



EBENEZER
BIBLE FELLOWSHIP CHURCH

Board of Elders Meeting September 11, 2017

Opening & Prayer

Chris Jones opened the meeting in prayer.

Roll Call

The following elders were **present**: Tim Gibson, Wayne Batten, Dick Bickings, Phil Norris, Swannie Griffin, Kevin Hardy, Jeremy Harkins, Dennis Flanagan, Chris Jones, Scott Holwick, Shawn Sommons, and Mike Notary.

The following elders were **absent**: Byron Roth and Pat Barry

Devotional Time:

The elders discussed chapter five in Steve Miller's book, *C.H. Spurgeon on Spiritual Leadership - "A Love for The Lord & His Word"*

- Incredible Love for the Lord helps a man persevere in ministry
- High view of the Bible results in a high view of God

Prayer Time: The elders split into twos to pray over their Shepherd's lists.

Care List: Elders reviewed the care and shepherd lists

Approval of Minutes:

A motion was made to approve the meeting minutes from August 14, 2017; it was seconded and passed unanimously

Financial Report (Attachment 1)

A motion was made to approve the August 2017 financial report; it was seconded and passed unanimously. In Byron absence, he left us the following written highlights:

- We continue to have a positive trend on the giving and would expect this to continue for the full year
- The spending for budgeted items is tracking below budget due primarily to compensation (part year youth pastor).
- Savings has decreased due to the extra capital projects that were approved by the congregation earlier in the year
- We need to continue to thank God for the blessings he has provided and we should continue to be good stewards of the resources that he has provided

Regarding 2018 Budget:

- We will be starting the process soon and will be looking for ministry leader input during late September - early October
- It is our intention to follow the process that was used by Andy Brimer last year in which the ministry leaders will input into a chart with expenditure by month
- We desire to hold the spending flat and that any increase be justified without an arbitrary increase for everything

Discussion Items:

- 1) October Preaching Emphasis: Celebrating the 500th year anniversary of the Reformation – 5 Solas
 - Teaching all five solas during the 5 Sundays
 - Dick Bickings to provide a Luther monologue presentation
- 2) Ministry Health Evaluation: Adult Electives (Kevin Hardy and Dick Bickings)
 - Teaching material fine
 - Recommended that future teacher training be carried out through a number of sessions instead of only a one day session. Other elders should be involved to share the training load with Rich Mastronardo.
 - How to teach it was discussed
 - Share topics with other teachers
 - Pursue online training (Dick to check on this)
 - Discussed new teachers (Matt Z & Mike H)
 - Need for formal evaluation form (Dick to develop these forms)
 - Evaluation currently done verbally
- 3) Budget Discussion
 - The elders reviewed the recommendation by the finance committee (*Attachment 2*)
 - Elders voted on approving the recommendation provided by the finance committee as a guide (motion was made, seconded, passed unanimously)
- 4) Church Leadership Needs
 - Candidates for elders?
 - Elders discussed the need for additional elders and what advantages that would have on the overall shepherding.
 - Elders reviewed candidates who are a part of the LEAD class
 - Elders voted on a mentoring program for eldership, with details forthcoming (motion was made, seconded, passed unanimously)
 - Candidates for deacons?
 - Deacons Board desires more deacons
 - What areas of responsibilities are in need? We will ask this Question of Kevin Kritzberger

Phil Norris adjourned the meeting with prayer.

Pastoral Reports

The pastors submitted their monthly reports:

- Tim Gibson, Senior Pastor (*none submitted*)
- Dick Bickings, Pastor of Discipleship (*Attachment 3*)
- Jeremy Harkins, Worship Pastor (*Attachment 4*)
- Mike Notary, Youth Pastor (*Attachment 5*)

