



Elders Meeting

November 11, 2013

Roll Call-

- Elders Present: Tim Gibson, Dick Bickings, Jason Hoy, Mark Culton, Wayne Batten, Scott Holwick, Shawn Sommons, Mike Capaldi
- Elders Excused: Andy Brimer

Devotion & Prayer-

- Pastor Tim Gibson led the men in a discussion focused on The Holy Spirit and utilized scripture passages from 1 Timothy 4.
- The men shared in a time of thanksgiving and prayer.

Approval of Minutes-

Motion was made to approve the minutes from the October 14, 2013 Board of Elders meeting, seconded and approved.

Financial Report-

- In the absence of Andy Brimer (Treasurer), Mike Capaldi reviewed the November Financial Report. (Attachment 1) **Motion** was made to approve the report, seconded and approved.
- Since the last elders meeting, some adjustments were made to the budget. Andy Brimer provided the following figures to the elders by email:
 - "\$945,449 proposed expense budget which is a 4.6% increase over the 2013 budget"
 - **Motion** was made to accept this amount to be presented to the congregation, seconded and approve.

HR Audit Findings & Next Steps-

- As mentioned in the October 14th meeting minutes, an HR audit was conducted as a result of our becoming aware of some compliance issues related to the Fair Labor Standards Act. (FLSA)
- The PRC and Andy Brimer met on November 4th to review the report and discuss the implications.
- Mike Capaldi provided the elders with the full report and we discussed the proposed recommendations and how to best proceed.
- Mike agreed to visit the office in the coming week in order to take the following actions:
 - Provide the pastoral staff with an outline summarizing the findings, recommendations and path forward to support them in sharing it with the non-pastoral staff.
 - Speak with impacted staff members about necessary changes to be made.
 - Outline activities to be completed as a result of the audit findings.
 - Meet with the PRC to discuss staffing and compensation adjustments.

College Ministry (Sunday School)-

Pastor Mark Culton led a discussion about recasting the vision for the college ministry seeking the input of the elders. The elders were supportive of this pursuit.

Freedom High School Outreach-

Mark Culton shared a desire that he holds along with other youth staff, including Henri Darby, to put energy into evangelism efforts focused on the school. The elders were supportive of this venture.

Jason Hoy Transition-

At the time of this elders meeting, Jason's decision was nearly final and the elders spoke about how to best communicate his resignation and call to Ephrata to the congregation. The elders agreed to tell the congregation on Sunday, November 17th and then allow Jason to preach one final time on November 24th. In addition to this, the congregation will join in a farewell celebration for Jason on Sunday, December 8th immediately following the congregational budget meeting.

Prison Ministry-

Pastor Dick Bickings shared the tremendous impact that the Gospel is having at a local prison where he has initiated a discipleship program through the use of Battle Zone Ministries materials. The program has been so well received that they have asked him to schedule additional programs in 2014. Dick was seeking input from the elders on his go-forward plan. The elders were very supportive, yet expressed caution that Dick does not spread himself too thin by overcommitting to the prison.

Membership Applications-

The following individuals were presented to the elders for membership. **Motion** was made to accept all three of them as members, seconded and approved.

- Marjory Maczura
- Joseph Favere
- Lois Favere

Pastoral Reports-

Due to a shortage of time the Pastors did not review their monthly reports, rather they asked the elders to read them and respond with any questions or concerns. (Attachments 2,3,4,5)

Missions Committee Report-

Wayne Batten announced an event that EBFC will host for Jim & Lynne Head (Missionaries we support) on December 8th, which will be a luncheon after church, services.

Vision-

Wayne Batten expressed a desire for us to take the next steps towards developing our plans. This stems from the recent updating of our purpose and vision statements that were communicated to the congregation at the semi-annual meeting in August.

