



## Board of Elders Meeting September 14, 2015

### Roll Call & Prayer

The following elders were present: Pat Barry, Wayne Batten, Dick Bickings, Andy Brimer, Mark Culton, Dennis Flannigan, Swannie Griffin, Tim Gibson, Jeremy Harkins, Chris Jones, and Shawn Sommons.

Kevin Hardy, Scott Holwick and Byron Roth were excused absent.

### Devotional & Prayer

Pastor Tim shared a devotional with the elders about integrity and sexual purity from Proverbs 5.

- A list of the things that would be lost if we had a moral failure:
  - wife's trust
  - emotional and spiritual damage to wife and kids
  - possibly lose marriage
  - possibly lose children
  - lose the eldership
  - Christian testimony
  - money, property (in a divorce)
  - divorce
  - shame
  - example destroyed
  - weak Christians will doubt
  - the glory of God is tarnished
- This sin will cost you!!! (everything)

The elders split into pairs and had an extended time of prayer for each other and for the needs of the congregation.

### Financial Report

Andy reviewed the financial report (*Attachment 1*). Giving and spending were both higher than projected. We should keep an eye on spending throughout the rest of the year. A **motion** was made to approve the financial report. This was **seconded** and **passed** unanimously.

Andy reported the following:

- The fraudulent donation Ebenezer received last month is almost resolved.
- Paypal is now in effect for events like Awana and Run for the Children.
- The finance team has met and discussed a projected budget for next year. They are recommending a 3% decrease in the budget from this year's budget.

### Approval of Minutes

**Motion** was made to approve the minutes from the August 10, 2015 Elders meeting, **seconded** and **passed**.

## Discussion Items

- 1) Prayer Week – The elders discussed the idea of scheduling a week to focus on prayer and rest. A motion was made to have a week of focused prayer in the Spring which will be spearheaded by the elders. This motion was **seconded** and unanimously **approved**.
- 2) Outdoor Service – Jeremy reported that there have been hurdles to jump with the township and the permits required, but we are taking them one by one. Things are coming together and plans have been made for setting up on Friday and Saturday.
- 3) Foyer Renovations – Wayne shared with the board a list of objectives for the foyer renovation and how these objectives will be accomplished (*attachment 2*).
- 4) EBFC and BCS Facilities Agreement – The elders discussed and made a **motion** to accept the 2015-2016 facilities agreement. This was **seconded** and **passed**.
- 5) Awana Teaching – The elders will now be teaching Sparks in addition to the rest of the Awana children.
- 6) Newcomer Dessert – Kevin and Amy Hardy will host a dessert on Saturday, October 10. The idea of having various elders host was discussed.
- 7) Ministry Assimilation – Though Kevin Hardy could not make the meeting, he included the following update via email:
  - Worked with Rich Mastronardo and Andy Brimer to set up the Networking class during Sunday School hour beginning 9/13. 7-8 sessions will include Networking/Discipleship material followed by 4-5 weeks on our Biblical Principles for Living - great instruction for our lives as we are actively serving in ministry.
  - Pulled new member list from the past two years and sent an email to the group encouraging them to consider how they are gifted to serve at Ebenezer, if they're not actively serving already, and to consider attending Networking this fall.
- 8) Evangelism – Pat reported on their first evangelism training which was successful. 17 attended. They have another scheduled for November 7. Pat drew our attention to the prayer cards which are available for people to take home and pray for the salvation of those they know.
- 9) Ministry Focus – Andy challenged us to become even more focused as we go into 2016 with our ministries. What are the things that we really feel God is leading us to do?
- 10) Kinship Groups – There was discussion on the idea of connecting kinship groups so that they can join efforts to serve at the Bridge Ministry. This will be pursued. The elders also discussed kinship groups adopting missionaries and shut-ins.
- 11) Membership and Discipline –  
The following individuals were voted on for membership, and were all accepted unanimously.
  - Carmelo Caban
  - Benjamin Christiansen
  - Joshua Christiansen
  - Michael Hard
  - Alba Jankoski
  - Nicholas Jankoski
  - Margaret McMath
  - Kenneth Stanley
  - Laura Stanley

### **Pastoral Reports**

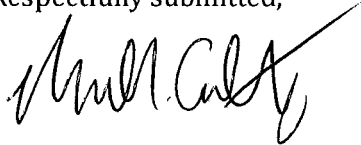
The pastors submitted their monthly reports:

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

### **Adjournment & Prayer**

Pat closed in prayer and the meeting was adjourned.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Mark Culton". The signature is written in a cursive style with a long, sweeping underline that extends to the right.