Respectfully submitted,



Pastor Dick Bickings
Secretary to the Board of Elders

EBENEZER BIBLE FELLOWSHIP CHURCH - AUGUST 2017 FINANCIAL STATEMENT

BALANCE SHEET REPORT / COMPARISON

GENERAL FUND - BUDGET vs. ACTUAL

ASSETS	31-Aug-17	31-Jul-17	\$ Change	Income	August	Budget	Variance
Assets - Checking/Savings							
18000 · Checking (BB&T/KNBT)	463,607.75	523,296.65	-59,688.90	1100 · Offerings / Gifts	74,637.39	73,418.32	1,219.07
18002 · CDs (BB&T/KNBT)	67,770.97	67,770.97	0.00	1400 · Interest	27.48	56.60	-29.12
19000 · Savings (M&T Bank)	93,014.45	93,006.55	7.90	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	1,082.65	1,137.51	-54.86
Total Checking/Savings	629,768.84	689,449.84	-59,681.00	Total Income	75,747.52	74,612.43	1,135.09
TOTAL ASSETS	629,768.84	689,449.84	-59,681.00	Expenses			
LIABILITIES				2000 · General Church Finance	4,169.24	9,750.75	-5,581.51
Current Liabilities				3000 · Discipleship Ministries	2,536.80	629.59	1,907.21
901 · Building Fund	67,690.70	67,463.51	227.19	5000 · Evangelism Ministries	279.67	361.66	-81.99
				6000 · Missions	19,855.17	18,737.50	1,117.67
902 · Capital Improvement Fund	-68,410.47	-5,464.95	-62,945.52				
903 · Transportation Fund	268.00	268.00	0.00	7000 · Deacon Ministries	-8,258.73	5,220.00	-13,478.73
902 · Scholarship Fund	3,293.00	2,716.00	577.00	8000 · Worship	133.70	2,450.00	-2,316.30
905 · Faith Promise	12,712.75	12,072.75	640.00	9000 · Office Expenses	1,026.95	1,085.50	-58.55
907 · Benevolence Fund	14,995.37	13,044.37	1,951.00	10000 · Congregational Care	-20.00	246.66	-266.66
908 · Music Fund	374.20	374.20	0.00	11000 · Compensation	50,075.74	49,302.55	773.19
911 · Year End Accruals	8,480.16	8,480.16	0.00	Total Expense	69,798.54	87,784.21	-17,985.67
912 · Run For The Children	637.51	637.51	0.00	Net Ordinary Income	5,948.98	-13,171.78	19,120.76
914 · Health Care Account	1,922.54	2,582.45	-659.91	Net Fund Transfer between Accts.	0.00	0.00	0.00
915 · Youth Summer Missions	-20.01	5,240.50	-5,260.51	Net Income	5,948.98	-13,171.78	19,120.76
100 · Payroll Liabilities	6,694.65	6,853.88	-159.23				
Total Current Liabilities	48,638.40	114,268.38	-65,629.98				
Long Term Liabilities							
810 · Building Mortgage	0.00	0.00	0.00	Income	361.00	133.81	227.19
Total Long Term Liabilities	0.00	0.00	0.00	901 · Building Fund	0.00	0.00	0.00
Total Liabilities	48,638.40	114,268.38	-65,629.98	903 · Transportation Fund	577.00	0.00	577.00
EQUITY				904 · Scholarship Fund	640.00	0.00	640.00
900 · Retained Earnings	941,468.45	941,468.45	0.00	905 · Faith Promise	1,951.00	0.00	1,951.00
Net Income	47,540.79	41,591.81	5,948.98	907 · Benevolence Fund	0.00	0.00	0.00
1000 · Opening Bal Equity	-407,878.80	-407,878.80	0.00	908 · Music Fund	0.00	0.00	0.00
Total Equity	581,130.44	575,181.46	5,948.98				
TOTAL LIABILITIES & EQUITY	629,768.84	689,449.84	-59,681.00	OTHER LIABILITY ACCOUNTS			
				902 · Capital Improvement Fund	0.00	62,945.52	-62,945.52
				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	659.91	-659.91
				915 · Youth Summer Missions	0.00	5,260.51	-5,260.51
				Total Other Current Liabilities	3,529.00	68,999.75	-65,470.75