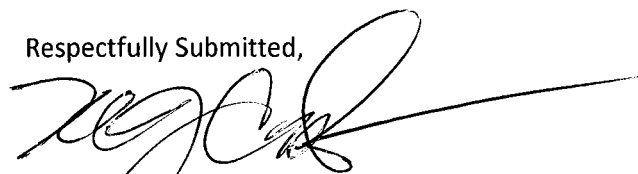
Forks Church Plant Update-

Mike Capaldi provided a brief update on the activities surrounding the church planting efforts in Forks Township. The Church Planting Resource Team will meet for the final time on November 17th and finalize their report to be submitted to Church Extension Ministries. At that point the CPRT's work will be done and Mike & Pastor Tim Zuck (Church Planter) will begin recruiting members of the launch (core) team. Mike asked the elders for their continued prayer in this area.

Closing & Adjournment-

Wayne Batten closed the meeting in prayer and it was adjourned.

Respectfully Submitted,



Mike Capaldi,
Secretary to the Board of Elders

November 11, 2013

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

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

- October 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 October was 91.4% of the budgeted forecast while the YTD Total Income was at 98.8% of the annual forecast.
- Expenses for October were 84.1% of the budgeted forecast while the YTD expenses were at 95.3% of the annual forecast.

EBENEZER BIBLE FELLOWSHIP CHURCH - OCTOBER 2013 FINANCIAL STATEMENT

BALANCE SHEET REPORT / COMPARISON

ASSETS	31-Oct-13	30-Sep-13	\$ Change
Assets - Checking/Savings			
18000 · Checking (KNBT)	451,520.52	465,581.92	-14,061.40
18002 · CDs (KNBT)	67,134.49	67,134.49	0.00
19000 · Savings (M&T Bank)	90,664.67	90,656.97	7.70
19001 · Checking (M&T Bank)	5,375.67	5,375.67	0.00
Total Checking/Savings	614,695.35	628,749.05	-14,053.70

TOTAL ASSETS	614,695.35	628,749.05	-14,053.70
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LIABILITIES

Current Liabilities


901 · Building Fund	30,323.99	29,750.99	573.00
902 · Capital Improvement Fund	-21,454.50	-16,954.50	-4,500.00
903 · Transportation Fund	18.00	8.00	10.00
904 · Scholarship Fund	2,474.50	2,193.77	280.73
905 · Faith Promise	8,022.52	17,906.54	-9,884.02
907 · Benevolence Fund	16,945.14	20,531.09	-3,585.95
908 · Music Fund	49.20	49.20	0.00
911 · Year End Accruals	8,480.16	8,480.16	0.00
912 · Run For The Children	760.11	260.11	500.00
914 · HRA	2,013.66	3,359.11	-1,345.45
915 · Youth Summer Missions	105.73	105.73	0.00
100 · Payroll Liabilities	7,142.25	7,432.81	-290.56
Total Current Liabilities	54,880.76	73,123.01	-18,242.25

Long Term Liabilities

810 · Building Mortgage	0.00	0.00	0.00
Total Long Term Liabilities	0.00	0.00	0.00
Total Liabilities	54,880.76	73,123.01	-18,242.25

EQUITY

900 · Retained Earnings	959,280.04	959,280.04	0.00
Net Income	8,413.35	4,224.80	4,188.55
1000 · Opening Bal Equity	-407,878.80	-407,878.80	0.00
Total Equity	559,814.59	555,626.04	4,188.55
TOTAL LIABILITIES & EQUITY	614,695.35	628,749.05	-14,053.70


Treasurer

11/11/13
Date

GENERAL FUND - BUDGET vs. ACTUAL

Income	October	Budget	Variance
1100 · Offerings / Gifts	67,740.33	74,583.33	-6,843.00
1400 · Interest	39.51	100.00	-60.49
1700 · Memorials	0.00	0.00	0.00
1900 · BCS / Bldg Use	1,084.17	672.25	411.92
Total Income	68,864.01	75,355.58	-6,491.57

