



## Joint Elders & Deacons Meeting October 13, 2014

### Opening & Prayer

George Hardy opened the meeting in prayer.

### Roll Call

- Elders – The following elders were present: Wayne Batten, Dick Bickings, Andy Brimer, Mark Culton, Tim Gibson, Byron Roth and Shawn Sommons. Scott Holwick was excused absent.
- Deacons – The following deacons were present: Rob Christiansen, George Hardy, Mark Hardy, Kevin Kritzberger, and Joe Meier. Kamba Kalubi and John Romero were excused absent.

### Devotional & Prayer

Pastor Tim led the elders and deacons through a devotional from 2 Thessalonians 2. We talked about reputation and how our reputation is as an elder board and deacon board. What should our reputation be? We should be known as those who impart the gospel and give our own lives for the flock. We are to be tender as mothers, paying attention to the needs of our congregation. We are also to be as fathers, working night and day to provide for the congregation. We as leaders are more than decision-makers, we are shepherds of mercy.

### Deacon Reports:

- Deacon Committees – Kevin shared how the deacons, though short-handed, have really stepped up and carried the load. Some questions that the deacons have been discussing: do we need all the current positions on the deacon board or the corresponding committees? Two of these under discussion are Community Concerns and the Activities Committee.
- Property – George shared about property concerns and priorities. Much of the capital money was shifted to fix HVAC units which needed to be replaced. The roof has not been replaced yet, and the elders will need to approve the spending for the additional roofing work needed once a detailed proposal has been reviewed by the Building Committee. We still have the free shingles that we are trying to use this year or in the spring. We still want to do this but the roof has to be reventilated. Some other projects for next year: the HVAC for the library and the rest of the roof. There have been a number of volunteers who have come alongside of Kevin helping with odds and ends.
- Transportation – Mark Hardy shared briefly about transportation and exciting mini-bus tire incidents.
- Care Givers – Rob shared about Care Givers and how they have received a lot of requests from widows and single moms. This is good because it seemed to take a while for people to feel comfortable asking for help. We haven't had the manpower for a "helping hands" type of ministry, but for the most part, this has been replaced by kinship groups. Rob expressed how it has been a blessing to serve in this capacity.
- Benevolence – Joe shared about benevolence, which has had a substantial balance, but there are some acute needs that will be addressed with these funds.
- General – Kevin shared a few other general things - a counterfeit bill being the most exciting.

## **Financial Report**

Andy reviewed the financial report for this month (Attachment #1). The giving this month has been a bit lighter than expected (our lowest month of income this year). Our expenses have been less this month, so that has helped. We are coming in about 93% income so far for the year and the projection by the end of the year is 95-96% of our income.

A **motion** was made to approve the financial report. This was **seconded** and **passed**.

## **General Discussion about Building**

Kevin shared about the lighting needs - the chandeliers and the floodlights in the sanctuary. We also discussed a timeline for updates to the foyer and sanctuary. We want the first impression to be one that is good, and yet we want to guard against getting caught up in a man-centered approach to aesthetics. A **motion** was made for the Property Committee to put together a plan for updating the foyer and sanctuary. This was **seconded** and **passed**.

## **Technology Update**

The Tech Team currently sits under Finance and is not under the deacon board. With more technology these days there is more oversight needed. A **motion** was made to designate that the Technology Committee be a sub-committee of the Deacon Board that will include oversight of the church network and all relevant electronic equipment with the budget lines remaining under Finance. This committee will also oversee the simulcast ministry and committee. This was **seconded** and **passed**.

## **BCS**

We are missing having a liaison, but it is being covered. Keep praying for the administration. They have been facing financial difficulty, but God is providing.

## **Potential Deacons and Elders**

Kevin Kritzberger, John Romero, and Mark Hardy have terms that are up this year. All three are willing to continue serving. Wayne Batten and Scott Holwick are up and have both agreed to stay on as elders. Potential elders and deacons were discussed. We also discussed how any potential elders and deacons who have made it through the process should have background checks run.

