



Board of Elders Meeting September 10, 2012

Opening & Roll:

- Shawn Van Doren opened the meeting in prayer.
- All elders were present: Gibson, Hoy, Bickings, Culton, Batten, Holwick, Capaldi, Van Doren, Sommons, Brimer.

Devotion & Prayer:

- The elders continued their review of the Articles of Faith by reviewing Article 20-2, Ordinances, The Lord's Supper.
- The men shared in a time of thanksgiving and prayer.

Approval of the Minutes:

- **Motion** was made to approve the minutes from the August 13, 2012 Board of Elders Meeting, seconded and approved.

Financial Report:

- Treasurer, Andy Brimer reviewed the August Financial Report. (Attachment 1) **Motion** was made to approve the report, seconded and passed.
- Andy reviewed the process for building the 2013 budget and asked for continued prayer. The elders agreed to meet on September 24th to discuss vision and priorities for ministry which can help with the budget planning.

Discussion Items:

- 1) Parish Nursing: The elders continued the discussion about Parish Nursing. We still support the program and understand the Deacons will be discussing how it fits into their ministries. (e.g. Community Concerns) **Action**: Mike Capaldi will follow up with Carol Warner who is the originator of the Parish Nursing program.
- 2) Baptisms: Several people are being baptized on September 23rd. The elders agreed to remind congregants with whom they interact about the opportunity to be baptized.
- 3) Vacation Policy Inquiry: A staff member inquired about the vacation policy for part-time employees and whether or not it could be granted. **Action**: The Pastoral Relations Committee was asked to make a recommendation for such a policy.

Pastoral Reports:

- Senior Pastor Tim Gibson reviewed his monthly report. (Attachment 2)
- Pastor of Discipleship, Dick Bickings reviewed his monthly report. (Attachment 3)
- Pastor of Congregational Care, Jason Hoy reviewed his monthly report. (Attachment 4)
- Pastor of Youth, Mark Culton reviewed his monthly report. (Attachment 5)

Committee Reports:

- 1) Nominating Committee: It was requested that the elders complete an elder evaluation for Shawn Sommons. This is a standard practice as an elder's term comes to an end. **Action**: The elders should think about men who have leadership potential for future Deacon/Elder service. Ideally, we will discuss this during the September 24th meeting on vision.
- 2) Missions Committee: Chair Wayne Batten reviewed a preliminary list of missions support requests for 2013 for the purposes of preparing the budget.

- 3) Evangelism Committee: Chair Shawn Van Doren reviewed some upcoming evangelistic events:
 - Bridge Ministry – Ebenezer will be serving on October 10th. Shawn expressed enthusiasm for how the congregation has responded to this opportunity to serve. The elders continue to support our participation in this outreach ministry.
 - Candy Carnival on October 27th
 - Every Day Evangelism Class (EV2) will be offered in the coming weeks.
 - Run For the Children on November 10th
- 4) Membership & Discipline: Some people issues were discussed.
- 5) Pastoral Relations Committee: No updates to provide and the PRC will follow up on the vacation request made above.
- 6) Worship: Chair Tim Gibson shared his request of worship team members that when they speak before songs that they recite scripture rather than speaking extemporaneously.
- 7) Deacon Liaison: Shawn Sommons reviewed the topics that will be discussed with the Deacons at the Board of Deacons Meeting including Parish Nursing, Bridge Ministry funding and other topics.

Adjournment:

- The meeting was closed in prayer.

Respectfully Submitted,



Mike Capaldi
Secretary to the Board of Elders

Attachment #1

September 10, 2012

To: Board of Elders
From: Andy Brimer, Treasurer *ab*
Subject: Financial Report for September 2012

Attached you will find the following documents as the submission for the August 2012 Financial Report:

- August Financial Statement
- 2012 YTD Financial Statement
- Four graphs representing the following:
 1. Income compared to budget
 2. Expenses compared to 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:

- Giving for August was 91% of the budgeted forecast while the YTD giving was at 103% of the annual forecast.
- Expenses for August were 132% of the budgeted forecast while the YTD expenses were at 102% of the annual forecast.

