lives through HIS WORD.

### **Other:**

- Continued to meet with several men to counsel and encourage
- Helped Facilitate Wednesday evening Prayer Meetings with Pastor Tim.
- 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

# PASTOR OF CONGREGATIONAL CARE

## Elders Meeting – Report for June, July, August

***Our Vision:*** To Accomplish the 3 fold purpose of the Church: Worship God,  
Edify the Saints, and Evangelize the World!

### 1. **Shepherding**

- Visits to hospitals/homes and follow up with those struggling.
- Following up with a few families who haven't been around.
- Had quite a few dinner meetings with families in our church.
- Continue to meet with a few men one on one for encouragement and mentoring.

### 2. **Counseling**

- Counseling a few people struggling with depression and anxiety.
- Many have registered for the fall season of *Greifshare* and *DivorceCare*
- Began adult elective on how to counsel using Tripp and Lane's curriculum *Instruments in the Redeemer's Hands*

### 3. **Other**

- Continue to attend Tuesday Morning and Wednesday afternoon prayer meeting.
- Completed my seminary course on *Missions and Evangelism*.
- Met with Tom Shorb, Pastor of Congregational Care at Coopersburg BFC, for mutual encouragement and edification.
- Attended BFC Regional Ministerium.
- Began *Kinship* Season.
- Preached at EBFC, The Bridge, Pinebrook, and Saucon Valley BFC
- Attended BFC Church Health Committee Meeting
- Plan to participate in AWANA

### 4. **Goals**

- Continue attending AWANA training.
- Stay on top of people needs.
- Finish my last seminary course.

## Student Ministries Report - July & August 2013

*There was a man of the hill country of Ephraim, whose name was Micah. And he said to his mother, "The 1,100 pieces of silver that were taken from you, about which you uttered a curse, and also spoke it in my ears, behold, the silver is with me; I took it." And his mother said, "Blessed be my son by the LORD." And he restored the 1,100 pieces of silver to his mother. And his mother said, "I dedicate the silver to the LORD from my hand for my son, to make a carved image and a metal image. Now therefore I will restore it to you." So when he restored the money to his mother, his mother took 200 pieces of silver and gave it to the silversmith, who made it into a carved image and a metal image. And it was in the house of Micah. (Judges 17:1-4, ESV)*

The rest of Judges 17 highlights the sinfulness of Micah, and yet it is not very hard to see how Micah developed these sinful patterns when we look at his relationship with his mom. I see 2 glaring problems -

1. **Lack of discipline.**

Micah stole from his mom, and he betrayed her trust. This is a serious breach committed against someone Micah was called to honor and protect. And what were the repercussions for Micah's sin? Nothing. Actually, it is worse than that - Micah's mom blesses him for giving it back. Clearly, there was a lack of discipline that was built into that family unit, and the consequences are a man who does what he wants and worships God however he pleases.

2. **Skewed view of God and worship.**

What kind of mom leads her son into idolatry? And yet this is exactly what we see in this chapter. Micah goes on to worship idols and he attempts to call it worship of the One True God. However, God will not have this.

The application for us as parents is 2-fold. May we do the hard work of disciplining our children so that they know the difference between right and wrong and they are taught that there **are** consequences when we break God's laws. And may we teach our children how to worship God in Spirit and in Truth, according to the guidelines that He has set up. May we never approach Him in a cavalier way.

### Teaching

- **Middle School**

We have now finished the entire Core Truth curriculum. It took us over 4 years, and so we are going to start at the beginning going through the core doctrines of the faith - starting with a series on *The Trinity*.

- **High School**

We are finishing up our study in the book of Judges. It has been a great reminder of the cycle of sin that we get caught in and God's continual offer of redemption and deliverance through His Son Jesus.

- **Sunday School**

This Sunday we begin our brand new curriculum - "The Gospel Project". I believe it is going to be a welcomed change and as we start in the book of Genesis, Jesus will always be in view.



## **Shepherding**

- Have been teaming up with Pastor Tim and Dick to guide Preston Young as he finishes up his pastoral internship here at the church.
- Finished up pre-marital counseling with a couple.

## **Staff**

- We are preparing for our yearly staff retreat this coming weekend.
- Met with a student who graduated last year about the possibility of having him be an assistant growth group leader and grow in his leadership ability.

## **Activities**

**Kickback** - This is our yearly camping trip for high school students, and it was a wonderful time of hanging out and fellowship together. We also had a few focused times of teaching with the theme being “Preparing for the Future”. It seemed especially helpful to those who graduated and have now headed off to college.

**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 3, with the 4th 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.

**Long Neck Missions Trip** - What a great trip! It was so neat to partner with Andy Barnes and share the gospel with children in the community. We were not sure how effective it was until the Parent’s Night when most of them arrived at the church building. Praise the Lord 2 of the families we ministered to that week have been coming faithfully to church at Long Neck, and the Back to School Night they recently had reached over 60 children and 100 people total. God is good! I really believe our students grew through the experience as well.

**Red Carpet Night** - We welcomed the incoming 6th graders at youth group, and it was exciting to see them join us. We had a good turn out and I heard from at least one that they felt welcomed. It is our goal to see them become integrated well.

## **Other**

- Attended grad parties for our students.
- Meeting regularly with David Day, who is actively pursuing college ministry on Lehigh University. We are considering what it would look like for Ebenezer to reach out to our college campuses and disciple students. Pray for God to open doors here.
- Attended and participated in our Semi-Annual Meeting and Picnic.
- Met with the other BFC youth pastors of the Lehigh Valley.
- Co-officiated the Harris wedding along with Pastor Tim
- Met with a local youth pastor to talk about foreign missions trips and give some advice related to these kind of trips.

Respectfully Submitted,

Mark Culton,  
Youth Pastor