Joe Meier
Treasurer

9/8/17
Date

Attachment #1

EBENEZER BIBLE FELLOWSHIP CHURCH - AUGUST YTD 2017 FINANCIAL STATEMENT

BALANCE SHEET REPORT / COMPARISON

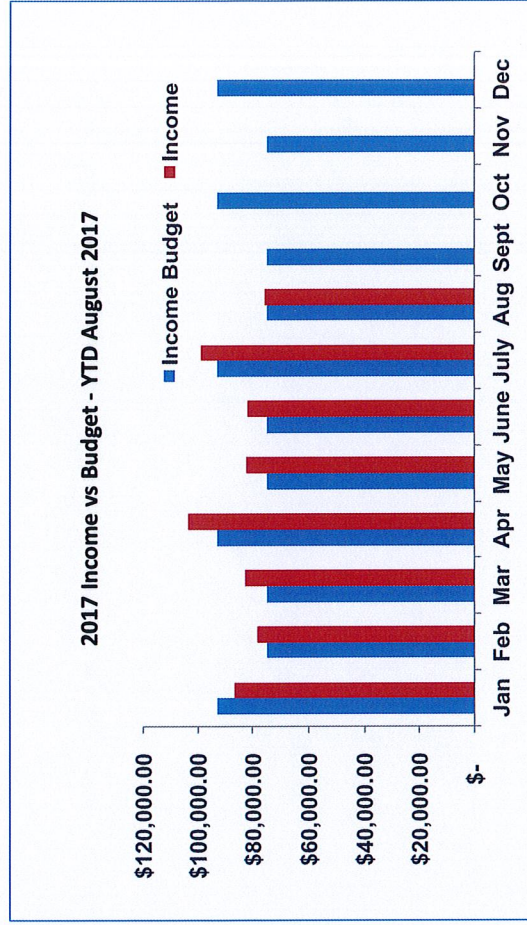
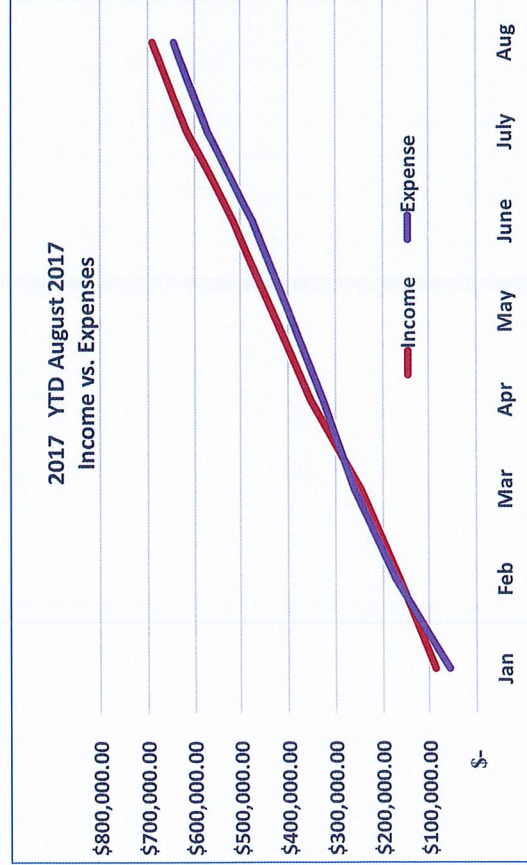
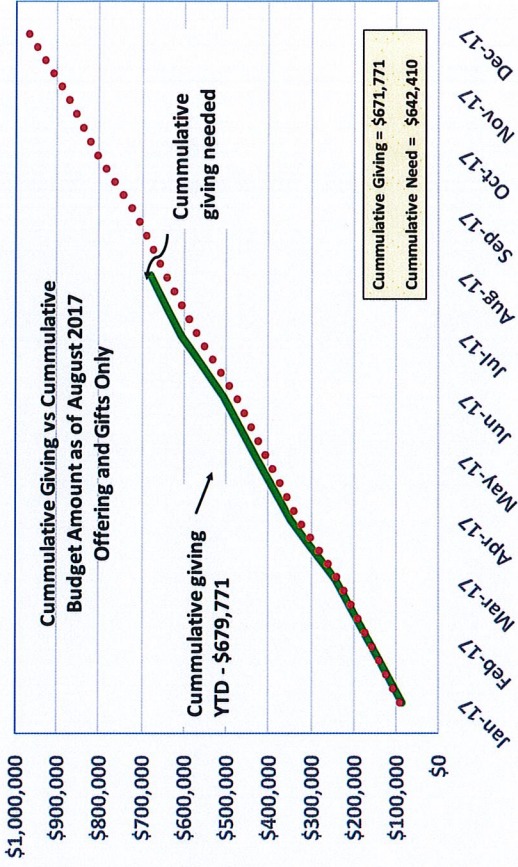
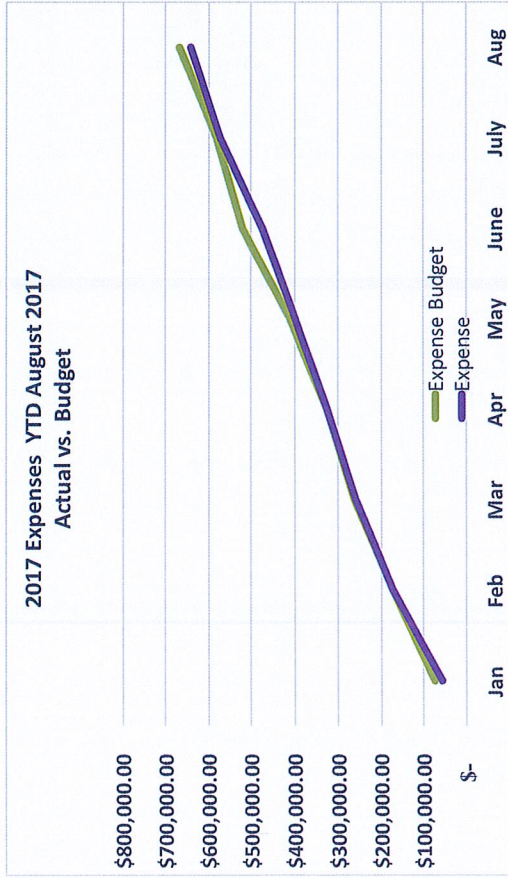
GENERAL FUND - BUDGET vs. ACTUAL

ASSETS	31-Aug-17	31-Dec-16	\$ Change	Income	August YTD	Budget	Variance	%BGT YTD
<i>Assets - Checking/Savings</i>								
18000 · Checking (BB&T/KNBT)	463,607.75	541,631.79	-78,024.04	1100 · Offerings / Gifts	679,417.14	642,410.29	37,006.85	106%
18002 · CDs (BB&T/KNBT)	67,770.97	67,714.56	56.41	1400 · Interest	260.00	495.28	-235.28	52%
19000 · Savings (M&T Bank)	93,014.45	92,952.54	61.91	1700 · Memorials	790.00	0.00	790.00	
19001 · Checking (M&T Bank)	5,375.67	5,375.67	0.00	1900 · BCS / Bldg Use	10,074.65	9,953.21	121.44	101%
Total Checking/Savings	629,768.84	707,674.56	-77,905.72	Total Income	690,541.79	652,858.78	37,683.01	106%