Expenses

2000 · General Finance	3,467.15	853.34	2,613.81
3000 · Discipleship	833.36	2,293.75	-1,460.39
5000 · Evangelism	208.30	475.00	-266.70
6000 · Missions	200.00	16,708.00	-16,508.00
7000 · Deacon Ministries	5,177.06	5,591.66	-414.60
8000 · Worship	171.16	641.68	-470.52
9000 · Office/Admin	1,922.93	1,331.66	591.27
10000 · Congregational Care	261.20	170.00	91.20
11000 · Compensation	52,434.30	48,864.53	3,569.77
Total Expense	64,675.46	76,929.62	-12,254.16

Net Ordinary Income

Net Fund Transfer between Accts.

Net Income

Net Ordinary Income	4,188.55	-1,574.04	5,762.59
Net Income	4,188.55	-1,574.04	5,762.59

DESIGNATED FUNDS

	Income	Expenses	Net Income
901 · Building Fund	573.00	0.00	573.00
903 · Transportation Fund	10.00	0.00	10.00
904 · Scholarship Fund	280.73	0.00	280.73
905 · Faith Promise	1,115.98	11,000.00	-9,884.02
907 · Benevolence Fund	3,236.25	6,822.20	-3,585.95
908 · Music Fund	0.00	0.00	0.00

OTHER LIABILITY ACCOUNTS

902 · Capital Improvement Fund	0.00	4,500.00	-4,500.00
911 · Year End Accruals	0.00	0.00	0.00
912 · Run For The Children	500.00	0.00	500.00
914 · HRA	0.00	1,345.45	-1,345.45
915 · Youth Summer Missions	0.00	0.00	0.00
Total Other Current Liabilities	5,715.96	23,667.65	-17,951.69