Mark Culton  
Secretary to the Board of Elders

September 14, 2015

To: Board of Elders  
From: Andy Brimer, Treasurer  
Subject: Financial Report for September 2015

The September 2015 Financial Report has the following attachments:

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

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

- Total income for August was 97% of the budgeted forecast while the YTD income was 95% of the budgeted forecast.
- Expenses for August were 107% of the budgeted forecast while the YTD expenses were 97% of the annual forecast. *Note:* The expenses appear high by \$3000 because the resolution of the fraudulent donation matter remains open.
- Giving continues to lag a bit, but our spending for the past three months has been greater than the budgeted and giving amounts.

Other:

- The fraudulent donation matter is almost closed. No report was made to the Bethlehem Township Police.
- PayPal is being used for online registrations and payments for AWANA, The Bethel Bible Series, and Run for the Children.
- The Finance Committee is meeting September 15, 2016; one item for discussion will be the 2016 budgeting process.

# EBENEZER BIBLE FELLOWSHIP CHURCH - AUGUST 2015 FINANCIAL STATEMENT

## BALANCE SHEET REPORT / COMPARISON

ASSETS	31-Aug-15	31-Jul-15	\$ Change
<b>Assets - Checking/Savings</b>			
18000 · Checking (KNBT)	530,301.13	576,126.42	-45,825.29
18002 · CDs (KNBT)	67,587.38	67,587.38	0.00
19000 · Savings (M&T Bank)	90,831.00	90,823.29	7.71
19001 · Checking (M&T Bank)	5,375.67	5,375.67	0.00
<b>Total Checking/Savings</b>	<b>694,095.18</b>	<b>739,912.76</b>	<b>-45,817.58</b>

**TOTAL ASSETS** **694,095.18** **739,912.76** **-45,817.58**

### LIABILITIES

Current Liabilities	31-Aug-15	31-Jul-15	\$ Change
901 · Building Fund	96,735.07	101,936.19	-5,201.12
902 · Capital Improvement Fund	-31,553.15	0.00	-31,553.15
903 · Transportation Fund	178.00	158.00	20.00
902 · Scholarship Fund	1,241.50	2,034.50	-793.00
905 · Faith Promise	12,139.32	11,074.32	1,065.00
907 · Benevolence Fund	17,011.77	15,924.16	1,087.61
908 · Music Fund	174.20	164.20	10.00
911 · Year End Accruals	8,480.16	8,480.16	0.00
912 · Run For The Children	409.29	409.29	0.00
914 · Health Care Account	2,658.72	3,442.95	-784.23
915 · Youth Summer Missions	9,523.88	11,046.48	-1,522.60
100 · Payroll Liabilities	6,619.92	6,807.10	-187.18
<b>Total Current Liabilities</b>	<b>123,618.68</b>	<b>161,477.35</b>	<b>-37,858.67</b>

### Long Term Liabilities

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>123,618.68</b>	<b>161,477.35</b>	<b>-37,858.67</b>

### EQUITY

900 · Retained Earnings	991,473.20	991,473.20	0.00
<b>Net Income</b>	<b>-13,117.90</b>	<b>-5,158.99</b>	<b>-7,958.91</b>
1000 · Opening Bal Equity	-407,878.80	-407,878.80	0.00
<b>Total Equity</b>	<b>570,476.50</b>	<b>578,435.41</b>	<b>-7,958.91</b>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>694,095.18</b>	<b>739,912.76</b>	<b>-45,817.58</b>

*Andrew J. Beames*  
Treasurer

9/19/15  
Date

## GENERAL FUND - BUDGET vs. ACTUAL

Income	August	Budget	Variance
1100 · Offerings / Gifts	81,681.27	83,898.75	-2,217.48
1400 · Interest	46.59	43.00	3.59
1700 · Memorials	0.00	0.00	0.00
1900 · BCS / Bldg Use	1,093.00	1,093.00	0.00
<b>Total Income</b>	<b>82,820.86</b>	<b>85,034.75</b>	<b>-2,213.89</b>