TOTAL ASSETS	629,768.84	707,674.56	-77,905.72	Expenses				
LIABILITIES & EQUITY				2000 · General Church Finance	29,847.61	41,832.08	-11,984.47	71%
<i>Current Liabilities</i>				3000 · Discipleship Ministries	16,464.87	17,094.72	-629.85	96%
901 · Building Fund	67,690.70	104,543.44	-36,852.74	5000 · Evangelism Ministries	5,603.95	5,193.28	410.67	108%
902 · Capital Improvement Fund	-68,410.47	0.00	-68,410.47	6000 · Missions	104,221.81	103,450.00	771.81	101%
903 · Transportation Fund	268.00	268.00	0.00	7000 · Deacon Ministries	68,067.26	81,370.00	-13,302.74	84%
904 · Scholarship Fund	3,293.00	2,607.50	685.50	8000 · Worship	2,870.56	7,210.00	-4,339.44	40%
905 · Faith Promise	12,712.75	33,123.24	-20,410.49	9000 · Office Expenses	9,562.18	10,524.00	-961.82	91%
907 · Benevolence Fund	14,995.37	8,746.23	6,249.14	10000 · Congregational Care	1,133.66	1,973.28	-839.62	57%
908 · Music Fund	374.20	274.20	100.00	11000 · Compensation	389,391.01	400,420.40	-11,029.39	97%
911 · Year End Accruals	8,480.16	8,480.16	0.00	Total Expense	627,162.91	669,067.76	-41,904.85	94%
912 · Run For The Children	637.51	4,137.51	-3,500.00					
914 · HRA	1,922.54	0.00	1,922.54	Net Ordinary Income	63,378.88	-16,208.98	79,587.86	
915 · Youth Summer Missions	-20.01	4,767.88	-4,787.89	Net Fund Transfer between Accts.	0.00	0.00	0.00	
100 · Payroll Liabilities	6,694.65	7,136.75	-442.10	Net Income	63,378.88	-16,208.98	79,587.86	
Total Current Liabilities	48,638.40	174,084.91	-125,446.51					

DESIGNATED FUNDS

Long Term Liabilities																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																				
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EBFC Budget Increase Recommendation
From the Finance Committee
September 9th, 2017

On August 25th the finance committee met to discuss the budget for 2018 and the timeline for development of the budget. The process will start in the middle of September when Joe will send out the budget sheet template for input as was done by Andy last year. We will be looking for your input by early October, so that we can review and provide the overall budget recommendation to the Board before going to the congregation.

During our meeting we developed the following as our recommendation for the budget for 2018.

- 1) Mission committee to increase their budget by 6%.
- 2) PRC Compensation
 - a. We are expecting medical expenses (based upon a call with our broker to increase by 5-6% for next year).
 - b. Salary increase would be a maximum of 3% - This has been given to the PRC for their use. Justification for this is listed below in the "Backup for the Budget Recommendation item 3)
- 3) All other budgets could be increased by 6%, but our recommendation is the following:
 - a. We should be thoughtful about where we increase and why and that it is not an arbitrary 6% increase but a thoughtful increase that correlates with a purpose for ministry expansion.
 - b. Do we put aside additional funds to expand our ministry into Linfield or for other outside ministries?
 - c. Do we have the deacon's budget increased by 6% to take care of additional items within the church that we have a vision for doing?
- 4) Overall growth is 6% for items except for salaries which is 3%.

In developing the above recommendation we recognize that the funds that we have as a church are provided by God and that it is His will that ultimately determines what provisions we have. We want to be good stewards of what God provides and as such are trying to be thoughtful on the approach to the budget.

Backup for the Budget recommendation:

In considering the above recommendation, we reviewed 3 questions. The review included statistics that are in the answers below along with a summary. As we evaluated the below information we recognize that our church is not about the numbers, but we want to be prudent with using information to make sound decisions that are based upon prayer, God's leading, and prudent decision making. Although a case could be made to grow the budget at a higher level based upon anticipated growth for next year, we felt we should be more conservative.

- 1) What is our current giving through August compared to the budget?**
 - a. Through September 3rd, 2017 our giving is at \$703,012 vs a budget of \$660,780.
 - b. Our year to date trend is that giving is 6.4% above the budget set for 2017.
 - c. We did decide to advance additional projects which tapped into savings of the church.

2) Is the giving sustainable and how does it compare to prior years?

- a. In order to evaluate the giving for 2017 vs prior years an analysis was made of the giving through August 15th, 2017. In developing the data for 2017, I took the actual giving through August and pro-rated for the year to enable a full year on year comparison of giving trends. A few explanations are provided for the following table:
- i. Attendance – The first item is our member statistics. The analysis is based upon member units vs the total members – a single person would be a member unit the same as a couple or family. The number of member units was generated by the church data base. The number of member units that are giving is a count of the member units that have given some amount (i.e. greater than 0) during the given year. For example in 2016, we had 226 giving member units of which 211 of those giving units gave some amount. For 2017 year to date, we have 236 giving units of which 188 have given something. In looking at the statistics in the next table, I would expect that some of those who have not given year to date will do so, but I would expect those gifts to be smaller in amount.
 - ii. % Of Total Giving - In the second portion of the first table is a ratio of the amount of giving that is coming from member units vs regular attenders. The year on year split is very consistent with member units giving between 72 – 76% of the total gifts during a year. It is encouraging that those who are members are invested in our ministry.
 - iii. Average Gift per giving Unit - The third portion of the table is the Gift amount per giving unit. To develop these values, I took the total gifts for the year and divided it by the total number of member units. By way of example, the giving by membership in 2016 was divided by 226, and the projected giving by membership for 2017 was divided by 236. The analysis shows a consistent trend year on year in which the member units on average give \$3,400 per year. The regular attender (non-member) amount is simply the total of the non-member gifts divided by the number of non-members that gave. Again the numbers are relatively consistent year on year.
 - iv. What this shows is that the growth in giving in 2017 is a function of increased membership vs any increase in amount that is given by members of the congregation. If our membership holds steady for 2017 we would expect that our giving should be consistent with what we are projecting to receive during 2017. Although we would expect further increase in membership we feel it is prudent to control the growth of our spending.