Other items to note:

- A used van was purchased on August 29, 2012.
- A new credit card company has approved our application for staff cards. The account for these cards will remain with M&T Bank (via their business partner), and the current debit cards will be canceled when the new accounts are activated which should occur during September 2012.

EBENEZER BIBLE FELLOWSHIP CHURCH - AUGUST 2012 FINANCIAL STATEMENT

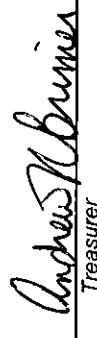
BALANCE SHEET REPORT / COMPARISON

GENERAL FUND - BUDGET vs. ACTUAL

ASSETS	31-Aug-12	31-Jul-12	\$ Change	August	Budget	Variance
Assets - Checking/Savings						
18000 - Checking (KNBT)	418,312.01	454,522.97	-36,210.96	65,043.33	71,261.25	-6,217.92
18001 - CDs (KNBT)	66,808.26	66,808.26	0.00	50.11	66.67	-16.56
19000 - Savings (M&T Bank)	91,522.55	91,503.12	19.43	0.00	0.00	0.00
19001 - Checking (M&T Bank)	3,997.16	9,417.52	-5,420.36	0.00	394.00	-394.00
Total Checking/Savings	580,639.98	622,251.87	-41,611.89	65,093.44	71,721.92	-6,628.48
TOTAL ASSETS						
	580,639.98	622,251.87	-41,611.89			
LIABILITIES						
Current Liabilities						
2111 - Direct Deposit Liabilities	0.00	0.00	0.00			
901 - Building Fund	9,901.24	8,477.24	1,424.00			
902 - Capital Improvement Fund	0.00	-20,213.46	20,213.46			
903 - Transportation Fund	-1,147.00	21,073.00	-22,220.00			
902 - Scholarship Fund	3,249.60	2,994.60	255.00			
905 - Faith Promise	21,239.11	20,359.11	880.00			
907 - Benevolence Fund	11,227.16	18,519.25	-7,292.09			
908 - Music Fund	28.20	28.20	0.00			
910 - Angel Food Ministries	0.00	0.00	0.00			
911 - Year End Accruals	5,990.99	5,990.99	0.00			
912 - Run For The Children	700.23	700.23	0.00			
914 - Health Care Account	5,464.28	6,562.28	-1,098.00			
100 - Payroll Liabilities	6,380.85	5,388.20	992.65			
Total Other Current Liabilities	63,034.66	69,879.64	-6,844.98			
Long Term Liabilities						
810 - Building Mortgage	0.00	0.00	0.00			
Total Long Term Liabilities	0.00	0.00	0.00			
Total Liabilities	63,034.66	69,879.64	-6,844.98			
EQUITY						
900 - Retained Earnings	923,839.75	923,839.75	0.00			
Net Income	1,644.37	36,411.28	-34,766.91			
1000 - Opening Bal Equity	-407,878.80	-407,878.80	0.00			
Total Equity	517,605.32	552,372.23	-34,766.91			
TOTAL LIABILITIES & EQUITY	580,639.98	622,251.87	-41,611.89			

Income	
1100 - Offerings / Gifts	65,043.33
1400 - Interest	50.11
1700 - Memorials	0.00
1900 - BCS / Bldg Use	0.00
Total Income	65,093.44
Expenses	
2000 - General Church Finance	5,686.66
3000 - Discipleship Ministries	5,839.54
5000 - Evangelism Ministries	0.00
6000 - Missions	18,130.00
7000 - Deacon Ministries	25,822.63
8000 - Worship	-97.00
9000 - Office Expenses	1,058.85
10000 - Congregational Care	517.00
11000 - Compensation	42,902.67
Total Expense	99,860.35
Net Ordinary Income	-34,766.91
Net Fund Transfer between Accts.	0.00
Net Income	-34,766.91