### Expenses

2000 · General Church Finance	12,564.27	9,519.00	3,045.27
3000 · Discipleship Ministries	1,597.16	2,935.32	-1,338.16
5000 · Evangelism Ministries	1,082.64	600.00	482.64
6000 · Missions	18,675.00	18,675.00	0.00
7000 · Deacon Ministries	4,257.20	3,870.84	386.36
8000 · Worship	37.34	750.00	-712.66
9000 · Office Expenses	719.82	1,393.00	-673.18
10000 · Congregational Care	0.00	312.49	-312.49
11000 · Compensation	51,846.34	46,979.10	4,867.24
<b>Total Expense</b>	<b>90,779.77</b>	<b>85,034.75</b>	<b>5,745.02</b>

**Net Ordinary Income** **-7,958.91** **0.00** **-7,958.91**

**Net Fund Transfer between Accts.** **0.00** **0.00** **0.00**

**Net Income** **-7,958.91** **0.00** **-7,958.91**

## DESIGNATED FUNDS

Expenses	Income	Expenses	Net
901 · Building Fund	1,065.00	6,266.12	-5,201.12
903 · Transportation Fund	20.00	0.00	20.00
904 · Scholarship Fund	222.00	1,015.00	-793.00
905 · Faith Promise	1,065.00	0.00	1,065.00
907 · Benevolence Fund	1,663.55	575.94	1,087.61
908 · Music Fund	10.00	0.00	10.00

## OTHER LIABILITY ACCOUNTS

902 · Capital Improvement Fund	8,703.85	40,257.00	-31,553.15
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	172.23	-172.23
915 · Youth Summer Missions	10.00	1,532.60	-1,522.60
<b>Total Other Current Liabilities</b>	<b>12,749.40</b>	<b>49,818.89</b>	<b>-37,069.49</b>

# EBENEZER BIBLE FELLOWSHIP CHURCH - AUGUST YTD 2015 FINANCIAL STATEMENT

## BALANCE SHEET REPORT / COMPARISON

ASSETS	31-Aug-15	31-Dec-14	\$ Change
<b>Assets - Checking/Savings</b>			
18000 · Checking (KNBT)	530,301.13	578,252.65	-47,951.52
18002 · CDs (KNBT)	67,587.38	67,545.48	41.90
19000 · Savings (M&T Bank)	90,831.00	90,770.55	60.45
19001 · Checking (M&T Bank)	5,375.67	5,375.67	0.00
<b>Total Checking/Savings</b>	<b>694,095.18</b>	<b>741,944.35</b>	<b>-47,849.17</b>

**TOTAL ASSETS**

**694,095.18    741,944.35    -47,849.17**

**LIABILITIES & EQUITY**

**Current Liabilities**

901 · Building Fund	96,735.07	93,730.19	3,004.88
902 · Capital Improvement Fund	-31,553.15	0.00	-31,553.15
903 · Transportation Fund	178.00	118.00	60.00
904 · Scholarship Fund	1,241.50	2,381.50	-1,140.00
905 · Faith Promise	12,139.32	32,400.32	-20,261.00
907 · Benevolence Fund	17,011.77	15,172.92	1,838.85
908 · Music Fund	174.20	144.20	30.00
911 · Year End Accruals	8,480.16	7,488.33	991.83
912 · Run For The Children	409.29	409.29	0.00
914 · HRA	2,658.72	0.00	2,658.72
915 · Youth Summer Missions	9,523.88	-320.53	9,844.41
100 · Payroll Liabilities	6,619.92	6,825.73	-205.81
<b>Total Current Liabilities</b>	<b>123,618.68</b>	<b>158,349.95</b>	<b>-34,731.27</b>

**Long Term Liabilities**

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>123,618.68</b>	<b>158,349.95</b>	<b>-34,731.27</b>