	2017	2016	2015	
Attendance				
Members (# of units)	236	226	222	(value for 2015 and 2016 is year end,
# of Member units giving	188	211	222	value for 2017 is projected from August 15, 2017 data)
% of total Giving				
Member Units	72.2	74.5	76.3	
Non Members	27.8	25.5	23.7	
Average Gift Per giving Unit				
Member Units	3,389	3,315	3,470	(value for 2017 is based upon taking the data for August 15, 2017 and projecting to year end based upon same giving pattern)
Non Members	696	744	606	

- b. Further analysis was done on the giving by total Member units to identify trends. After looking at the data in a number of ways, the categories of the following table shows a consistency year on year as to how our membership gives.
- i. Membership Giving % of Amount - The first item in the table shows the percentage of the gifts coming from different groups within the membership units. Approx. 69% comes from those giving over \$5,000 on a yearly basis and roughly 3% is from those giving less than \$1000.
 - ii. Membership Giving % of People - The next item in the table gives a breakdown of the % of member units that fall into the 3 giving ranges. Again, surprisingly consistent even with the growth in membership. Roughly 40% of our member units give less than \$1000/yr. and roughly 24% of our member units are giving greater than \$5,000/yr.
 - iii. Membership Giving # - The third portion of the chart is the same as the second but is provided by actual number of member units rather than the percentage described in ii above.
 - iv. Breakdown of the 0-399 Group - The fourth portion of the table is the breakdown of those that gave in various ranges below \$400 per year. The reason I took a look at this is to see if there is a trend that indicates why year to date 2017 there is such a high amount of member units in 2017 that have not given. The data indicates that a high number of member units give very little and probably one time per year. For 2017, the number from member units that gave zero is higher than in 2016 but lower numbers from 1-299 per year. If we were to perform the same analysis at year-end I would expect the distribution for 2017 to be similar to other years.

Membership Giving % of Amount			
0-999	2.1%	3.8%	3.9%
1,000-4,999	33.3%	26.5%	28.7%
5,000+	69.5%	69.6%	67.4%
Membership Giving % of People			
0-999	40.9%	40.3%	36.9%
1,000-4,999	36.5%	34.1%	38.7%
5,000+	22.5%	25.7%	24.3%
Membership Giving #			
0-999	89	91	82
1,000-4,999	90	77	86
5,000+	57	58	54
Breakdown of 0-399 group			
0 per year	48	15	0
1-99 per year	10	19	22
100-199 per year	7	10	13
200-299 per year	6	9	9
300-399 per year	8	7	4
	79	60	48

Conclusion: Overall these numbers indicate that our gifts should increase as we continue to grow our membership. However, it also identifies a concern that there is a large portion of our membership who are either not tithing or perhaps have never been taught the principle of tithing.

3) How do our statistics compare across the BFC?

- The last area of analysis that we considered was to evaluate how Ebenezer compares to other churches within the BFC. Again, this information was reviewed to help us in our decision-making. Below are two tables, one from last year's conference report and one from this year's conference report.
- To develop the chart I took statistics from the 21 churches in the BFC that have the highest membership. Although my analysis identified some questions concerning the reported data, the information is still helpful in providing an overall trend/guide for us.
- For each of the categories in the table I performed a sort from 1 to 21 with 1 being the highest and 21 being the lowest. The table includes the ranking for each category to the right of the statistic, which enables a quick comparative reference for each category. I have highlighted Ebenezer in yellow. For example in the 2016 chart, Ebenezer is #4 for membership and #3 for giving to Missions.

- d. In reviewing the below data, the first item of concern is the % our salaries are of the offerings. We have been ranked #1 in both 2015 and 2016 with at 60% of our offerings used for compensation. This is higher than all other BFC churches. As a finance committee, we are concerned that having such a high percentage is not a good long term. Unfortunately, the only way to make a significant reduction in this percentage in the near term is to change our staffing. We would expect that this is not an option; therefore, our recommendation is to have salaries grow at a lower rate than the overall budget. This philosophy will help to trend this statistic in a positive direction.
- e. Another concerning statistic in the below charts is the offering/member (note that for this data it is based upon total members and not member units that was used in the above analysis). The analysis shows that our giving per member is rated 15th out of 21 in both 2016 and 2015 while our giving is rated at 5th out of 21 in both years. This trend may be further evidence about the concern raised in the conclusion for 2b above.