DESIGNATED FUNDS		
Income	Expenses	Net
901 - Building Fund	1,424.00	0.00
903 - Transportation Fund	780.00	23,000.00
904 - Scholarship Fund	255.00	0.00
905 - Faith Promise	880.00	0.00
907 - Benevolence Fund	1,840.45	9,132.54
908 - Music Fund	0.00	0.00
OTHER LIABILITY ACCOUNTS		
902 - Capital Improvement Fund	20,213.46	0.00
910 - Angel Food Ministries	0.00	0.00
911 - Year End Accruals	0.00	0.00
912 - Run For The Children	0.00	0.00
914 - HRA	0.00	1,098.00
Total Other Current Liabilities	25,392.91	33,230.54
(Income/Expenses without transfers)	21,617.91	33,230.54


 Andrew S. Brunner
 Treasurer

9/10/12
 Date

EBENEZER BIBLE FELLOWSHIP CHURCH - AUGUST YTD 2012 FINANCIAL STATEMENT

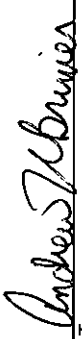
BALANCE SHEET REPORT / COMPARISON

GENERAL FUND - BUDGET vs. ACTUAL

	31-Aug-12	31-Dec-11	\$ Change	August YTD	Budget	Variance	%BGT YTD
ASSETS							
Assets - Checking/Savings							
18000 - Checking (KNBT)	418,312.01	404,429.87	13,882.14	582,315.37	570,090.00	12,225.37	102%
18001 - CDs (KNBT)	66,808.26	66,769.97	38.29	452.63	533.34	-80.71	85%
19000 - Savings (M&T Bank)	91,522.55	116,347.12	-24,824.57	1,110.00	0.00	1,110.00	*
19001 - Checking (M&T Bank)	3,997.16	3,107.51	889.65	4,619.50	3,152.00	1,467.50	147%
Total Checking/Savings	580,639.98	590,654.47	-10,014.49	588,497.50	573,775.34	14,722.16	103%
TOTAL ASSETS	580,639.98	590,654.47	-10,014.49				
LIABILITIES & EQUITY							
Liabilities							
Current Liabilities							
2111 - Direct Deposit Liabilities	0.00	2.96	-2.96				
901 - Building Fund	9,901.24	5,746.54	4,154.70				
902 - Capital Improvement Fund	0.00	17,243.00	-17,243.00				
903 - Transportation Fund	-1,147.00	2,090.20	-3,237.20				
904 - Scholarship Fund	3,249.60	19,656.44	-16,406.84				
905 - Faith Promise	21,239.11	13,340.27	7,898.84				
907 - Benevolence Fund	11,227.16	-71.80	11,298.96				
908 - Music Fund	28.20	-71.80	100.00				
910 - Angel Food Ministries	0.00	11,536.85	-11,536.85				
911 - Year End Accruals	5,990.99	700.23	5,290.76				
912 - Run For The Children	700.23	-118.43	818.66				
914 - HRA	5,464.28	5,690.65	-226.37				
100 - Payroll Liabilities	6,380.85	5,690.65	690.20				
Total Other Current Liabilities	63,034.66	74,693.52	-11,658.86				
Long Term Liabilities							
810 - Building Mortgage	0.00	0.00	0.00				
Total Long Term Liabilities	0.00	0.00	0.00				
Total Liabilities	63,034.66	74,693.52	-11,658.86				
Equity							
900 - Retained Earnings	923,839.75	888,479.69	35,360.06				
Net Income	1,644.37	35,360.06	-33,715.69				
1000 - Opening Bal Equity	-407,878.80	-407,878.80	0.00				
Total Equity	517,605.32	515,960.95	1,644.37				
TOTAL LIABILITIES & EQUITY	580,639.98	590,654.47	-10,014.49				