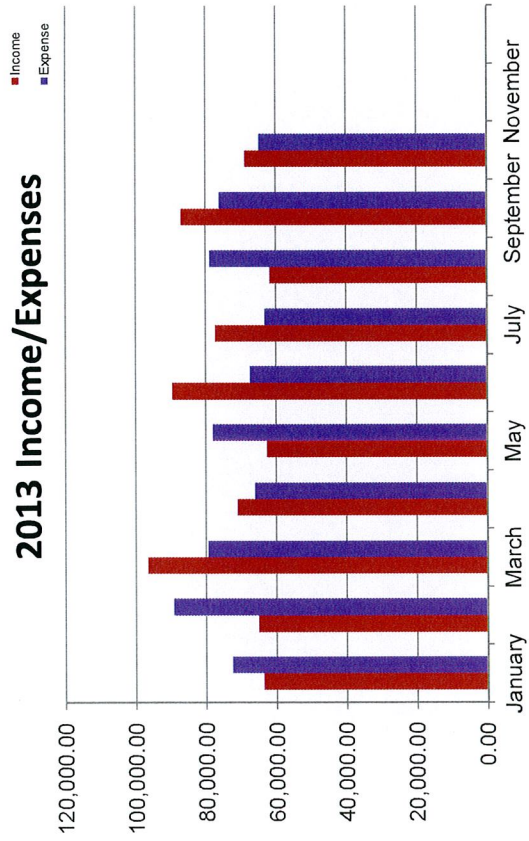
EBENEZER BIBLE FELLOWSHIP CHURCH - OCTOBER YTD 2013 FINANCIAL STATEMENT

BALANCE SHEET REPORT / COMPARISON

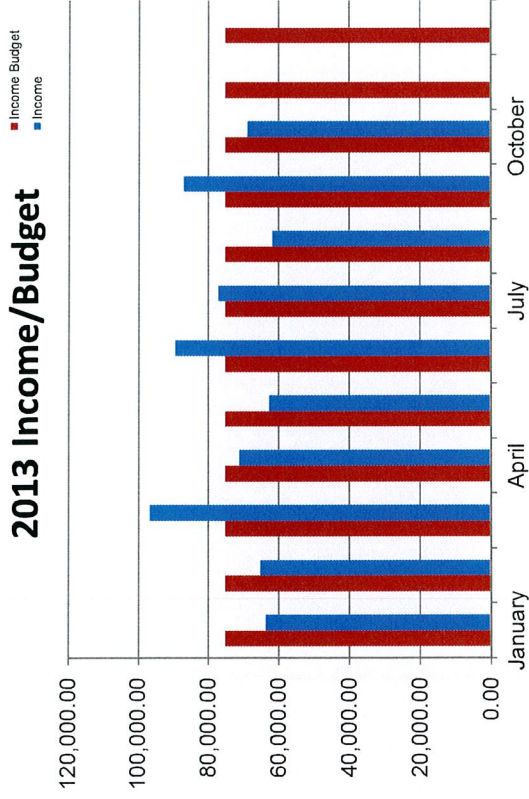
GENERAL FUND - BUDGET vs. ACTUAL

ASSETS				GENERAL FUND - BUDGET vs. ACTUAL			
Assets - Checking/Savings				Oct YTD	Budget	Variance	%BGT YTD
18000 · Checking (KNBT)	451,520.52	478,672.09	-27,151.57	736,338.50	745,833.33	-9,494.83	98.7%
18002 · CDs (KNBT)	67,134.49	66,808.26	326.23	706.35	1,000.00	-293.65	70.6%
19000 · Savings (M&T Bank)	90,664.67	90,589.19	75.48	340.00	0.00	340.00	N/A
19001 · Checking (M&T Bank)	5,375.67	5,393.62	-17.95	7,083.33	6,722.50	360.83	105%
Total Checking/Savings	614,695.35	641,463.16	-26,767.81	744,468.18	753,555.83	-9,087.65	98.8%
TOTAL ASSETS							
614,695.35				641,463.16			
-26,767.81							
LIABILITIES							
Current Liabilities							
901 · Building Fund	30,323.99	14,881.99	15,442.00	19,270.78	31,618.34	-12,347.56	60.9%
902 · Capital Improvement Fund	-21,454.50	0.00	-21,454.50	17,112.85	25,565.00	-8,452.15	66.9%
903 · Transportation Fund	18.00	8.00	10.00	352.27	2,200.00	-1,847.73	16.0%
904 · Scholarship Fund	2,474.50	2,286.51	187.99	106,621.99	123,284.50	-16,662.51	86.5%
905 · Faith Promise	8,022.52	49,488.54	-41,466.02	65,211.24	66,504.16	-1,292.92	98.1%
907 · Benevolence Fund	16,945.14	6,042.91	10,902.23	8,470.61	5,316.68	3,153.93	159%
908 · Music Fund	49.20	28.20	21.00	14,059.08	17,046.66	-2,987.58	82.5%
911 · Year End Accruals	8,480.16	5,990.99	2,489.17	1,348.52	1,940.00	-591.48	69.5%
912 · Run For The Children	760.11	260.11	500.00	494,357.49	488,945.37	5,412.12	101%
914 · HRA	2,013.66	2,489.17	-475.51	726,804.83	762,420.71	-35,615.88	95.3%
915 · Youth Summer Missions	105.73	1,806.33	-1,700.60	17,663.35	-8,864.88	26,528.23	
100 · Payroll Liabilities	7,142.25	6,779.17	363.08	9,250.00	0.00	9,250.00	
Total Current Liabilities	54,880.76	90,061.92	-35,181.16	8,413.35	-8,864.88	17,278.23	
DESIGNATED FUNDS							