**Equity**

900 · Retained Earnings	991,473.20	931,656.18	59,817.02
<b>Net Income</b>	<b>-13,117.90</b>	<b>59,817.02</b>	<b>-72,934.92</b>
1000 · Opening Bal Equity	-407,878.80	-407,878.80	0.00
<b>Total Equity</b>	<b>570,476.50</b>	<b>583,594.40</b>	<b>-13,117.90</b>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>694,095.18</b>	<b>741,944.35</b>	<b>-47,849.17</b>

*Andrew J. Blum*  
Treasurer

9/14/15  
Date

## GENERAL FUND - BUDGET vs. ACTUAL

Income	August YTD	Budget	Variance	%BGT YTD
1100 · Offerings / Gifts	602,792.63	635,637.63	-32,845.00	95%
1400 · Interest	408.48	591.00	-182.52	69%
1700 · Memorials	1,800.00	0.00	1,800.00	N/A
1900 · BCS / Bldg Use	8,744.00	8,744.00	0.00	100%
<b>Total Income</b>	<b>613,745.11</b>	<b>644,972.63</b>	<b>-31,227.52</b>	<b>95%</b>
<b>Expenses</b>				
2000 · General Church Finance	39,541.89	34,270.75	5,271.14	115%
3000 · Discipleship Ministries	16,237.87	24,092.56	-7,854.69	67%
5000 · Evangelism Ministries	4,394.86	5,800.00	-1,405.14	76%
6000 · Missions	102,040.95	102,750.00	-709.05	99%
7000 · Deacon Ministries	68,158.25	80,641.72	-12,483.47	85%
8000 · Worship	3,125.00	3,030.00	95.00	103%
9000 · Office Expenses	9,124.05	12,704.00	-3,579.95	72%
10000 · Congregational Care	130.81	3,149.92	-3,019.11	4%
11000 · Compensation	384,109.33	378,533.68	5,575.65	101%
<b>Total Expense</b>	<b>626,863.01</b>	<b>644,972.63</b>	<b>-18,109.62</b>	<b>97%</b>

**Net Ordinary Income**

**-13,117.90    0.00    -13,117.90**

**Net Fund Transfer between Accts.**

**0.00    0.00    0.00**

**Net Income**

**-13,117.90    0.00    -13,117.90**

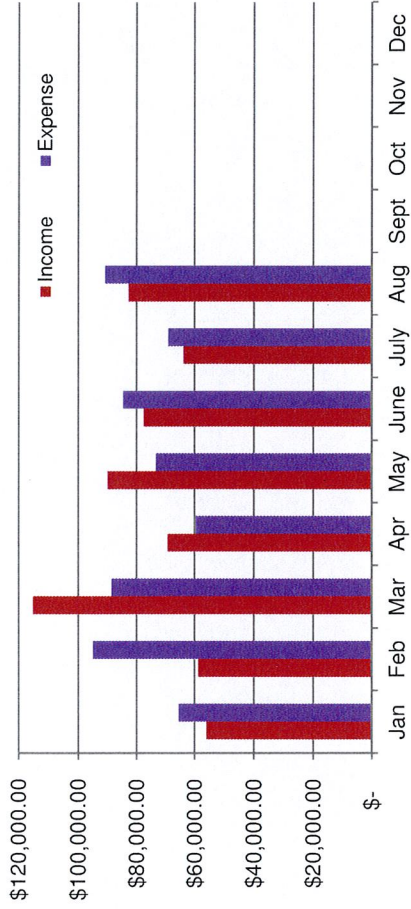
### DESIGNATED FUNDS

Income	Expenses	Net	
901 · Building Fund	9,271.00	6,266.12	3,004.88
903 · Transportation Fund	60.00	0.00	60.00
904 · Scholarship Fund	1,250.00	2,390.00	-1,140.00
905 · Faith Promise	17,229.00	37,490.00	-20,261.00
907 · Benevolence Fund	14,414.31	12,575.46	1,838.85
908 · Music Fund	30.00	0.00	30.00

