



Joint Elders & Deacons Meeting

October 14, 2013

Roll Call-

- Elders Present: Tim Gibson, Jason Hoy, Mark Culton, Dick Bickings, Wayne Batten, Andy Brimer, Shawn Sommons, Scott Holwick, Mike Capaldi
- Deacons Present: Bruce Eckel, Otis Powell, Kevin Kritzberger, George Hardy, Joe Meier, Rob Christiansen, John Romero.
- Deacons Absent: Kamba Kalubi
- Deacons Excused: Mark Hardy, Bob Smith

Prayer & Devotion-

- Pastor Tim Gibson opened the meeting in prayer and led a brief devotion focused on "encouragement" and "leadership" referencing several passages from the book of Hebrews.
- The men shared in a time of thanksgiving and prayer for specific requests.

General Deacon Report-

Deacon Chair Bruce Eckel provided an update on the ministries within the Deacons' responsibilities, referencing the following items:

- There is an upcoming meeting to discuss some ideas for benevolence.
- Efforts are ongoing to revitalize the Manna Ministry which has lost 4-5 volunteers. Asked for prayer for volunteers and for wisdom on how to best leverage this ministry.
- Facilities updates were provided by George Hardy.
- Usher ministry is going well.
- Kinship groups have stepped up to meet many needs within the congregation.
- There was discussion about the vision for "Activities" such as sports leagues and where this ministry should be supported.
- Deacons Bob Smith and Bruce Eckel will be stepping down in the near future.

Bethlehem Christian School Update-

Otis Powell provided a brief summary of BCS' situation and activities:

- Attendance is slightly down (4 students) however, there are two kindergarten classes which bode well for the future.
- Recent activities like Grandparents Day bring a lot of people to the church.
- The contract has been agreed upon and signed by both parties.
- Kevin Kritzberger shared anecdotes of BCS bringing people to church at Ebenezer.

Open Discussion about Concerns-

- The men discussed any concerns they have related to our ability to lead the congregation towards our vision. Some of the issues mentioned were the need for more volunteers, better communication, application of the biblical teaching and a need to prioritize the many activities at Ebenezer to be better aligned to our purpose.
- There was some discussion also about the recently introduced purpose and vision for Ebenezer and how we can best mobilize Ebenezer to pursue them.

Financial Report & Budget Discussion-

- Treasurer Andy Brimer reviewed the September financial report. (Attachment 1) **Motion** was made to approve the report, seconded and passed.
- Andy reviewed the budget process with the group and made a special acknowledgement of Deacon and Finance Committee member Joe Meier for his assistance. The Deacons and Elders discussed several items within a draft budget for 2014 with several of the men providing input for their specific areas of oversight. The group was unanimously in agreement with the preliminary figures which fell into the range of +3-5% above the 2013 budget. As next steps, Andy Brimer will complete the exercise and provide a final draft to the Deacons/Elders for review before being approved by the elders followed by congregational approval.
- Congregational budget meeting was scheduled for 12/8/13.
- The men discussed online giving as an option for congregants. While some have concerns about this method, the group was in agreement to offer it in the future. Andy and the finance committee are reviewing options and will present final recommendations in the coming weeks.

Miscellaneous Discussion Items-

- ❖ **Facilities and Worship Space Requirements:** The men discussed options for increasing the seating during Sunday worship services. No decisions were taken; rather we will consider several options such as simulcasting the service in the fellowship hall, which would require the purchase of some camera equipment. Adding services is not desired, but could be a consideration if growth accelerates.
- ❖ **Fair Labor Standards Act & HR Audit:** Elder and Pastoral Relations Committee Chair Mike Capaldi briefed the Deacons/Elders on a recent Human Resources audit that was performed by an outside firm. The audit was prompted by our discovery that we may not be in compliance with several components of the FLSA including how we utilize comp-time and utilize overtime. Mike explained that the audit was complete and we were awaiting the results and recommendations from the vendor. Upon receipt the PRC, elders and staff will collaborate to address any non-compliance issues.
- ❖ **Forks Community Outreach (Church Plant):** Elder Mike Capaldi provided an update for the group related to our recent outreach efforts and desire to plant a church in Forks Township, PA. Most of the update was a review of recent communications to the entire church and Mike asked especially for prayer from the leaders as our efforts turn to recruiting for the core (or launch) team.
- ❖ **Potential Deacon & Elder Candidates:** The men discussed the importance of identifying future leaders and beginning to develop those men to serve as deacons and elders. Pastor Tim Gibson provided some feedback on how his leadership study group on Sundays is going and that this is the group we should be looking to first to identify these leaders. Tim asked specifically for continued prayer in this area.