DESIGNATED FUNDS

	Income	Expenses	Net
901 - Building Fund	11,024.63	0.00	11,024.63
903 - Transportation Fund	4,610.00	23,000.00	-18,390.00
904 - Scholarship Fund	2,205.40	1,046.00	1,159.40
905 - Faith Promise	15,430.67	11,216.00	4,214.67
907 - Benevolence Fund	15,388.90	17,502.01	-2,113.11
908 - Music Fund	100.00	0.00	100.00
OTHER LIABILITY ACCOUNTS			
902 - Capital Improvement Fund	20,213.46	25,960.00	-5,746.54
910 - Angel Food Ministries	0.00	0.00	0.00
911 - Year End Accruals	0.00	5,545.86	-5,545.86
912 - Run For The Children	0.00	0.00	0.00
914 - HRA	9,250.00	3,667.29	5,582.71
Total Other Current Liabilities	78,223.06	87,937.16	-9,714.10
(Income/Expenses without transfers)	21,617.91	47,689.37	-26,071.46



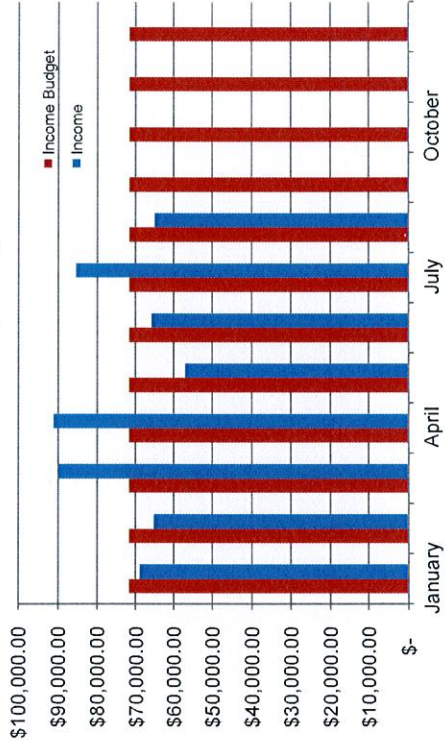
 Treasurer

9/10/12

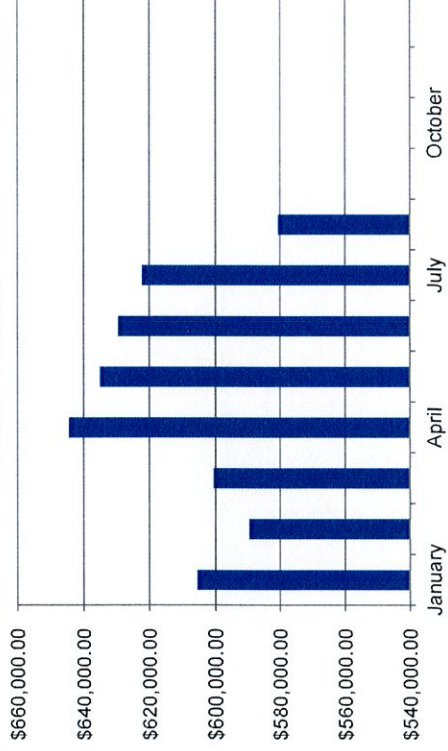
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* Memorials in the 2012 Budget are \$0.00