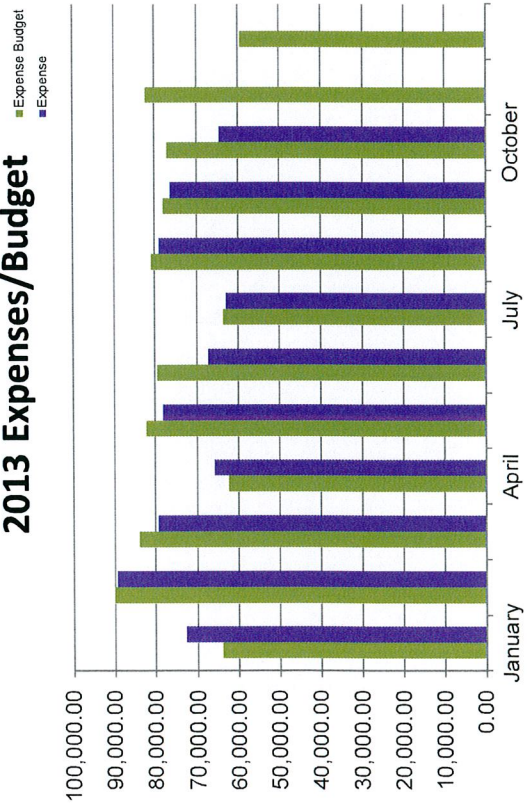
2013 Income/Expenses



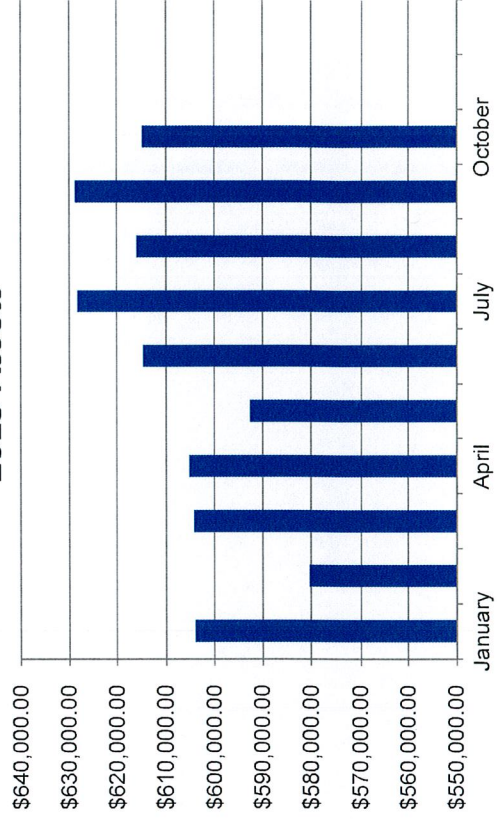
2013 Income/Budget



2013 Expenses/Budget



2013 Assets



Pastor Tim's Ministry Report November 11, 2013

Studying & Preaching: The study of the book of Hebrews has been a wonderful exercise of worship. It is my joy each and every week to exposit each paragraph and bring exhortations to the congregation to highly esteem Jesus! My prayer is that God's word while difficult at times is both challenging and encouraging to our people.

LEAD Men's Leadership Training: The class is going well. We have had good attendance. The discussion has been helpful. I am hoping that the Lord is growing the men in both grace and knowledge of the deep things of God. We have been discussing the doctrine of redemption for the most part. I know that He is preparing some great men to be leaders in their homes as well as in the Church.

Worship Ministries: (From Jennie Flicker)

The congregation members from Ebenezer who participated in the Getty concert this past weekend report that it was a meaningful experience that was worth it. The concert was sold out.

Sound room, Worship Team, and Choir ministries are all running smoothly. We're striving for excellence in all we do. We added one new worship team member this past month. And, we're getting prepared for Thanksgiving and Christmas.

Mentoring: I continue to mentor a couple of men (one very young man). It is exciting to see how the Lord has His hand on them.

Kinship Group: Our Kinship group is going very well. We have been blessed with participation from everyone. We have also been able to reach out and help a couple of our group with special prayer and assistance. What a blessing to have a group that cares for one another.