## **Budget**

- Andy led the elders and deacons through the 2014 budget line-by-line, highlighting certain areas of change. "A **motion** was made to re-instate \$25,000 to "Capital Improvements" (#7600), and balance the 2015 budget, via savings, if necessary. The motion was **seconded**, and **passed**."
- A proposed list of 2015 projects was reviewed.
- There was also a discussion about the possibility of using the Building Fund to pay for sanctuary and foyer upgrades.
- A **motion** was made to accept the budget. This was **seconded** and **passed**.

## **Adjournment & Prayer**

Wayne Batten closed in prayer and the meeting was adjourned.

## **Elders Meeting After Joint Meeting**

- New Members – The elders voted on the following individuals for membership: Mark and Leslie Florentine, Courtney Denlinger, Maedot Nugussie. All were approved for membership.
- Pastor Mark's Ordination – After Pastor Mark was excused, the elders discussed the ordination recommendation for Pastor Mark. The elders made the following resolution that was **passed** unanimously by the Board. "Resolved: That we, the Board of Elders of Ebenezer Bible Fellowship Church recommend Mark Culton for ordination by the Bible Fellowship Church."
- Pastoral Reports – Pastor Dick (Attachment 2) and Pastor Mark (Attachment 3) submitted their pastoral reports.

Respectfully submitted,

Mark Culton  
Secretary to the Board of Elders

*Attachment #1*

October 13, 2014

To: Board of Elders  
From: Andy Brimer, Treasurer  
Subject: Financial Report for October 2014

Attached you will find the following for the October 2014 Financial Report:

- September Financial Statement
- September YTD Financial Statement
- Graphical representation of:
  1. Income compared to projected budget
  2. Expenses compared to projected budget
  3. Income trends in relation to expense trends
  4. Asset trends

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

- Total income for September was 83% of the budgeted forecast while the YTD income was 93% of the budgeted forecast.
- Expenses for September were 83% of the budgeted forecast while the YTD expenses were 91% of the budgeted forecast.

1000  
000  
1000  
015 Youth Summer Mission  
10/13/14  
IC  
(Am. Dir.) #1 D. Brimer

# EBENEZER BIBLE FELLOWSHIP CHURCH - SEPTEMBER YTD 2014 FINANCIAL STATEMENT

## BALANCE SHEET REPORT / COMPARISON

ASSETS	30-Sep-14	31-Dec-13	\$ Change
<b>Assets - Checking/Savings</b>			
18000 · Checking (KNBT)	469,652.88	506,289.49	-36,636.61
18002 · CDs (KNBT)	67,503.05	67,134.49	368.56
19000 · Savings (M&T Bank)	90,747.68	90,679.83	67.85
19001 · Checking (M&T Bank)	5,375.67	5,375.67	0.00
<b>Total Checking/Savings</b>	<b>633,279.28</b>	<b>669,479.48</b>	<b>-36,200.20</b>

**TOTAL ASSETS** **633,279.28** **669,479.48** **-36,200.20**

### LIABILITIES

#### Current Liabilities

901 · Building Fund	91,232.19	82,096.19	9,136.00
902 · Capital Improvement Fund	-43,539.61	0.00	-43,539.61
903 · Transportation Fund	108.00	18.00	90.00
904 · Scholarship Fund	2,251.50	1,717.50	534.00
905 · Faith Promise	16,949.69	30,341.69	-13,392.00
907 · Benevolence Fund	17,207.46	13,391.30	3,816.16
908 · Music Fund	144.20	49.20	95.00
911 · Year End Accruals	8,480.16	8,480.16	0.00
912 · Run For The Children	808.01	2,458.01	-1,650.00
914 · HRA	2,473.26	0.00	2,473.26
915 · Youth Summer Missions	-330.53	105.73	-436.26
100 · Payroll Liabilities	6,187.60	7,044.32	-856.72
<b>Total Current Liabilities</b>	<b>101,971.93</b>	<b>145,702.10</b>	<b>-43,730.17</b>