2015 BFC Church Comparison

Church	Members		Morning		Offering		Offering / Member		Offering / Morning Attender		Missions		Missions as a % of Offering		Total Salaries and Benefits		Salaries as a % of Offering	
Cedar Crest	609	1	768	2	1,768,170	1	2,903	6	2,302	5	409,034	1	23.1%	4	528,155	3	29.9%	20
Sinking Spring	569	2	982	1	1,430,310	2	2,514	9	1,457	21	156,257	7	10.9%	18	611,975	1	42.8%	6
Lancaster	461	3	549	4	1,085,700	4	2,355	12	1,978	11	106,289	9	9.8%	20	344,390	6	31.7%	17
Coopersburg	424	4	379	7	750,895	8	1,771	19	1,981	10	186,427	5	24.8%	2	267,071	7	35.6%	14
Ebenezer	399	5	525	5	917,052	5	2,298	15	1,747	16	183,650	6	20.0%	7	551,897	2	60.2%	1
Newark	355	6	583	3	1,248,790	3	3,518	2	2,142	8	205,595	3	16.5%	14	377,920	5	30.3%	18
Reading	306	7	247	11	477,047	11	1,559	21	1,931	13	93,100	11	19.5%	9	143,824	15	30.1%	19
Emmaus	290	8	376	8	840,768	6	2,899	7	2,236	6	238,559	2	28.4%	1	384,294	4	45.7%	5
Sunbury	267	9	289	9	471,179	12	1,765	20	1,630	19	90,289	12	19.2%	10	174,997	14	37.1%	13
Oley	259	10	452	6	782,781	7	3,022	4	1,732	17	187,565	4	24.0%	3	251,894	10	32.2%	16
Lebanon	216	11	257	10	498,062	10	2,306	14	1,938	12	98,203	10	19.7%	8	261,349	8	52.5%	3
Wallingford	188	12	181	15	632,285	9	3,363	3	3,493	1	115,136	8	18.2%	12	256,695	9	40.6%	10
Harleysville	152	13	192	13	450,899	13	2,966	5	2,348	3	71,713	14	15.9%	15	187,361	13	41.6%	8
Blandon	144	14	180	16	328,270	16	2,280	16	1,824	14	60,524	15	18.4%	11	129,295	16	39.4%	12
Ephrata	141	15	158	18	287,956	19	2,042	17	1,823	15	60,374	16	21.0%	6	115,772	18	40.2%	11
Whitehall	130	16	205	12	325,351	17	2,503	10	1,587	20	38,020	19	11.7%	17	18,060	21	5.6%	21
Hatfield	125	17	106	20	306,132	18	2,449	11	2,888	2	53,467	17	17.5%	13	125,630	17	41.0%	9
Piscataway	122	18	148	19	347,431	15	2,848	8	2,348	4	47,669	18	13.7%	16	191,649	11	55.2%	2
Nazareth	121	19	163	17	279,070	20	2,306	13	1,712	18	28,240	20	10.1%	19	97,112	19	34.8%	15
Harrisburg	114	20	189	14	411,079	14	3,606	1	2,175	7	87,425	13	21.3%	5	190,108	12	46.2%	4
Red Hill	110	21	100	21	202,527	21	1,841	18	2,025	9	19,350	21	9.6%	21	85,544	20	42.2%	7

2016 BFC Church Comparison

Church	Members		Morning		Offering		Offering / Member		Offering / Morning Attender		Missions		Missions as a % of Offering		Total Salaries and Benefits		Salaries as a % of Offering	
Cedar Crest	638	1	769	2	1,836,115	1	2,878	7	2,388	4	388,026	1	21.1%	8	607,333	1	33.1%	19
Sinking Spring	555	2	960	1	1,509,979	2	2,721	9	1,573	20	166,845	6	11.0%	19	564,004	3	37.4%	16
Lancaster	461	3	544	4	1,085,700	4	2,355	13	1,996	13	94,956	11	8.7%	21	492,763	4	45.4%	8
Ebenezer	420	4	511	5	954,717	5	2,273	15	1,868	14	208,408	3	21.8%	5	573,253	2	60.0%	1
Coopersburg	406	5	350	8	743,798	8	1,832	18	2,125	10	187,742	5	25.2%	2	139,092	16	18.7%	21
Newark	366	6	602	3	1,332,154	3	3,640	1	2,213	7	228,276	2	17.1%	13	375,896	6	28.2%	20
Reading	309	7	242	11	505,721	11	1,637	21	2,090	11	104,449	10	20.7%	9	196,801	12	38.9%	15
Oley	293	8	480	6	862,642	6	2,944	5	1,797	16	195,218	4	22.6%	4	361,600	7	41.9%	11
Sunbury	273	9	267	9	472,973	12	1,733	20	1,771	18	89,208	12	18.9%	11	162,091	15	34.3%	18
Emmaus	253	10	380	7	840,768	7	3,323	4	2,213	8	166,470	7	19.8%	10	395,310	5	47.0%	6
Lebanon	214	11	260	10	522,657	10	2,442	12	2,010	12	79,708	13	15.3%	14	307,468	8	58.8%	2
Wallingford	184	12	191	14	654,097	9	3,555	3	3,425	1	152,864	8	23.4%	3	267,442	9	40.9%	13
Blandon	150	13	185	16	331,355	16	2,209	17	1,791	17	70,610	15	21.3%	7	135,630	17	40.9%	12
Harleysville	149	14	188	15	438,009	14	2,940	6	2,330	5	110,630	9	25.3%	1	187,880	13	42.9%	10
Whitehall	134	15	211	12	315,190	17	2,352	14	1,494	21	47,081	18	14.9%	16	169,228	14	53.7%	4
Harrisburg	131	16	203	13	466,036	13	3,558	2	2,296	6	71,064	14	15.2%	15	209,876	10	45.0%	9
Piscataway	130	18	146	18	360,064	15	2,770	8	2,466	3	46,780	19	13.0%	17	201,364	11	55.9%	3
Hatfield	130	17	100	21	290,225	19	2,233	16	2,902	2	49,851	17	17.2%	12	135,535	18	46.7%	7
Ephrata	121	19	143	19	313,681	18	2,592	11	2,194	9	67,890	16	21.6%	6	124,659	19	39.7%	14
Red Hill	112	20	112	20	204,074	21	1,822	19	1,822	15	20,190	21	9.9%	20	96,638	21	47.4%	5
Nazareth	106	21	167	17	277,652	20	2,619	10	1,663	19	33,940	20	12.2%	18	98,895	20	35.6%	17