Closing of the Joint Meeting-

Deacon Chair Bruce Eckel closed the joint meeting in prayer and the Deacons were dismissed.

Elders Remained and Continued:

Approval of Minutes- Motion was made to approve the minutes from the September 9, 2013 Board of Elders meeting seconded and passed.

Membership Applications-

The elders reviewed the applications from the following individuals to be accepted into church membership:

- Jeny Asslanian
- Anthony Cirucci
- Ann Cirucci
- Dawn Blackton
- Matt Blackton

Motion was made to accept these five people as members of Ebenezer, seconded and passed.

Adult Electives (Sunday School) Teachers-

The elders discussed and provided feedback to Dick Bickings regarding potential teachers for the adult electives on Sunday mornings. The discussion was prompted because of the need for additional teachers and a request sent in e-mail by Pastor Dick and Rich Mastronardo. (AE Ministry Leader)

Pastoral Reports-

Due to the lateness of the hour, the Elders were given copies of the monthly reports from all four Pastors and asked to read them and follow up with any questions or comments. (Attachments 2,3,4,5)

Miracle Month-

In December 2012 Ebenezer promoted a giving opportunity called "Miracle Month" with the goal of raising \$50,000 for missionaries. Through faithful congregants, we raised approximately \$34,000. The Elders discussed if (a) we wish to repeat this effort for 2013 and (b) if December was the right month to promote it. After some discussion a **motion** was made to promote miracle month again in December, seconded and passed.

Closing and Adjournment-

The meeting was closed in prayer and adjourned.

Respectfully Submitted,

A large, stylized handwritten signature in black ink, likely belonging to Mike Capaldi, is written over the text "Respectfully Submitted,".

Mike Capaldi
Secretary to the Board of Elders

October 14, 2013

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

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

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

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

- Total Income for September was 115.7% of the budgeted forecast while the YTD Total Income was at 99.6% of the annual forecast.
- Expenses for September were 97.7% of the budgeted forecast while the YTD expenses were at 96.6% of the annual forecast.

Proposed budgets for 2014 have been discussed with most of the ministry owners, and the draft budget should be ready for further review soon.

EBENEZER BIBLE FELLOWSHIP CHURCH - SEPTEMBER 2013 FINANCIAL STATEMENT

BALANCE SHEET REPORT / COMPARISON

GENERAL FUND - BUDGET vs. ACTUAL

ASSETS	30-Sep-13	31-Aug-13 \$ Change
Assets - Checking/Savings		
18000 · Checking (KNBT)	465,581.92	452,723.06
18002 · CDs (KNBT)	67,134.49	67,134.49
19000 · Savings (M&T Bank)	90,656.97	90,649.52
19001 · Checking (M&T Bank)	5,375.67	5,375.67
Total Checking/Savings	628,749.05	615,882.74
		12,866.31

TOTAL ASSETS	628,749.05	615,882.74	12,866.31
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LIABILITIES

901 · Building Fund	29,750.99	29,193.49	557.50
902 · Capital Improvement Fund	-16,954.50	-16,954.50	0.00
903 · Transportation Fund	8.00	8.00	0.00
904 · Scholarship Fund	2,193.77	2,133.77	60.00
905 · Faith Promise	17,906.54	16,471.54	1,435.00
907 · Benevolence Fund	20,531.09	20,774.71	-243.62
908 · Music Fund	49.20	48.20	1.00
911 · Year End Accruals	8,480.16	8,480.16	0.00
912 · Run For The Children	260.11	260.11	0.00
914 · HRA	3,359.11	4,066.54	-707.43
915 · Youth Summer Missions	105.73	200.71	-94.98
100 · Payroll Liabilities	7,432.81	6,566.81	866.00
Total Current Liabilities	73,123.01	71,249.54	1,873.47

Long Term Liabilities

810 · Mortgage	0.00	0.00	0.00
Total Long Term Liabilities	0.00	0.00	0.00
Total Liabilities	73,123.01	71,249.54	1,873.47