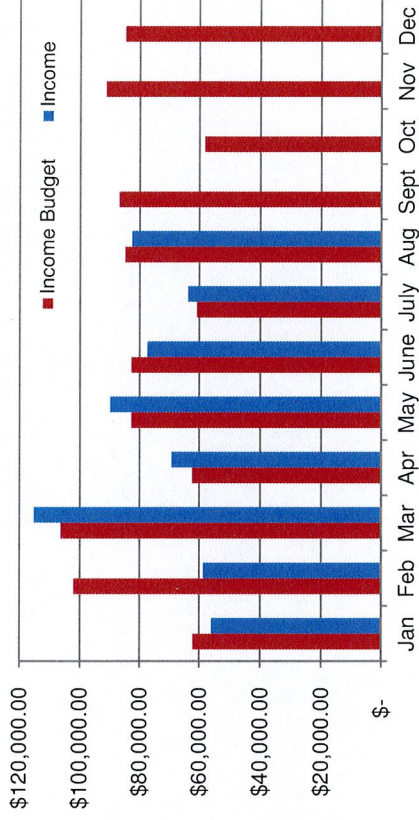
### OTHER LIABILITY ACCOUNTS

902 · Capital Improvement Fund	8,703.85	40,257.00	-31,553.15
911 · Year End Accruals	991.83	0.00	991.83
912 · Run For The Children	0.00	0.00	0.00
914 · HRA	6,600.00	3,069.28	3,530.72
915 · Youth Summer Missions	28,476.58	19,046.32	9,430.26
<b>Total Other Current Liabilities</b>	<b>87,026.57</b>	<b>121,094.18</b>	<b>-34,067.61</b>

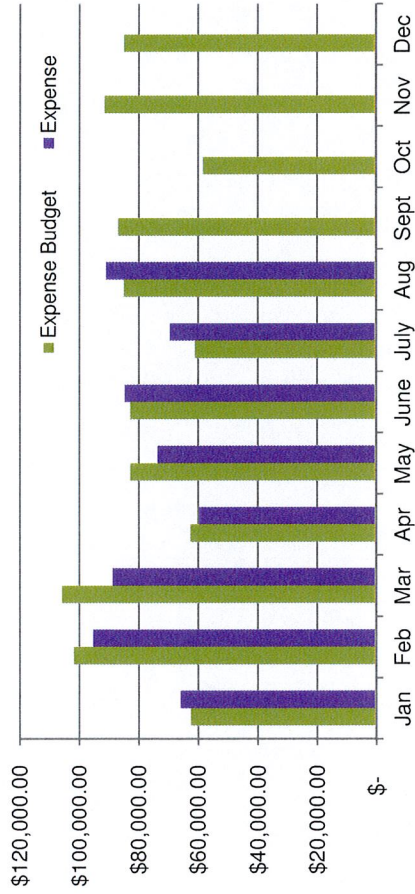
### 2015 Income vs Expenses



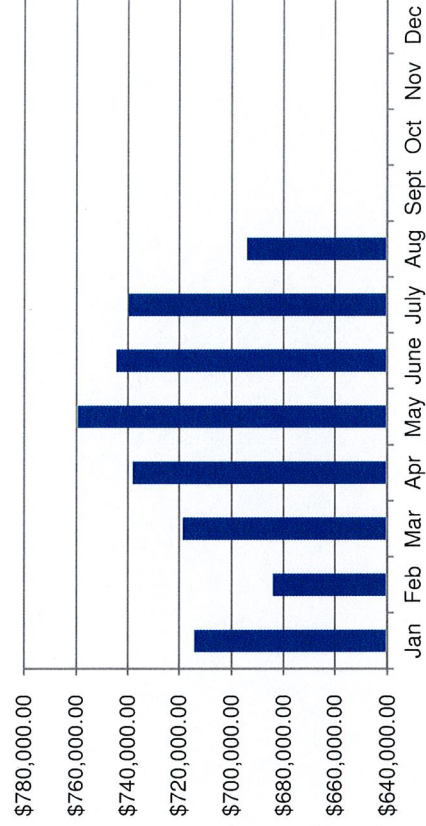
### 2015 Income vs Budget



### 2015 Expenses vs Budget



### 2015 Assets



Wayne Batten <wwbatten@verizon.net>

July 15, 2015 5:15 PM

To: Kevin Kritzberger <kevin@aplaceforyou.org>, "<grhardy@rcn.com> hardy" <grhardy@rcn.com>

Foyer renovations

In our combined deacon/elders meeting I indicated that the property committee would provide a list of objectives for the project as well as a description of how we plan on reaching those objectives. I think our explanations should be relatively brief. Since I was the one who indicated we would do this I thought I would put on paper what I understand as a beginning point. When could we discuss this so it could be forwarded to the deacons and elders. I don't think we should do much until we have their approval on the basic project as we see it now even if its a little different than shown below. Let me know if you think things should be added or deleted.