#### Long Term Liabilities

810 · 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>101,971.93</b>	<b>145,702.10</b>	<b>-43,730.17</b>

#### EQUITY

900 · Retained Earnings	931,656.18	959,280.04	-27,623.86
<b>Net Income</b>	<b>7,529.97</b>	<b>-27,623.86</b>	<b>35,153.83</b>
1000 · Opening Bal Equity	-407,878.80	-407,878.80	0.00
<b>Total Equity</b>	<b>531,307.35</b>	<b>523,777.38</b>	<b>7,529.97</b>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>633,279.28</b>	<b>669,479.48</b>	<b>-36,200.20</b>

*Andrew J. Bumer*  
Treasurer

10/13/14  
Date

## GENERAL FUND - BUDGET vs. ACTUAL

Income	Sep YTD	Budget	Variance	%BGT YTD
1100 · Offerings / Gifts	651,239.36	700,708.50	-49,469.14	92.9%
1400 · Interest	730.53	656.25	74.28	111.3%
1700 · Memorials	965.00	0.00	965.00	N/A
1900 · BCS / Bldg Use	9,775.19	9,757.53	17.66	100.2%
<b>Total Income</b>	<b>662,710.08</b>	<b>711,122.28</b>	<b>-48,412.20</b>	<b>93.2%</b>

#### Expenses

2000 · General Finance	32,783.92	31,695.00	1,088.92	103.4%
3000 · Discipleship	16,598.41	23,048.78	-6,450.37	72.0%
5000 · Evangelism	6,592.55	2,275.00	4,317.55	289.8%
6000 · Missions	122,965.90	122,262.50	703.40	100.6%
7000 · Deacon	61,292.02	59,797.44	1,494.58	102.5%
8000 · Worship	4,434.37	4,645.00	-210.63	95.5%
9000 · Office/Admin	13,724.53	14,647.60	-923.07	93.7%
10000 · Congregational Care	422.44	2,475.00	-2,052.56	17.1%
11000 · Compensation	389,365.97	449,464.78	-60,098.81	86.6%
<b>Total Expense</b>	<b>648,180.11</b>	<b>710,311.10</b>	<b>-62,130.99</b>	<b>91.3%</b>

#### Net Ordinary Income

<b>Net Ordinary Income</b>	<b>14,529.97</b>	<b>811.18</b>	<b>13,718.79</b>
<b>Net Transfers between Accts.</b>	<b>7,000.00</b>	<b>0.00</b>	<b>7,000.00</b>
<b>Net Income</b>	<b>7,529.97</b>	<b>811.18</b>	<b>6,718.79</b>

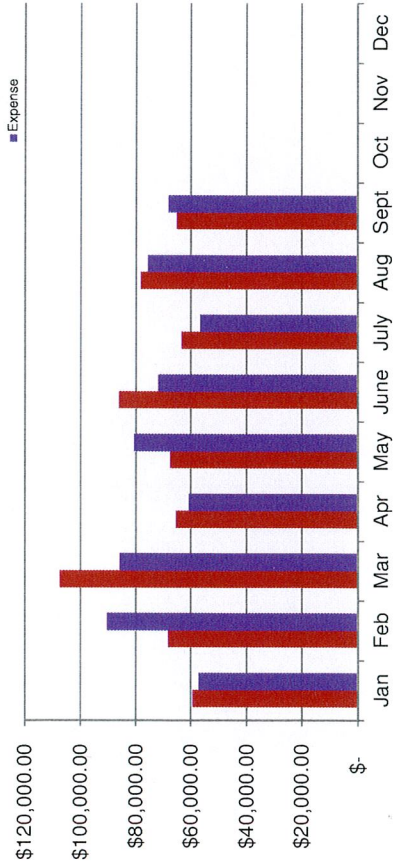
### DESIGNATED FUNDS

	Income	Expenses	Net Income
901 · Building Fund	9,136.00	0.00	9,136.00
903 · Transportation Fund	90.00	0.00	90.00
904 · Scholarship Fund	1,832.00	1,298.00	534.00
905 · Faith Promise	28,368.00	41,160.00	-12,792.00
907 · Benevolence Fund	17,657.49	13,841.33	3,816.16
908 · Music Fund	95.00	0.00	95.00