EQUITY

900 · Retained Earnings	959,280.04	959,280.04	0.00
Net Income	4,224.80	-6,768.04	10,992.84
1000 · Opening Bal Equity	-407,878.80	-407,878.80	0.00
Total Equity	555,626.04	544,633.20	10,992.84
TOTAL LIABILITIES & EQUITY	628,749.05	615,882.74	12,866.31

Andrew St. Berman
Treasurer

10/14/13
Date

Income	September	Budget	Variance
1100 · Offerings / Gifts	86,078.02	74,583.34	11,494.68
1400 · Interest	38.34	100.00	-61.66
1700 · Memorials	0.00	0.00	0.00
1900 · BCS / Bldg Use	1,084.17	672.25	411.92
Total Income	87,200.53	75,355.59	11,844.94

Expenses			
2000 · General Finance	-5,208.02	613.32	-5,821.34
3000 · Discipleship	8,405.69	1,615.00	6,790.69
5000 · Evangelism	0.00	325.00	-325.00
6000 · Missions	18,087.50	18,222.50	-135.00
7000 · Deacon	5,157.14	5,591.66	-434.52
8000 · Worship	289.65	341.66	-52.01
9000 · Office/Admin	1,362.80	2,231.67	-868.87
10000 · Congregational Care	-105.00	190.00	-295.00
11000 · Compensation	48,217.93	48,864.55	-646.62
Total Expense	76,207.69	77,995.36	-1,787.67

Net Ordinary Income

Net Fund Transfer between Accts.

Net Income

Net Ordinary Income	10,992.84	-2,639.77	13,632.61
Net Fund Transfer between Accts.	0.00	0.00	0.00
Net Income	10,992.84	-2,639.77	13,632.61

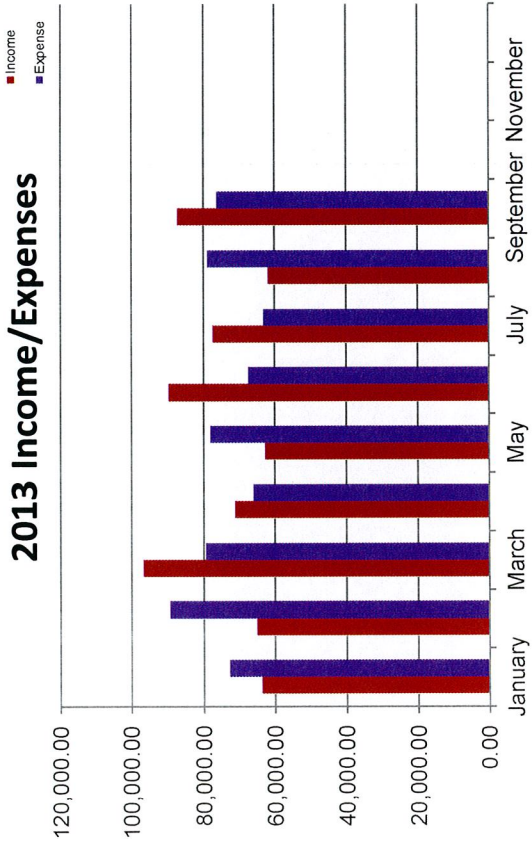
DESIGNATED FUNDS

Income	Expenses	Net
901 · Building Fund	557.50	0.00
903 · Transportation Fund	0.00	0.00
904 · Scholarship Fund	60.00	0.00
905 · Faith Promise	1,435.00	0.00
907 · Benevolence Fund	2,142.70	2,386.32
908 · Music Fund	1.00	0.00
		1.00