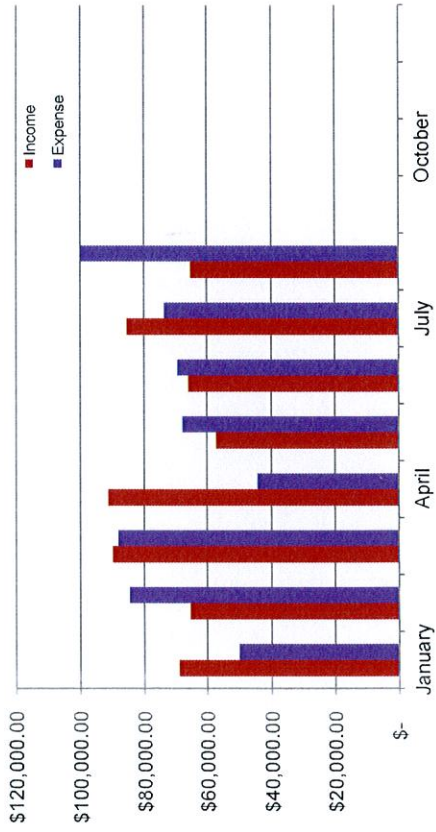
2012 Income/Budget



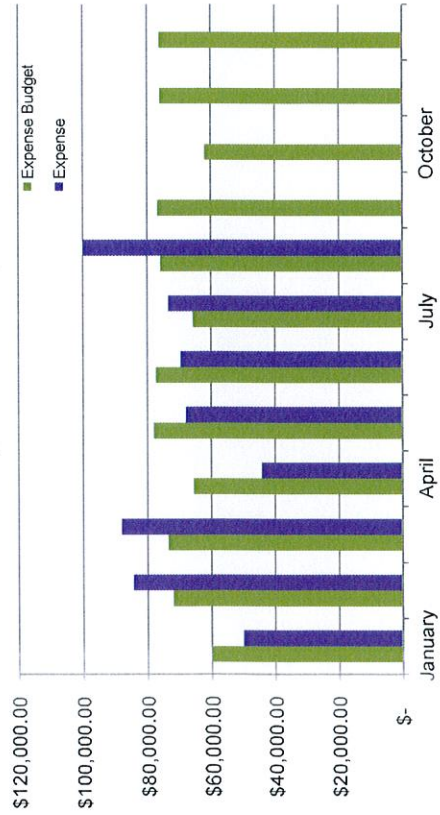
2012 Assets



2012 Income/Expenses



2012 Expenses/Budget



Pastor Tim's Ministry Report September 10, 2012

Preaching: I am excited about preaching through the book of Philippians. I am anticipating 31 total sermons ending on April 14, 2013. I have laid out the entire sermon schedule with appropriate titles and themes so that the worship teams can plan accordingly. I have scheduled one Thanksgiving sermon on November 18, two Christmas sermons on Dec 16 & 23 and an Easter sermon on March 31. Thus far I have received nothing but positive comments from the congregation. Everyone has been encouraging and speaks directly about how the Word of God is impacting their individual lives. I am strongly encouraged.

Worship: I continue to meet with Jenny Flicker to discuss worship philosophy and logistics. She has proven to be teachable and is excited about how the Lord is leading for future ministry. We have set some goals for the worship teams. She is planning on meeting with the worship teams at least once a month for planning and prayer. She is also going to begin developing a plan to raise up new worship leaders for the future including a plan for younger musicians to grow along side seasoned musicians.

Counseling: I have had a couple of counseling meetings.

Meetings/Fellowship/Hospital Visits:

July 26 - Lunch with Church member
July 31 - Met with Tim Zuck, Church planter
August 1 - Hospital to see Church Member
August 7 - Lunch with Church Member
August 13 - Church Member-theological discussion
August 17 - Hospital to see Church Member
September 2 - Dinner with Church members
September 5 - Church Member-counseling
September 7 - David Allen, BFC Exec. Dir
September 11 - Church Member counseling
September 13 - Lunch with Church member

Many impromptu meetings and prayer times with the congregants.

We have had 2 successful staff meetings. I have been giving devotions out of the book of 2 Chronicles. Planning has gone smoothly.

Wednesday Night: I have been attending the Wed night prayer meeting from 7-8. I am disappointed with the attendance. I have been discussing with Pastor Dick a potential vision for a Wed night mid-week service, which would include Bible study & prayer.

Goals:

- I would like to have leadership training in place for future leaders (Deacons, Elders) by early 2013. I am going to investigate what Cedarcrest Bible Fellowship Church in Allentown is doing to discover and train leaders. According to Dave Allen they have had tremendous success in raising up new leaders and he says their process of discovery and training is well thought out.
- After attending as many Kinship groups as possible, my heart's desire is to lead a group. If all goes well I would like to begin a group in January hoping to get a group of people who are **NOT** already attending.
- I would like to participate in the teaching of the New Member's class. Pastor Dick and I will share the load during this next rotation.
- The pastors and I continue to have prayer every Monday morning together for the week. We will continue this. In the near future I would like for us to go through a book together.