Wednesday Night Bible Study/Prayer Meeting: Recently I taught from the Sermon on the Mount (5:31-32, 19:3-9) concerning the issue of Marriage, Divorce & Remarriage. The messages are posted online for anyone to hear our position and what we believe Scripture teaches concerning these very sensitive issues. We continue to have a fairly good turn out with approximately 40 people attending each week. It is a joy to sing 2 hymns each week, to study the Word and then to pray together!

G.R.O.W: I have purchased an outreach program called GROW. It is my goal to begin implementing this program in the new year. I am praying that the Lord will raise up three couples to be team leaders in this outreach endeavor. Essentially this program will be an outreach to visitors, wayward members, etc. I'm not sure exactly how I am going to implement this program. Currently Pastor Dick is going to use it to conclude his Adult Elective Class on Sunday morning on evangelism (The Way of the Master).

Baptisms: It has been a joy to see many people follow the Lord in baptism. Recently we had an 80+ year old couple who has been saved and baptized. The daughter said she had been praying for her dad for over 40 years. It is a joy to see how the Lord is using EBFC for His glory.

It is such a blessing to serve our Lord at EBFC. My prayer is that the Lord would use me to have a great impact on the Kingdom of God.

Serving Christ,
Pastor Tim Gibson

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

In a recent personal study, in the book of 2 Peter, I was challenged by the following truth...

*“But the day of the Lord will come like a thief, and then the heavens will pass away with a roar, and the heavenly bodies will be burned up and dissolved, and the earth and the works that are done on it will be exposed. Since all these things are thus to be dissolved, what sort of people ought you to be in lives of **holiness** and **godliness**, waiting for and hastening the coming of the day of God, because of which the heavens will be set on fire and dissolved, and the heavenly bodies will melt as they burn! But according to his promise we are waiting for new heavens and a new earth in which righteousness dwells.” (2 Peter 3:10–13, ESV)*

In essence, *what sort of person ought I to be, but one who is holy and godly* spurred on by the reality of the present world being dissolved and the promise of new heavens and a new earth where nothing but righteousness dwells! “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 October/November 2013:

Kids Crossing

- **Cross Time Sunday School:**
 - Praise the Lord, we now have a full compliment of teachers for all grades!
 - **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 all three services.
- **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:** Our new Awana program is quickly approaching 100 kids in attendance, which means we do have a real need of more volunteers. It is very exciting to see kids learning and reciting scripture and listening intently to the bible teaching done by our elders. Please pray that the Lord would send us the necessary volunteers, and that the scriptures the children are learning may richly dwell in them!

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:** Praise the Lord, the program is going very well...between all three classes we have a total of 45 students!
 - **Men’s Bible Studies/Prayer:**
 - Tuesday mornings from 6:15 AM – 8:00 AM, Men’s prayer time with 6 men attending.

- Thursday mornings from 6:15 AM – 7:30 AM, This early morning bible study group is currently studying 2 Thessalonians.
- **Women's Ministry:** Here is an update from Laura...

“Bible studies seem to be going in full swing and we will be finishing up the first weeks of December.

SHE LEADS 2014: The conference is in full swing and we have Chris Davies from Lifeway coming to be our keynote speaker. I will also be a breakout session speaker again this year.

We had a great night at the candy making and wonderful fellowship together. There were at least 6 new women there and hopefully some good connections were made.

Christmas banquet is less than a month away and all details seem to be in order. The Heads will fly in on Thursday the 5th and will spend one night at the Patricia Lofthouse's home.

We are currently planning a Mother Daughter one-day conference for next fall with a date of October 18th 2014. This will be a half day (9-2pm) event. Jessie Seneca will be our keynote speaker.

I have been invited back to the BETA conference in September.”

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:** Praise the Lord, we had 346 children plus 150-200 more adults attend. We were able to meet many new people and preach the gospel to well over 500 people. Thank the Lord for the many volunteers involved.
- **Manna Ministry:** 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 couple of possible facilities 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 are very excited about teaching this biblically immersed men's discipleship program every Monday to those incarcerated. We have seen lives changed and a passion develop for holiness just in the short time we've been there. We also have the opportunity to go back in January 2014 and work in the maximum-security level of the prison. Please pray that the Lord would give us wisdom concerning this possibility.