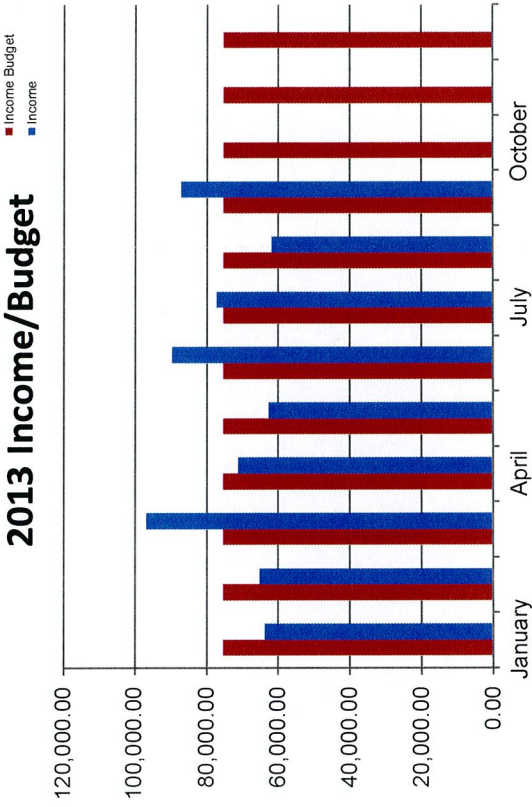
OTHER LIABILITY ACCOUNTS

902 · Capital Improvement Fund	0.00	0.00	0.00
911 · Year End Accruals	0.00	0.00	0.00
912 · Run For The Children	0.00	0.00	0.00
914 · HRA	0.00	707.43	-707.43
915 · Youth Summer Missions	0.00	94.98	-94.98
Total Other Current Liabilities	4,196.20	3,188.73	1,007.47
(Income/Expenses without transfers)	0.00	3,188.73	-3,188.73

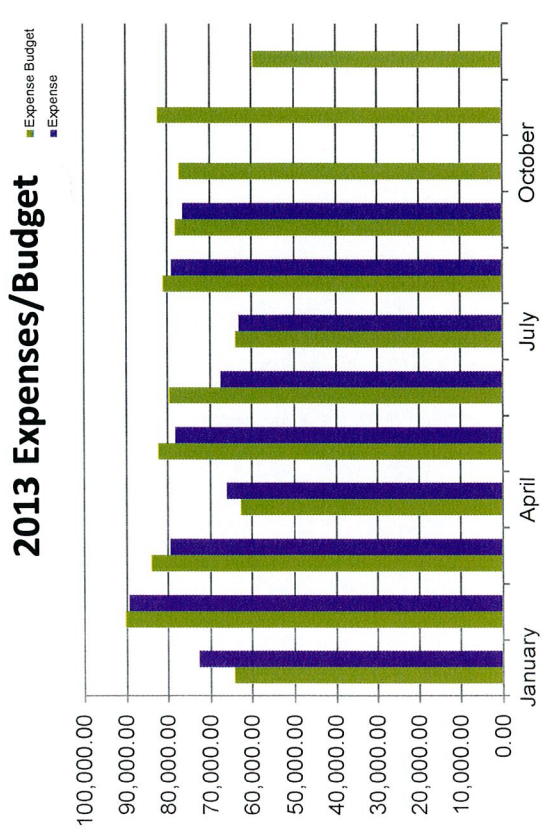
2013 Income/Expenses



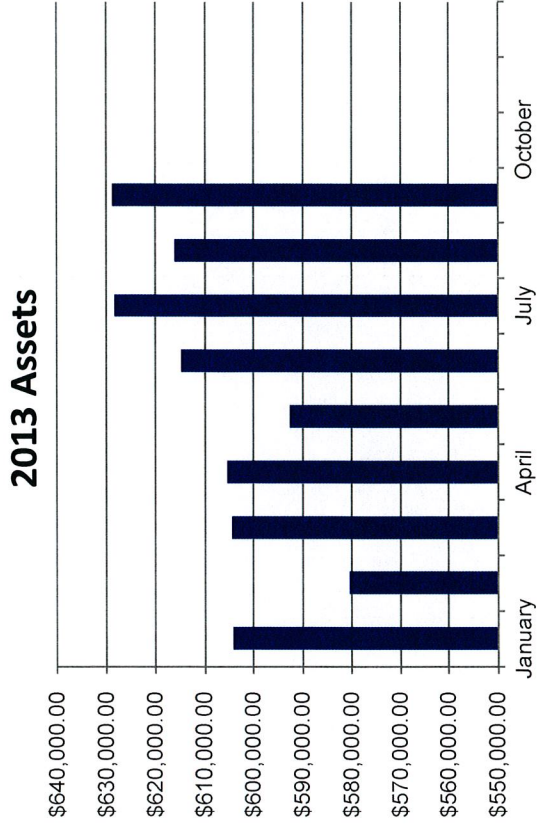
2013 Income/Budget



2013 Expenses/Budget



2013 Assets



Pastor Tim's Ministry Report

October 14, 2013

Attachment #2

Studying & Preaching: I am now entering the heart of Hebrews in our Sunday morning worship time. I am getting nothing but positive feedback from the study, which is exciting. As we enter into the depths of the writer's argument I am hoping that the clear connection between the Old Testament will be eye opening to our congregation. Studying this book will hopefully help our congregation to connect the dots between the Old Covenant and the New Covenant with Jesus being the fulfillment of all OT foreshadowing.