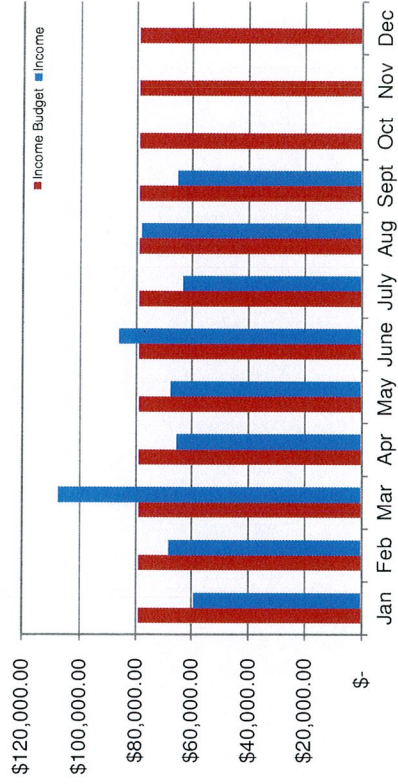
### OTHER LIABILITY ACCOUNTS

902 · Capital Improvement Fund	3,958.09	39,270.89	-35,312.80
911 · Year End Accruals	0.00	0.00	0.00
912 · Run For The Children	150.00	1,800.00	-1,650.00
914 · HRA	7,000.00	4,526.74	2,473.26
915 · Youth Summer Missions	4,008.00	4,444.26	-436.26
<b>Total Other Current Liabilities</b>	<b>72,294.58</b>	<b>106,341.22</b>	<b>-34,046.64</b>