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
- Taught Bethel OT class on Saturday mornings
- Taught Children's Church for 2 Sundays
- 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 11/11/13

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, nursing facilities, homes.
- Continue to meet with a few men one on one.
- Attended Voight funeral and helped the family

2. **Counseling**

- Counseling folks struggling with depression, anxiety, grief, 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 Wednesday afternoon prayer meetings.
- Working on *Pastoral Theology* Seminary Course. Last one to earn a Masters of Theological Studies degree.
- Kinship is going well.
- AWANA is going well. I serve as a group leader.
- Attended BFC Church Health Meeting
- Attended Tona Wedding
- Attended Candy Carnival
- Attended Pastor Appreciation functions

4. **Goals**

- Lay out responsibilities and referral sources prior to my departure.
- Finish strong.
- Finish last seminary course by end of the year.

5. **Questions**

- I have 2 weeks of vacation left. Could I take half a week this week and the rest over Christmas? My last day here may be the 24th.

Student Ministries Report - October 2013

"Take care, brothers, lest there be in any of you an evil, unbelieving heart, leading you to fall away from the living God. But exhort one another every day, as long as it is called "today," that none of you may be hardened by the deceitfulness of sin."

(Hebrews 3:12-13, ESV)

This passage was preached on last Sunday by Pastor Tim, and during the week I had 2 applications of it. The first is a Parental application - My wife and I and my daughter talked about how these verses are true for us as a family. As brothers and sisters in Christ we must encourage one another and challenge each other to be devoted followers of Jesus Christ. Yes, we discipline our daughters as parents, but we also exhort them as fellow believers. My wife and I must do this with each other, and there is even an appropriate way for our girls to do this with us. We must do this so that our hearts are not hardened by sin, which happens so easily.

The second application is the wonderful opportunity I have had over the years to grow closer to the youth parents at Ebenezer. I really feel like they are my partners, and I really enjoy the mutual encouragement and challenging that we engage in. It has become one of the most rewarding parts of the ministry here, and I look forward to continuing to grow in this area.

Praise God for other believers. We need them - especially when it comes to discipling our children.

Teaching

- **Middle School**
Using the Core Truth curriculum, in which we go through the core doctrines of the faith - The mini series we are going through now is on *Jesus Christ* and we are calling it *Messiah*.
- **High School**
We are finishing up a 5 week video series, and then 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.
- Had a follow up session with a couple who I did pre-marital counseling with last summer.
- Really enjoyed connecting with a student through Pray21.

Staff

- We had our bi-monthly youth staff meeting, and it is always a good time of fellowshiping and getting to know each other.

Activities

Coffeehouse - We had a very fun coffeehouse, and yet the numbers were way down. After discussing it as a youth staff and student leadership, we are considering other options for outreach. This seems to be less effective with our current group of students.

Family Night - I always love these nights that we do once a quarter. It is so cool to see families worshipping together and discussing the Scriptures. We tend to have a smaller amount of teens these nights, but it is 100% in sync with what we are trying to accomplish as a student ministry, and so we will continue to emphasize these to parents and students.

Other

- I had the opportunity to go to a youth conference in Atlanta with another BFC youth pastor. We had a great time hearing the Word preached and discussing youth ministry.
- Met with Don Stubbs to talk ministry - he is a speaker and leads Off the Wall ministry.
- Met with Andy B. about our youth budget. It was a smoother and better process than in years past.
- Met with the other BFC youth pastors of the Lehigh Valley.
- Had the opportunity to speak at BCS (Calvary), LVCHS and in Awana.
- Met with 2 Lehigh wrestlers as we plan the ministry to the wrestling team. They have asked me to be a "character coach" for the team.

Respectfully Submitted,

Mark Culton