#### FOYER RENOVATIONS ( 7/15/15 )

#### PROJECT OBJECTIVES

- 1 Update finishes for a clean, fresh appearance.
- 2 Provide new lighting for an updated appearance and more efficient fixtures.
- 3 Reinforce the entry path to the main sanctuary entrance.
- 4 Provide a new welcome center.
- 5 Enlarge the area by removing the walls enclosing classroom two.
- 6 Provide new foyer furnishings for display, ministry functions, waiting and conversation carefully placed to complement the path of sanctuary access.

#### METHODOLOGY TO REACH OBJECTIVES

- 1 Updating of finishes
  - a New wall finishes-primarily paint
  - b New ceiling finishes having approximately the same acoustical properties as the existing materials.
  - c New flooring- Use multiple materials, patterns or colors to help define the path of travel from the building entry to the main sanctuary entry.
- 2 Provide new lighting for an updated appearance. New fixtures should be energy efficient, should hi-light specific functional areas, and may be used to visually reinforce the path of travel to the main sanctuary.
- 3 Provide a new welcome station sized to meet functional ministry needs ( large enough but not oversized ), strategically for good exposure and as a supporting element of the flow of people to and from the sanctuary.
- 4 Remove walls of classroom two common to the foyer including bulkheads (as much as possible) that were previously used to support folding partitions. Work with the BCS/EBFC Liaison to provide meeting areas for functions previously located in classroom two, and as directed by the elders and deacons
- 5 Provide new furnishings including;
  - Welcome center
  - Signage
  - Table display space for use by ministries
  - Wall display areas ( bulletin boards )
  - Sign up areas
  - Missions display
  - Secret sister area
  - Seating for waiting and conversation



*Attachment #3*

**Pastor Tim's Ministry Report  
September 14, 2015**

**Studying & Preaching:**

- Began preaching a new series from 1 Peter, called "Standing Firm." I'm excited to see how the Lord is going to use this book to strengthen our faith and help us stand firm in an age where Christianity is no longer the norm or acceptable. This book will truly help equip us to set our eyes toward heaven.
- Matthew series on Wednesday night.

**Shepherding/Ministry:**

- Continued marriage counseling, premarital counseling – many phone conversations
- Continue to meet with men on a regular basis for breakfast & lunch/prayer
- Continuing premarital counseling with 1 new couple
- 3-4 Membership interviews
- Hazel Bomba's funeral (Shirley Stocker's mom) in Moscow, Pa on Sept 18
- Kinship is going great. We added 1 couple to our group. We are having a great time of fellowship, prayer and bible study through Romans!
- Visit with one individual several times per week for accountability
- Began a new membership class in October

**Mentoring/Accountability:**

- Met with Dave Gundrum to discuss TLT for Covenant BFC in Naples, Fl with Jason Filbert
- Continue to visit with Jason Filbert (Naples, Fl) over the phone a couple of times for prayer & encouragement
- Met with Mark Fodelle, Disciple Makers, for mutual encouragement and prayer.

**Hospital/Home Visitation:**

- 4Hospital visitations

**Other:**

- Golf tournament fundraiser for Fellowship Manor – with Steve Leaser – Sept 28
- Ministerial Convention at Pinebrook – October 6-7 on Sexuality. This was a great conference. We took the entire staff.
- Participated in the fundraiser for Bethlehem Christian School at Lehigh Valley Sporting Clays. It was a great event.

The Lord is great and greatly to be praised. I am enjoying ministering the Gospel and the Word of God on a weekly basis. While this is a joy, I am also feeling the pressure of the world and the trials that come. I know that the Lord is faithful and I am continuing to trust in Him.