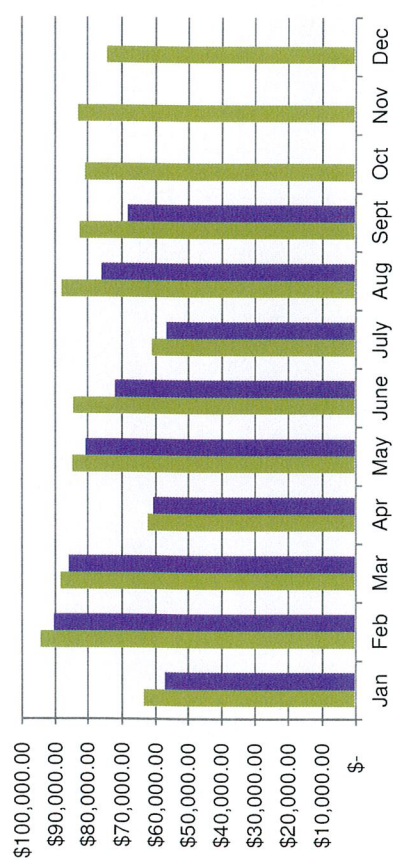
### 2014 Income vs Expenses



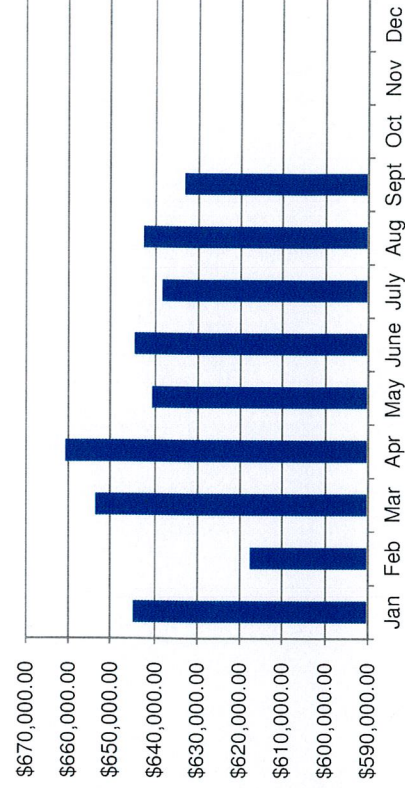
### 2014 Income vs Budget



### 2014 Expenses vs Budget



### 2014 Assets



# POD (Pastor of Discipleship) Report Sep/Oct 2014

I recently read through the book of Judges and was confronted with thirteen cycles of apostasy, servitude, supplication, and salvation. I thought to myself as I read, "Why didn't the children of Israel get it...why did they keep making the same mistakes over and over again." Then I remembered reading this reoccurring phrase...

*"In those days there was no king in Israel. Everyone did what was right in his own eyes." (Judges 21:25, ESV)*

Then it struck me...the reason that the Israelites and any of us sin repeatedly, is that they/we justify our actions through our own eyes and live as if there is no King to whom we answer. This is why King Solomon, in teaching us how to live skillfully (wisdom) says,

*"The fear of the Lord is the beginning of knowledge; fools despise wisdom and instruction." (Proverbs 1:7, ESV)*

"Oh Lord, help me please NOT to do or justify my actions according to what I deem to be right, but what I know to be right in your eyes. Amen."

With that in mind, here is a quick summary of some of the ministry opportunities from September/October 2014:

## Kids Crossing

- **Cross Time Sunday School:** The Lord continues to show us his provision for this vital ministry by supplying us with new teachers as some have had to move on. Carol Burress will be leaving the 5th grade class because of a new job in NJ, but Chris and Anmarie Jones have already volunteered to take her place beginning in November. Please continue to pray however, that the Lord would provide a good pool of subs since many times we run into trouble throughout the year when our main teachers are on vacation or sick.
- **Early Childhood (2&3 year-olds):** Continuing to go well for both services and Sunday School.
- **Children's Church:** The Gospel Project curriculum worship segment continues to work well for Children's Church. We continue to see between 5-10 students each week.
- **Wednesday Evening Programs:** Our Awana program is off and running as of September 17. We have seen a great number of children come into the Sparks group and we are in great need of more workers. Please pray that the Lord will send these necessary workers.

## Student Ministry

- See Pastor Mark's report.

## Adult Ministry

- **Adult Electives:** The fall 2014 semester is in full swing with about 100 people attending the 3 classes. These classes are as follows:
  - *Ezekiel* - Scott Holwick
  - *Deuteronomy* - Rich Mastronardo
  - *Galatians, Ephesians, Philippians* - Dick Bickings

Please 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:**
  - **Bethel Series:** We had a well attended InterTestamental Class on Saturday, September 27, and then began officially our Bethel NT series the first week in October. We have around 35 students attending the following 3 classes: Jason Lee's Class, Tuesday evenings from 7:00-9:00 PM, Gail Tshudy's Class for women only, Thursday evenings from 7:00-9:00 PM, and Pastor Dick Bickings' Class on Saturday mornings from 8:00-10:00 AM.
  - **Men's Bible Studies/Prayer:**

- Tuesday mornings from 6:15 AM – 8:00 AM, Men's prayer time with 3-4 men attending.
  - Thursday mornings from 6:15 AM – 7:30 AM, This early morning bible study group is currently doing a study on Ezra & Nehemiah.
- **Women's Ministry:** Here is an update from Laura...
 

“Grace Again Conference: Unfortunately, we had to cancel this event due to lack of interest. I am not sure if we will reschedule this. The WM team will talk more about this.

We are excited to have Linda Feichter join our team. She is currently helping Vicki Cowley on Monday evening facilitate bible study.

Bible Study: Between Monday and Tuesday mornings I believe we have about 38 women studying 1&2 Thessalonians.

Mops: We had a great first week of MOPS. New this year is 6 mentor moms that sit at each table with a group. We are very excited about this.