Transition/Family: Overall I am pleased with the transition that our family has made into the area. Our family is well pleased with our living arrangements in Nazareth. We are thankful that the Lord has provided so much for us. We definitely feel loved and accepted by the staff at Ebenezer as well as the congregation. Our kids have struggled a little with school transitions but not excessively. Julie is such an encouragement as I watch her trust the Lord. While the transition has been difficult for her, she has proven to be a woman who does not waiver. She has been very strong for her family.

POD (Pastor of Discipleship) Report – Aug/Sep 2012

As I press on in my personal trek through the prophets, this month's stop is in the book of Ezekiel where I read these words...

"1 Then certain of the elders of Israel came to me and sat before me. 2 And the word of the LORD came to me: 3 "Son of man, these men have taken their idols into their hearts, and set the stumbling block of their iniquity before their faces. Should I indeed let myself be consulted by them? 4 Therefore speak to them and say to them, Thus says the Lord GOD: Any one of the house of Israel who takes his idols into his heart and sets the stumbling block of his iniquity before his face, and yet comes to the prophet, I the LORD will answer him as he comes with the multitude of his idols, 5 that I may lay hold of the hearts of the house of Israel, who are all estranged from me through their idols." (Ezek 14:1-5 ESV)

And what was the remedy for their idolatry?

"Repent and turn away from your idols, and turn away your faces from all your abominations." (Ezek 14:6 ESV)

Then we read this reoccurring phrase, which is used 72 times just here in Ezekiel...

"...and you shall know that I am the LORD." (Ezek 14:8 ESV)

There it is, the sin of idolatry is grievous to God...for the LORD will not share His glory with anything or anybody (Is. 42:8), but that all may know that He alone is God! Oh God, I repent of the idols that I have set up in my heart and seek to glorify only you...amen.

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

Kids Crossing

- **Cross Time Sunday School:** Praise the Lord, we now have a full complement of teachers and helpers.
- **Early Childhood (2&3 year-olds):** Praise the Lord for the response from the parents on filling the positions open for the 2nd service. Anne Christianson has enough volunteers and should be opening the 2nd service for the toddler class in the next 2 weeks.
- **Children's Church:** No change.
- **Wednesday Evening Programs:** The FaithWeaver Friends program is set to begin on Sept. 12, and has enough volunteers to begin and run the program (though they can always use more). There is a greater emphasis this year on learning the Bible Theme through skits, and small groups (with more parental involvement), and doing outreach projects that will be used to bless people outside our church.

Student Ministry

- See Pastor Mark's report.

Adult Ministry

- **Adult Electives:** We had a great offsite Adult Elective Teacher's Meeting on August 18. The result of this meeting is summarized in an attachment to this report.
 - The Adult Elective's Fall Schedule began Sept. 9. The following is the lineup for these classes:
 - Revelation (Part I of 2) – Scott Holwick
 - James – Mike Capaldi
 - The Case for Kids – Pastor Jason Hoy
 - Romans – Pastor Dick Bickings
- **Men's Ministry:**
 - **Bethel Series:**
 - We are planning on have all the classes together on Saturday, August 25, for one "Inter-Testamental Period" class that bridges the Old and New Testaments.