Serving Christ,  
**Pastor Tim Gibson**

## POD (Pastor of Discipleship) Report, Aug/Sep 2015

As I wrapped up the book of Job, I marveled at the work of God in the face of tragedy. As Job endured the seemingly undeserved anguish of losing everything including his health, then having to listen to the self-righteous rhetoric of his so-called friends giving him the bullet points as to why this happened to him, it astounded me that God never explained to Job what was going on. Instead, he leads Job in a series of unanswerable questions with regard to how big, awesome, and sovereign He is. At the end, here's how Job responds:

*"Then Job answered the Lord and said: 'Behold, I am of small account; what shall I answer you? I lay my hand on my mouth. I have spoken once, and I will not answer; twice, but I will proceed no further.'" (Job 40:3-5, ESV)*

*"I know that you can do all things, and that no purpose of yours can be thwarted." (Job 42:2, ESV)*

*"I had heard of you by the hearing of the ear, but now my eye sees you;" (Job 42:5, ESV)*

*"therefore I despise myself, and repent in dust and ashes.'" (Job 42:6, ESV)*

His response transcends human logic as to why we think stuff happens to us...it is because God's purpose is beyond our scope of understanding, it cannot be thwarted, it deserves no explanation, it allows us to see God from "above the sun", and helps us to see who we are and what we deserve thus bring about repentance and holiness.

*"Lord, help me to accept your will for my life irregardless if it makes sense to me or not, Amen."*

With that in mind, here is a quick summary of some of the ministry opportunities from August/September 2015:

### Kids Crossing

- **Cross Time Sunday School:** Praise the Lord for the full complement of teachers he has given us! Charity Roth has stepped up to teach the 4 yr-K class; Odd months, as Becky Masessa got married and moved away. Our current study is about "God the Creator".
- **Early Childhood (2&3 year-olds):** Continuing to go well for both services and Sunday School. Praise the Lord, all teaching positions are filled.
- **Children's Church:** The Gospel Project curriculum worship segment continues to work well for Children's Church. We continue to see between 8-12 students each week.
- **Wednesday Evening Programs:** Our Awana program preparations are in full swing for a new season beginning September 16. We conducted our volunteer training event on September 9 with about 20 in attendance. We are currently working on a new computer based registration for the participants...we hope to roll this out in the next month. Please pray for Julie Gibson in her role as Awana commander as the Lissy's have stepped down. to work in the Youth Ministry.
- **New PA Background Check Requirements for Employees & Volunteers:** We are 100% complete with the new PA Background Check Requirements for volunteers with good cooperation from everyone. Since the deadline has come and gone, no person 18 yrs or older can serve without their background checks completed. The good news is that from here on out, the cost is free for volunteers, and it only has to be done every 5 years! There are still a number of volunteers who have not completed the Mandatory Reporter Training, though not required to serve.

### Student Ministry

- See Pastor Mark's report.

### Adult Ministry

- **Adult Electives:** We began a new fall season of Adult Electives on September 13 with the following breakdown of classes:
  - Ecclesiastes - Rich Mastronardo
  - Networking - Kevin Hardy & Andy Brimer

o Basic Theology - Joe Maddock

As always, please continue to pray that the Lord would send forth some new adult elective teachers so that we may offer a variety of subjects, and give the current teachers a break. We currently only have 5 teachers.

• **Men's Ministry:**

o **Bethel Series:** We are preparing for a new cycle in The Bethel Series which should begin in the first week of October 2015.

o **Men's Bible Studies/Prayer:**

- Tuesday mornings from 6:15 AM – 8:00 AM, Men's prayer time with currently only 2-3 men attending.
- Thursday mornings from 6:15 AM – 7:30 AM, This early morning bible study group is currently in a study on the life of Christ.
- Thursday mornings from 9:00 AM – 10:30 AM, This new Men's Bible Study is studying the book, "Satisfied: Discovering Contentment in a World of Consumption", by Jeff Manion. There are currently 4-5 men involved with Bob Penchick as the facilitator.

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

"We are in full swing with Fall events.

Pool Side: We had a wonderful night of fellowship at the home of Debbie Flannigan's on August 10th. We had some new ladies come and we are so thankful for the connections that were made.

Meet and Greet: This was disappointing with the turn out of BCS moms, but again, we made a connection with one lady who is currently enrolled in our Joseph Bible study meeting on Tuesdays.

Iron Sharpens Iron: I will be taking 10 ladies to this conference on October 10th. Looking forward to a great day together.