Pastor of Discipleship Report, Aug/Sep 2017

In my continued trek through the NT, I recently read this in the book of John:

"I do not ask that you take them out of the world, but that you keep them from the evil one. They are not of the world, just as I am not of the world. Sanctify them in the truth; your word is truth. As you sent me into the world, so I have sent them into the world. And for their sake I consecrate myself, that they also may be sanctified in truth. "I do not ask for these only, but also for those who will believe in me through their word, that they may all be one, just as you, Father, are in me, and I in you, that they also may be in us, so that the world may believe that you have sent me." (John 17:15-21, ESV)

This amazing passage is a part of Jesus' High Priestly prayer for His disciples, and for all of us who would become saved as a result of their testimony. What is truly incredible about this passage is that it speaks of the unity we have with the Father and the Son. Our salvation is not from earthly discomforts and trials, nor is it just something for the future to look forward to, but, we are in the Father, and the Son and therefore whether life or death, hardship or blessing, we are kept by the transcendent God, who immanently holds us through life's disasters, and will bring us home!

With that in mind, here are some of the ministry updates from August/September 2017:

Kids Crossing

- **Cross Time Sunday School (10:05 AM):** Promotion Sunday (9/3) went well, and all the older classes (1st-5th grades) resumed their normal structure (they were combined for the summer). We currently have all the teacher spots filled, praise the Lord.
- **Early Childhood (2&3 year-olds):** Praise the Lord, he has brought us all the teachers and helpers, for all the services, and for both odd and even months!
- **Children's Church:** The Gospel Project curriculum worship segment continues to work well for Children's Church. We continue to see around 7-9 students each week.
- **Wednesday Evening Programs:** This year's Awana program will start on September 13. Both the volunteer and participant registration links are posted, and are filling up fast. Please pray that the Lord sends the necessary number of volunteers needed and that our kids are touched and transformed by the power of God's word throughout this year.

Adult Ministry

- **Adult Electives:** The new fall session will begin on September 17, here is the breakdown:
 - The Revelation of Jesus Christ: Part 2 - Scott Holwick/Matt Zmarzley
 - Daniel: Phil Norris
 - How to Study the Bible: Rich Mastronardo
 - Romans: Part 1 - Dick Bickings
- **Student Ministry:** See Pastor Mike Notary's Report.
- **Senior Fellowship Ministry:** A number of seniors attended the Pinebrook Hymn sing on Friday, September 8. Phil Norris and John Mead are gearing up for the new fall/winter season in September...stand by for further news.
- **Men's Ministry:**
 - **Bethel Series:** Registration for new two-year Bethel Series cycle is underway. This new cycle will begin on October 7, 2017, and will consist of only one class, taught by Dick Bickings on Saturday mornings from 9:00-11:00.
 - **Men's Bible Studies/Prayer:**

- Thursday mornings from 6:15 AM – 7:30 AM, This early morning bible study group is currently studying “OT Couples”.
 - Thursday mornings from 9:00 AM – 10:30 AM, This Men’s Bible Study is currently studying the book of Ephesians.
 - Saturday mornings from 7:00 AM - 8:00 AM, This men’s pray time is for men who are serious about going before the throne of grace together to cry out to God for their marriages, family, jobs, neighbors, country, etc.
- **Men’s Breakfast (9/9/2017):** We were blessed to have 50+ men who attended this prayer breakfast. We enjoyed great fellowship as we ate, worshipped, learned from God’s Word, and prayed together.
- **Women’s Ministry:** Here is an update from Laura...
- “Fall is here and we are excited at THE WELL. Bible studies are in swing with 2 Corinthians beginning. We currently have about 20 women who are attending this study. I am leading this on Tuesday mornings and Tuesday evenings.
- The Daniel’s Prayer will begin on the 18th of September led by Vicki Cowley. They will also have a prayer meeting on the opposite Mondays to follow the study.
- Tis So Sweet will begin next week led by Linda Visco. We will be doing a book study on friendship.
- MOPS: Kick off is this week! So excited to have Amy and Suzi Hardy leading this year and looking forward to seeing all these wonderful moms.
- We had a women’s ministry meeting where we planned the remainder of the year. We are looking forward to hosting the Senior Fellowship on the 28th of this month. We will be hosting the elder and pastor’s and their wives for the month of October. Invitations have been sent.
- Our team will be attending the She Leads leadership conference the end of this month. We are looking forward to a great day together.
- Continue to meet with and help ladies that are in need here at EBFC.
- Thank you for allowing me to serve here, Laura”

Discipleship Support

- **Kinship:** Bob & Laurie Gill are diligently placing people and leaders into groups for a September 17 start for this year’s Kinship groups. Please pray that the Lord will use these groups to disciple, grow, and meet the needs of our people who attend.

Other:

- Continued to visit and provide physical & Spiritual care for several people in our church.
- Facilitate the Men’s Prayer Group each Saturday mornings.
- Facilitated the Men’s Breakfast on Saturday, September 9
- Continue with my Seminary Studies, taking a course on Church History as time permits.