Worship Ministries: (From Jennie Flicker)

The biggest change we've seen in worship ministries in a long time occurred last month. The number of choir members dropped down to 12. The choir committee and I agreed that our ministry would be ineffective with these few numbers. So, in the hopes of increased membership, we are changing our schedule. Instead of singing every other week, we will sing approximately once a month. Instead of rehearsing every week, we will just have 2 rehearsals for each anthem. One is optional; the other is required. Each choir member received music for the entire year as well as a rehearsal CD so that they can prepare on their own. A personal invitation was sent to as many folks in our congregation as we knew had musical experience or interest. We gained 8 new choir members! Most said that they felt like they couldn't commit to such a hearty schedule, but they could commit to something less often like this. We'll keep evaluating the situation. We believe in this ministry, and we also want to do it well to the glory of God!

14 folks from Ebenezer are participating in the BFC Getty concert event. Rehearsals are going well. Rick Paashaus is encouraging us to tell folks about the concert. They need to sell more tickets. The music is Biblically solid. It's a blessing to be worshipping and serving in this way!

I was invited to sing at the Lehigh Valley Prayer Breakfast next month. I agreed. And, I hope that my part will help to stir the hearts of unbelievers in the audience.

Finally, the New Gospel Trio held a concert at the end of last month. There were approximately 160 in attendance. Most folks were not attendees of this church. The Gospel group was clearly motivated by the Gospel, and declared His name at every opportunity. Positive feedback was received!

Counseling/Visitation: I have had the privilege to meet with several congregants each week, often times counseling about spiritual matters of salvation, baptism & membership. It is exciting to see how the Word of God works in people's lives.

LEAD Men's Leadership Training: We are having a wonderful time discussing the doctrine of redemption. Over 30 men are coming consistently to the class, which meets only 2 times per month. The men are faithfully reading as well as memorizing scripture together. I am confident that the Lord is growing men into leaders that EBFC will benefit from in the near future.

Kinship Group: We are having a wonderful time worshipping the Lord together in our Kinship group. Between Dale Tshudy, and myself we have decided to take our group through John Piper's material "Desiring God." Our worship time & prayer time have been wonderful as we have gotten to know each other in a deeper and more significant way. Everyone in our group has faithfully attended, 25 (including kids) each week.

Wednesday Night Bible Study/Prayer Meeting: We are averaging around 30-40 people on Wednesday night for bible study. Our study through Matthew has hopefully been encouraging to our people. Currently we are in the Sermon on the Mount.

POD (Pastor of Discipleship) Report – Sep/Oct 2013

In a recent personal study, in the book of Titus, I was challenged by the following truth...

*“For the grace of God has appeared, bringing salvation for all people, training us to **renounce** ungodliness and worldly passions, and to **live** self-controlled, upright, and godly lives in the present age, **waiting** for our blessed hope, the appearing of the glory of our great God and Savior Jesus Christ, who gave himself for us to redeem us from all lawlessness and to purify for himself a people for his own possession who are zealous for good works.” (Titus 2:11–14, ESV)*

In essence, what I was challenged to do was to *renounce* sin and to *live* in holiness before the onlookers of this present age. So, really nothing new here...things that I've known for a long time...however, what struck me is the impetus or catalyst for this renouncing and living is that *waiting* for Christ's return. What should spur me on is that my owner is returning. It really matters what he catches me doing...or to say it another way, I will give an account for my stewardship of His righteousness that was imputed to me! “Oh Lord, help me to take holiness serious and the work you have given me in the light of your soon return, Amen.”

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

Kids Crossing

- **Cross Time Sunday School:**
 - Praise the Lord, we now have a teacher for 1st & 2nd grade class, even months...Maxwell (Max) Whylings with his helper, Jovanka (Jovi) Mena, began teaching October 6.
 - **Curriculum change:** We received nothing but positive feedback from both the teachers and children regarding the new curriculum. The teachers are also doing well with the technology part of using the Starboards.
- **Early Childhood (2&3 year-olds):** This class restart is going well for the 2nd service...we are now providing this class for both services and Sunday School.
- **Children's Church:** The Gospel Project curriculum worship segment is being used for Children's Church and is working very well providing continuity with the Sunday School Classes.
- **Wednesday Evening Programs:** We began our new Awana program on September 18 with around 70 students; we are presently in the 80's. It is very exciting to see kids learning and reciting scripture and listening intently to the bible teaching done by our elders. Praise the Lord for raising up excited, passionate volunteers to do the work of this excellent biblically based children's program! Many thanks to Dave Lissy and Julie Gibson for an excellent job in organizing the program and volunteers.