Bible Studies have begun. The Joseph study had 20 ladies in attendance and we had our first week together. The Epistles of John begin today with Gail Tshudy teaching and she also has a good number of women signed up.

MOPS: We are so excited to have positions filled and the kick off for MOPS is the 24th of this month. We are hoping that more moms from our own congregation will want to be a part of this ministry.

We are donating a basket to the Truth Home for their Fashion Show which is the 24th of October.

Shannon Fodale is going to be our speaker for our Christmas Open house. We are hoping to have some kind of collection to help at Lynnfield."

**Discipleship Support**

- **Kinship:** Praise the Lord, our new season of Kinship Groups began on September 13, with 16 groups (2 new ones), and the placing of more than 20 new people, and 2 new leaders. Many thanks to Bob and Laurie Gill for their diligent work to make this all possible!

**Other:**

- Continue to meet with a couple to counsel and encourage with their marriage
- Taught several lessons on the "Feasts of the Old Testament" in Adult Electives.
- Continued work on the new Church Database as time permitted
- 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

## Worship /Young Adult Ministry Update August-September 2015

*By Jeremy Harkins, Worship Pastor*

### **Worship Team Discipleship**

Let's look closer at our Philosophy of ministry specifically in the area of our worship at Ebenezer. Romans 12:1-2 begins with "in view of God's mercy" this means that because of the mercy that has been poured out from God through Jesus Christ we are to offer ourselves as living sacrifices. This spiritual act of worship all stems from His Grace. Our times in prayer as a worship team have been continuing to reflect on how we can continue to engage our congregation in introspectively offering themselves to God as living sacrifices. It really encourages me to see our team really understanding our philosophy of ministry and can carry that out with the abilities and gifts that God has given them.

We also had a "Thank You" party for all those involved in worship ministry whether worship team, sound, media, or simulcast. Kevin and Amy Hardy graciously opened up there home and pool and the time was meaningful for the building of the body of Christ. We are extremely blessed to have the volunteers we have. Praise God from whom all blessings flow!

### **College/Career Ministry**

Our official Kinship started Sunday. And we continue to keep tabs on those out at school. We continue to pray over the students and network with how we can continue to pray for them.

### **Simulcast/Sound/Media**

Simulcast continues to run well. Thanks to Jason, Ken, and Bob, who have been leading and training extremely well with videography and sound.

## Student Ministries Report - August 2015

*"Every good gift and every perfect gift is from above, coming down from the Father of lights with whom there is no variation or shadow due to change."*

**James 1:17 ESV**

September is a time for a lot of change for students. Some are in a new school, and all are in a new grade. As parents and youth workers, we want to be a stabilizer for our students, providing consistent love and support during the changes that adolescence brings. When we do that, we point to our Heavenly Father, who does not change and who has a steadfast love for us! Praise God for His mercies! They are consistently new every morning!

### Teaching

- **Middle School**  
In our Core Truth curriculum, we just finished a series on "Spiritual Warfare". We will soon begin a series on the church and being a "community of believers".
- **High School**  
We are finishing our study of the book of Mark. We have a few chapters left.
- **Sunday School**  
We are teaching through the Gospel Project in both the MS and HS SS classes.

### Shepherding

- Met with 2 young men from the Lynfield community. We hope to start a Bible study with them.
- Met with a young man to mentor him through some spiritual challenges.

### Staff

- We had our bi-monthly youth staff meeting. Always a blessing.

### Activities

- **HS Girls beach day**  
A couple leaders and our high school girls went to the beach and enjoyed a wonderful time of fellowship and fun!
- **Parent's Night**  
We had Alice, a representative from CareNet share with our youth parents and volunteers about Carenet and what it is like for our students in public school today. There was an emphasis on parents training their kids when it comes to topics such as sexuality and relationships.
- **Illuminite**  
August was a MS only Illuminite.

**Other**

- Was so grateful to have some time away with my wife and then vacation with the family. It was a nice rest after a busy ministry summer.
- Met with a fellow youth pastor and friend for mutual encouragement.
- Had the opportunity to share at a FCA (fellowship of Christian athletes) sports camp.
- Met with the BFC youth pastors.
- Had our quarterly BOYYA meeting where we are making plans for 2016 Sno Glo.

Respectfully Submitted,

Mark Culton