Respectfully Submitted, Dick Bickings, Pastor of Discipleship

WORSHIP/COLLEGE MINISTRY UPDATE

Jeremy Harkins, Worship Pastor August-September

MUSIC

-The members of our praise team continue to be a privilege and a blessing. We have recently added Jennifer Schanely, as a vocalist, to our worship team. We continue to have great discussions over the lyrics of the songs and the connection with scriptures. Our prayer time has been meaningful as we continue to share openly what to pray for in each other's lives.

SOUND

- We had training for all our sound room people on August 13th after church. This was an opportunity to learn about the new lighting system and ask questions. We also ran through the basics of running the sound board and the media responsibilities to help the volunteers who had joined within the last year.

TEACHING & SHEPHERDING

- On August 27th we had a meal after church with 15 Lafayette student leaders. I was able to have some great conversations and was able to meet up with one of the students for coffee and help encourage him as he continues to seek to grow in his relationship with Christ.
- We had a beach trip in which an international student came along. He is still asking a lot of questions about Christianity but is not at the point of repenting and putting His faith in Jesus. Continue to pray for him as we continue to meet and go through the book of John.
- I continue to meet with and disciple a couple of the members of the worship team.
- Our College age Sunday school class has varied in numbers and going really well. Adam Whitmer and Dan Trafford continue to do a great job teaching through Proverbs & Romans. Our Sunday school numbers have gone from 6-8 to 18. This gives us a great opportunity to continue to invest in the individual lives of those who are attending outside of Sunday school.
- I continue to meet with individual college age students to challenge, and encourage them in the walk with God.
- I am studying through Hebrews with a worship team member
- I continue to meet with a couple college age as we go through the book of Romans

Additional Areas

- Helped drive and spend time with grade schoolers from Lynnfield as we took them to the Lehigh Valley Zoo on August 16th
- Praise God for the people who attended our outdoor service. There were a number of new faces and we pray that God used the service and meal to evangelize, grow relationships, and develop new ones solely for the glory of God and His church!
- It was a blessing to help a new family from Colorado move in and help get them plugged into our church.
- Excited about Luke starting Pre-School at BCS. His first day was Wednesday last week.
- I ask for prayer as Lindsay and I continue to seek out the college age connected with our church. First a prayer of gratitude for how God is raising up so many of our young people to grow in the fullness of God's grace and truth. Secondly prayer that they wouldn't settle in their routines but continue to grow in their faith and for some of them to repent and trust in Jesus.

Youth Ministry Update: Aug. and Sept.

Upcoming Schedule:

Sept. 17 – Youth Family Lunch and Parent Meeting

Oct. 6-8 – Youth Staff Retreat @ Notary Cabin

Nov. 17-19 – MS and HS Fall Retreat @ Three Springs Ministries

Update:

Previous Study:

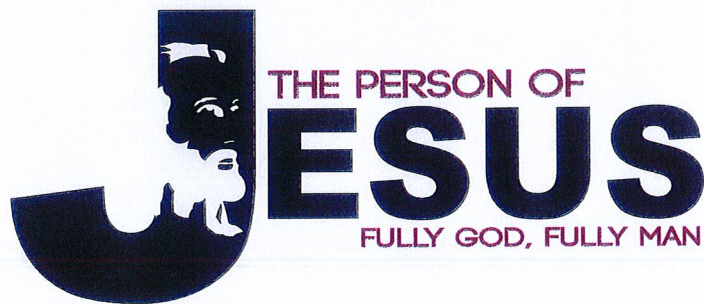
The youth just finished a 3 Part study on the theme of rest throughout scripture. We considered the problem of unrest that began after the fall, God's promise to restore rest in His presence throughout scripture, and ultimately the person of rest that we find in Christ. I was encouraged to see youth grow in their understanding of the broad story of God's consistent promises to His people in both the OT and NT. Our prayer is that in the busyness of the upcoming school year our youth and their families would find their ultimate hope and rest in Christ!

Red Carpet Night:

Our annual Red Carpet Night was last Tues. Sept. 5. We promoted all 8th graders into HS and welcomed the incoming 6th graders to Merge (Youth Ministry). We were blessed to have a combined attendance of almost 60 youth.

Upcoming Study:

Tomorrow night begins a semester long study on the Person of Jesus adapted from Paul Miller's study with the same title. It is often hard to relate to some of the stories of Jesus we read in Scripture. When considering His miracles and teachings it is easy to simply focus on His deity with little mention of His humanity. Yet, Jesus is fully God and fully man. This study will focus on the human characteristics of Christ. Our prayer is that as we engage these passages, with His humanity in mind, we would be encouraged to "be like Christ". We may not be called to calm raging seas or raise people from the dead, but we can move into the lives of the broken and lost with the hope of Christ. We can be His hands and feet.



Student Leadership:



Starting on Sept. 24, Jenn and I will be leading a HS student leadership program which will meet every other Sun. night from 6:30-8:30 at our house. The program is designed to help youth grow both corporately and individually. We will be challenging them to grow in their biblical understanding, profession of faith, and service to their communities. We are asking that they commit to regular attendance, accountability, and mentoring of younger students. Pray that the Lord would raise up strong peer leaders in our ministry.

Communicating Vision:



We introduced the new name and logo for youth ministry at EBFC last week to our youth and will be sharing it with their parents in our upcoming parent meeting. Our prayer is that in “branding” our youth ministry we will more effectively communicate our vision as a ministry. Our desire continues to be that the youth would embrace the necessity of the church in their lives while the church would embrace the necessity of the youth in its life.