Student Ministry

- See Pastor Mark's report.

Adult Ministry

- **Adult Electives:** Our fall semester of Adult Electives is going well with approximately 150 people attending the 4 classes offered...they are as follows...
 - Acts (Part I of 2) – Rich Mastronardo
 - Instruments in the Redeemer's Hands: Helping Others Change – Pastor Jason Hoy
 - Putting Your Beliefs to the Test – Scott Holwick
 - Evangelism Training: “The Way of the Master” – Pastor Dick Bickings
- **Men's Ministry:**
 - **Bethel Series:** We began our new 2-year cycle the first week in October 2013, and currently have 45 people attending one of three classes being offered, Praise the Lord!

- **Men's Bible Studies:**

- Thursday mornings from 6:15 AM – 7:30 AM, This early morning group is currently studying 2 Thessalonians.

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

"Well, we are so into fall and the schedule and it is fantastic!! Bible studies have begun, and we are enjoying being in God's word together.

Dawn Blackton is one of our newest members to the WM team and we are excited to have her and her organizational and computer skills.

Carol Warner is also helping in WM and as well as MOPS ministry.

MOPS: WE had a great first meeting in October. We had about 35 women come and only 9 of them are from our church. This is very exciting to be reaching women outside these doors. I was reminded again how vital this ministry is. We currently do not have a moppets coordinator (a person willing to coordinate all childcare and helpers). That has fallen to me and we continue to pray for someone to step into that role. Because we don't have all the helpers we need for MOPS right now, it takes a lot of time, but time well spent.

We were unable to have our Campfire night due to an emergency.

Had a great budget meeting with Pastor Dick and Andy Brimer.

I continue to meet and disciple Julie Brown.

I also continue to meet with ladies outside of our church as well."

Discipleship Support

- **Kinship:** We praise the Lord for the 14 groups with 173 adults and 89 kids involved, and a variety of bible study topics.

Evangelism/Outreach:

- **Candy Carnival:** We will be hosting the Candy Carnival at EBFC again this final time because the team did not have enough time to pull together the necessary details for a community event. However, we are targeting a different audience; those that are from the community and un-churched, and because of this, we will be stopping all activities halfway through the event to preach the Gospel. Also, there will be an evangelistic team that will be working through the crowd to talk to parents. Please pray that the Lord will provide the many volunteers needed, and that He would bring many souls into His kingdom through this event.
- **Manna Ministry:** The Manna Ministry started again on October 2 with a new vision and emphasis. We are now providing help for those who are truly needy and have volunteers available to meet Spiritual needs. We are continuing to look at a possible facility in the Pembroke area of Bethlehem where we can provide food and clothing for the needy and hold services for them to reach their spiritual needs.
- **BattleZone at Northampton County Prison:** Wayne Batten and I am very excited about teaching this biblically immersed men's discipleship program every Monday for 11 weeks to those incarcerated. Pray that the Lord would transform their lives of the 4 men that have consistently attended, through HIS WORD.

Other:

- Continued to meet with several men to counsel and encourage
- Helped in Awana as a T&T Leader
- Helped in MOPS as the 1^{1/2} - 2^{1/2} year-old class leader

- Involved in pre-marital counseling for Linda Tona & Charlie Brooks
- Taught Bethel OT class on Saturday mornings
- Taught Children's Church for 3 Sundays
- Facilitated the Men's Breakfast on September 14
- Continuing in Greek I, TNARS seminary course, which is a part of my BS501 Biblical Languages course, as time permits.

Respectfully Submitted,

Dick Bickings,

Pastor of Discipleship

PASTOR OF CONGREGATIONAL CARE

Elders Meeting – Report for 10/14/13

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

1. **Shepherding**

- Many visits to hospitals/homes for various reasons.
- Following up with a few families who haven't been around.
- Had quite a few dinner meetings with families in our church.
- Continue to meet with a few men one on one.

2. **Counseling**

- Counseling folks struggling with depression, anxiety, and family issues.
- *Greifshare* and *DivorceCare* are going well.
- Adult elective on how to counsel using Tripp and Lane's curriculum *Instruments in the Redeemer's Hands* is going well.