- We will not be having an OT Bethel class this year for either men or women, but will be starting 3 NT Bethel classes the week of October 1. Gail Tshudy will be teaching the women's class on Thursday evenings, and Jason Lee and myself will be teaching the coed classes on Wednesday evenings and Saturday mornings respectively.
- **BattleZone™:** I recently completed the BattleZone program lead by Andy Brimer and Matt Flicker. It was a blessing and a privilege to be apart of this group and acquire the tools needed for my own growth and the growth of others I am discipling.
- **Men's Bible Studies:**
 - Wednesday evenings from 7:00 PM – 9:00 PM, see Bethel Series above.
 - Saturday mornings from 8:00 AM – 10:00 AM, see Bethel Series above.
 - Thursday mornings from 6:15 AM – 7:30 AM, This early morning group is currently engaged in a new study called "Gospel in Life" by Timothy Keller.
- **Women's Ministry:** From Laura Sommons...
 - I continue to seek out how God would have me serve here, and I feel what we have lined up for the fall indicate the needs of our women here. As you know I really am feeling led to teach the class Feminine Appeal in the winter. I have been approached by a number of women, expressing the desire and the need for a class like this. So excited to have a Moms of Teenagers group beginning and so happy to have several women involved with this.
 - Continue to meet with women in the church and this is my favorite part of ministry. I look forward to fall when I have more time to do it.
 - In communication with Nehemiah Wall and now have a woman who will be helping them with her abilities in finance.

Discipleship Support

- **Kinship:** Kinship Groups as a regular scheduled meeting started Sunday, September 9. I have contacted all the group leaders and now am in the process of placing about 10 new people. In so doing, I realized the immediate need for at least one new Kinship Group leader, and was blessed last evening when Tom Carlstrom stepped forward with an interest in leading. I will be meeting with him in the next couple days to talk about this. Please pray that the Lord would lead me as I seek to place these people correctly.
- **Membership Class:** I will be teaming up with Pastor Tim to teach 4 membership classes on off-Kinship Sunday evenings from September 30-November 11.

Other:

- Continue to meet with one man to counsel and encourage.
- Completed the Adult Electives' course on "Process Spirituality" on Sunday Mornings
- Began teaching The Epistle of Romans
- Continued course work for my AP410 Apologetics class as time permits.

Respectfully Submitted,

Dick Bickings,

Pastor of Discipleship

PASTOR OF CONGREGATIONAL CARE

Elders Meeting – September 10, 2012

Our Vision: To introduce people to Jesus Christ and help them become devoted followers of him!

1. **Shepherding**

- Made numerous visits to hospitals and homes.
- Conducted first visitation team meeting. Steve McDaniel, Ray Moretz, Chris McGrath, and John Romero all agreed to hospital and shut-in visits. We will meet periodically to debrief.
- I will follow up with a couple who recently decided to withdraw their membership. Pastor Tim has already done so as well.

2. **Counseling**

- Ongoing counseling in the areas of depression (3 people intensely), addiction, theology (still have to follow up with one couple), and marriage (received another call today) and referred others to our in-house network of counselors Eric Johnson and Janet Vinson.
- Met with the team of teachers for our SS retreat. I am currently teaching the course, *The Case for Kids. The Art of Marriage* Seminar is currently scheduled for Oct. 5&6. It is being heavily advertised and registrations continue to come in. Also taught the Wednesday Prayer Group Devotion.
- Requests continue to come in for all of our Support Groups which begin tomorrow night: Greifshare, DivorceCare, Divorce Care 4 Kids

3. **Other**

- Attended Bridge Ministry Night – 9/15
- Attended Bible Bee Contest with my family. Outstanding Event.
- Committee on Church Health – Pray for our Walnutport Work.
- Had some fun in the sand!

4. **Goals**

- Continue to promote the AOM event.
- Keep up with people!
- Preach faithfully at Cape May this weekend.
- Continue Preaching and Teaching seminary course
- Interview one person for baptism
- Finalize 2 weddings coming up
- Continue to disciple my children and encourage their growth through FWF and homeschooling. Support my wife as much as I can.

Student Ministries Report - August 2012

Ephesians 4:11-15

11 And he gave the apostles, the prophets, the evangelists, the **shepherds and teachers**, 12 to equip the saints for the work of ministry, for **building up** the body of Christ, 13 until **we all attain** to the **unity** of the faith and of the **knowledge** of the Son of God, to **mature** manhood, to the measure of the stature of the fullness of Christ, 14 so that we may **no longer be children**, tossed to and fro by the waves and carried about by every wind of doctrine, by human cunning, by craftiness in deceitful schemes. 15 Rather, speaking the truth in love, we are to **grow up** in every way into him who is the head, into Christ.