It is with great sadness, that one of our moms passed away last week after a 2-year battle with breast cancer. Most of our steering committee is really struggling with this as well as the entire group.

WM team is planning a weekend retreat to pray and plan for upcoming year.

Meeting with 3 women on consistent basis for prayer and encouragement.”

### **Discipleship Support**

- **Kinship:** Our new 2014/2015 Kinship year began on September 14. Bob & Laurie Gill have taken over the oversight of this ministry and have done an extraordinary job. We are already seeing the benefits of their giftedness in placing new people and encouraging the start of new groups.

### **Evangelism/Outreach:**

- **Candy Carnival @ LITC (Lynfield):** The Lord has done amazing things in bringing together the giftedness of two groups to produce this evangelistic outreach to the South-side of Bethlehem. The legacy group (original Candy Carnival Planners), and the LITC group have merged to provide the logistics and vision for this event. Please pray that the Lord would provide the following items with regard to this event on October 25:
  - preparation of many souls to be reached with the love and gospel of Christ
  - the necessary volunteers and contributions
  - a great weather day (rain date November 1)
  - bind our enemy Satan so he has no inroads in any way into this event

### **Other:**

- Continued to meet with several young men to counsel and encourage
- Attended the BFC Ministerial Conference on Counseling on October 7-8
- Worked as an Awana leader and taught during counsel time
- Taught New Member Class on September 10.
- Taught Galatians, Ephesians, and Philippians Class on Sunday mornings for Adult Electives
- 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



## Student Ministries Report - September 2014

*You shall love the LORD your God with all your heart and with all your soul and with all your might. And these words that I command you today shall be on your heart. You shall teach them diligently to your children, and shall talk of them when you sit in your house, and when you walk by the way, and when you lie down, and when you rise.*

### **Deuteronomy 6:5-7, ESV**

I come back to this passage often when it comes to discipling my children because it is one of the greatest tutorials for what our role as parents looks like. We are to be having casual conversations with our children that lead to talk of our God. This is really important. Our kids expect conversations about God at church, or maybe even on the ride home from church. But they need to see that our faith weaves in and through everything we do - even a bad day at school. These seem like simple, mundane conversations. But the thing is, we must tie our faith and worship of God into these mundane conversations; after all God wants us to love Him with all our heart, soul, mind and strength; and everything we do (whether we eat or drink) is to be done for God's glory.

#### **Teaching**

- **Middle School**  
In our Core Truth curriculum, we continue our series on "Humanity"
- **High School**  
We are studying through the book of Proverbs.
- **Sunday School**  
In our "Gospel Truth" curriculum, we are focusing on the Law that God gave to Israel, which was "God's Way" to live.

#### **Shepherding**

- Met with a youth dad to provide encouragement and counsel.
- Attended a former student's grandmother's funeral
- Counseling a family that is going through a very difficult time.

#### **Staff**

- We had a Saturday prayer and training time where we looked at the "Keeping Our Kids" training material, as well as a picnic that day that we shared with youth volunteers and their families. It was a very nice time of fellowship and camaraderie.
- We have had 3 youth staff members take a leave of absence from student ministry, and 2 new leaders. So there is a bit of adjustment there, but God is good and we are doing pretty well as far as leadership goes.

### Activities

- **SYATP** - Attended "See you at the Pole" at Freedom HS and East Hills MS. It was neat to pray with our students at their school.
- **Illuminite** - we had our monthly Illuminite and again had a couple visitors.

### Other

- Met with a fellow youth pastor to talk about ministry and get to know him better.
- Met with Dale Tschudy to plan our Sunday school class for seniors.
- Have been leading a FCA huddle for wrestlers on Sunday night. The ministry with the Lehigh wrestlers continues to develop.
- Had a small vacation with the family which was a refreshing time.
- We are back to meeting with our student leadership (Invert) students.
- Am currently involved in preparation and vision casting for the Candy Carnival.

Respectfully Submitted,

Mark Culton