3. **Other**

- Continue to attend Tuesday Morning and Wednesday afternoon prayer meetings.
- Working on *Pastoral Theology* Seminary Course. Last one to earn a Masters of Theological Studies degree.
- Continue to meet with Tom Shorb, Pastor of Congregational Care at Coopersburg BFC, for mutual encouragement and edification.
- Kinship is studying John Piper's book, *Don't Waste Your Life*.
- AWANA is going well, praise the Lord. I serve as a group leader.
- Attended Men's breakfast
- Praise God, Pastor Tim and I have been approved for ordination at the next BFC Annual Conference
- Attended Care Net Gala
- Attended Kathy Strauss' father's funeral

4. **Goals**

- Follow the Lord's leading.
- Continue strong in teaching and shepherding.
- Finish last seminary course by end of the year.

Student Ministries Report - September 2013

And let us not grow weary of doing good, for in due season we will reap, if we do not give up.

(Galatians 6:9, ESV)

During this first month of school, I have been challenged recently to really tune in to my children and talk with them about how each day has been going. Each year brings its set of new challenges, whether it be a new school, new teachers, different kids in the class, etc. I have learned first hand this year how much work it is to spend time each day talking about the day's events and helping my girls interpret what happens through a Biblical worldview.

I do realize that as children get older they are less apt to discuss these kind of things with their parents. Nevertheless, it does not mean we should give up. Keep trying to have open communication with your kids about what is happening at school. If they go away to school, whether private or public, there are a lot of things that are shaping the way they look at the world, and we want them to see these things as Jesus would see them. Even if your kids are homeschooled or cyber-schooled, the older they get the less time you spend with them as they do their school-work. They are experiencing things and thinking things in a different way as they approach graduation. So have a conversation tonight about each other's day, and don't forget to mention what you are learning about life and God.

This requires a lot of time and patience. But **don't give up**.

Teaching

- **Middle School**

We have gone back to the beginning of our Core Truth curriculum, in which we go through the core doctrines of the faith - starting with a series on *The Trinity* we are calling *Limitless God*.

- **High School**

We have finished our Judges study, and so we recently began a 5 week video series, after which we will study the book of James.

- **Sunday School**

We have been using our brand new curriculum - "The Gospel Project". I believe it has been a good change, and we have begun in the book of Genesis.

Shepherding

- Preston is still coming in to church a couple times a week for his internship, working primarily with Pastor Tim right now.
- Am counseling a teen and his family right now about seeking peace and respecting each other.

Staff

- We had a great staff retreat where we prayed together and spent time hanging out,

- getting to know each other better.
- Had breakfast with a youth staff member. Him and I had a nice time fellowshiping.

Activities

Prayer Week - This was a great week where we rested from our normal activities. We did not have youth group, and the end of that week was our Youth Staff Retreat where we spent Saturday night simply praying. It was refreshing to spend that much time in prayer with the youth volunteers.

Pray21 - This was a 21 day endeavor where we paired up adults and teens, and they prayed for one another. I have heard only good feedback from it, and I also participated. It is such an awesome way to connect our students with the church at large. We are praying for mentoring to develop out of those relationships that have begun.

Invert Retreat - We did an RWR (Retreat within a Retreat) at Pinebrook, and it was an excellent time together. We served a lot, and were very tired at the end of the weekend, but we had a great time bonding, serving and praying together. Oh, and we learned what a fox says.

SYATP - Students around the Valley met at the flagpole to pray on Sep. 25th. I was at Freedom and East Hills, and it was encouraging to see some of our students connect with other believers and worship Him through prayer at their local high school.

Other

- Personally, I have tried to connect with some of the unsaved guys I play soccer with. Doing my best to be Jesus to them, and share the gospel. God opened some doors in our conversation, and I am praying for further follow up in the future.
- Meeting regularly with David Day, who is actively pursuing college ministry on Lehigh University. We are considering what it would look like for Ebenezer to reach out to our college campuses and disciple students. Pray for God to open doors here.
- Met with Scott Mitchell, who heads up RUF at Lehigh University. It was a great time to find out what is going on ministry wise at Lehigh, and it was an encouraging meeting.
- Met with the other BFC youth pastors of the Lehigh Valley.
- Met with area youth pastors (LV Unite)
- Met with a teen to have a discussion about wisdom.

Respectfully Submitted,

Mark Culton