On our recent youth staff retreat, we discussed this passage as well as our purpose statement -

The **mission** of Ebenezer Student Ministries is:

"To partner with parents as we disciple students for God's glory."

(Ephesians 4:11-15, Deuteronomy 6)

Our **context**: **partnership** with parents

Our **focus**: **discipleship** of students

Our **goal**: **worship** of God

This created some discussion on what it means to partner with parents, which is **the context** in which we want to be doing ministry. Parents are called to disciple their children, but they are not all alone. God has given them a community of faith with mentors, pastors and teachers to help. In the same way, we as a youth ministry are not an island. Our ministry cannot be done in an isolated fashion, and our youth parents must be brought into the loop. This is the only way we will be effective in discipling teens.

Our focus is discipleship. It is not entertainment. It is not sheer numbers. It is not spiritual-looking teenagers. We are only effective if we see authentic disciples of Jesus Christ come through our ministry.

We must never forget that **our ultimate goal** is not to simply see teenagers changed. Ultimately, we do all this to make much of Jesus Christ and worship God. We want the students under our care to worship God, and if we see this happen, we have magnified Him through these efforts.

This is in short what we are trying to do in the student ministry at Ebenezer. I have also attached a document which goes into a little more detail if you are interested. Please pray for us as we press on full-steam ahead to accomplish the vision God has given us.

Teaching

- **Middle School**
We have been teaching through a series on Loving Others and Living with Integrity
- **High School**
We are going through the book of Ephesians, which has been awesome.
- **Sunday School**
We are still teaching through Faithweaver, and are currently going through the wandering in the wilderness. My wife continues to teach the middle school girls, while Swannie has the middle school boys.

Shepherding

- Met with another youth worker who ministers in East Greenville
- Finished my Ezekiel Bible study with a teen guy.
- Still meeting weekly with a youth dad who has recently made a profession of faith in Jesus Christ! I rejoice in the work God is doing in his life.
- I have begun to do pre-marital counseling with a couple who will be married next summer.

Staff

- We had a joint staff meeting in August, This was an opportunity to hang out together after taking a couple months off from staff meetings during the summer. It is a great staff, and I can see more unity each year.
- I am also trying to make a point to connect with the male youth staff members more often.

Activities

- **Lutheran Manor**
We had the opportunity to minister to some older saints in Lutheran Manor. My family as well as a few of the student leadership served together.
- **Kickback**
This was a great weekend for our high school students and the staff who attended. We had a great time hiking, sitting around the campfire, and other things. We also went through a study on conceit and humility.
- **Middle School beach day**
We had a safe and fun time with the middle school students at the beach. This activity has morphed a little over the last couple years to become an opportunity for mentoring. Our Invert students (high school student leadership) come along and build relationships with middle schoolers.
- **Family Night**
This is something we are planning to do quarterly. It is a night where the entire family is invited out - so we can all worship together and we can begin to strengthen the partnership with parents. It was awesome, and I heard from a couple parents how much they appreciated it.

Campus Ministry

- Reminder - The youth groups of the Lehigh Valley are planning a campus ministry in Spring of 2013, which will involve an assemble in the public schools and then an outreach held at the school at night which will be evangelistic in nature and which the students will do a lot of the ground work before and after. This will be a tremendous opportunity for our students to reach their peers. This ministry is called "The Seven Project." It will require some funding from each church for this to be a success.

Other

- Attended and participated in the Semi-annual meeting.
- Continue to mentor another youth pastor in the area.
- Met with prime-timers to discuss partnering together for Operation Christmas Child.
- Have come on the BFC Board of Youth and Young Adults. Attended our second meeting on August 30th. We are planning Sno Glo right now.
- Had the opportunity to meet with my mentor as a teen. This was a blessing as he is out of state.
- Had a wonderful weekend away with my wife, and a week with my family at the beach. What a blessing. :-)

Respectfully Submitted,

Mark Culton