

**Ebenezer
Bible Fellowship Church**

Board of Elders Meeting November 14, 2016

Opening & Prayer

Pastor Tim opened the meeting in prayer.

Roll Call

The following elders were present: Tim Gibson, Pat Barry, Wayne Batten, Dick Bickings, Andy Brimer, Swannie Griffin, Kevin Hardy, Jeremy Harkins, Chris Jones, Shawn Sommons and Scott Holwick. Mark Culton, Byron Roth, and Dennis Flanagan were excused.

Potential Elder Testimony

Phil Norris gave his testimony about his salvation and ministry background.

Devotional & Prayer

- Pastor Dick led the elders through a devotional from Lamentations 3:22-24. Even though there is a time to weep, the steadfast love and faithfulness is new every morning.
- Elders split into twos to pray over their Shepherd Lists.

Financial Report

- Andy Brimer reviewed the financial report for this month. (*Attachment #1*) Income year to date is at 98.3% of what is budgeted, and spending is at 96% of what was budgeted. A motion was made to approve the November 2016 financial report. This was seconded and passed unanimously.
- Additionally, Andy discussed setting up brokerage accounts which can be done as a non-profit without fees.
 - **Motion:** Allow Shawn Sommons and Wayne Batten to open and make decisions regarding these accounts with guidance from the Finance Committee. This was **seconded** and **passed unanimously**.
 - **Motion:** Have a standing policy that any Stocks and Mutual Funds be sold immediately, unless there would be a compelling reason not to. This was **seconded** and **passed unanimously**.

Approval of Minutes:

A motion was made to approve the Elder Meeting minutes from October 10, 2016. This was **seconded** and **passed unanimously**

Discussion Items:

1) Church Discipline Letters

- After considerable discussion, the elder's decided to postpone any formal response so that we can do everything possible to assure that the parties involved be restored to their relationship with Christ.
- In pursuit of not being a barrier in this process, we have decided to meet with both parties one more time.

2) Discipline Wording to the Church

- The elders decided the hold off on implementing this letter before the congregation pending the result of the meetings with the parties involved.

3) Process for addressing delinquent members

- Pastor Tim presented the process (*Attachment 2*), and the Elders discussed it.
- **Motion:** To receive this procedure and begin implementing it immediately. This was **seconded** and **passed unanimously**

4) Preparation for Annual Congregational Budget Meeting

- Held December 11, 6:00 pm
- Present budget and hold elections for Elders & Deacons

5) Plans for filling Youth Minister position

- How to move forward with Mark's resignation (Elder's accepted this resignation on 11/9/16)
 - Resignation submitted to MRC
 - Farewell reception (Dec 4), congregation will be asked to act upon Mark's resignation.
 - **Motion:** Allow Culton's to stay in parsonage through January 31. This was **seconded** and **passed unanimously**
 - **Motion:** Elder's determine that Mark's employment will end on December 4. This was **seconded** and **passed unanimously**
 - **Motion:** As a gift for acknowledgement of his faithful service, we will continue Mark's compensation through December 31. This was **seconded** and **passed unanimously**
- Plans for filling the position
 - Elders discussed what is necessary for this position, it was decided that we wait and pray.
 - Elders will meet on Dec 5 to discuss this topic further

6) Ideas for Treasurer: One person considered fell through; no more ideas at this time.

7) Report by Property Committee

- Some ideas regarding parsonage use were proposed by the Property Committee after the Cultons move.
- Question regarding the elders proposed use of estate gift. Andy will follow-up with the lawyer for clarification.
- Considering the best way to disburse the Building Fund monies for foyer, sanctuary lighting, and Fellowship Hall (lighting and audio-visual update)

Swannie closed in prayer and the meeting was adjourned.

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*)

Respectfully submitted,



Pastor Dick Bickings
Acting Secretary to the Board of Elders

November 14, 2016

To: Board of Elders
From: Andy Brimer, Treasurer
Subject: Financial Report for November 2016

Attached are the following reports for October 2016:

- Monthly 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 October was 156% of the budgeted forecast while the YTD income was 98.3% of the budgeted forecast.
- Expenses for October were 105% of the budgeted forecast while the YTD expenses were 96% of the YTD forecast.
- The income for October was above the projected monthly forecast mainly because the projected expenses for the month were the lowest for 2016. The monthly expenses were slightly higher than projected, and the overall spending YTD remains under budgeted expense projections.

Other:

- The Audit Committee continues to review the 2016 records.

EBENEZER BIBLE FELLOWSHIP CHURCH - OCTOBER 2016 FINANCIAL STATEMENT

BALANCE SHEET REPORT / COMPARISON

ASSETS	31-Oct-16	30-Sep-16	\$ Change
Assets - Checking/Savings			
18000 · Checking (BB&T/KNBT)	525,178.75	491,984.79	33,193.96
18002 · CDs (BB&T/KNBT)	67,672.02	67,672.02	0.00
19000 · Savings (M&T Bank)	90,929.60	90,929.60	0.00
19001 · Checking (M&T Bank)	5,375.67	5,375.67	0.00
Total Checking/Savings	689,156.04	655,962.08	33,193.96

TOTAL ASSETS	689,156.04	655,962.08	33,193.96
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LIABILITIES

Current Liabilities

901 · Building Fund	102,623.44	101,543.44	1,080.00
902 · Capital Improvement Fund	0.00	0.00	0.00
903 · Transportation Fund	233.00	223.00	10.00
904 · Scholarship Fund	2,377.50	2,267.50	110.00
905 · Faith Promise	14,692.97	13,509.97	1,183.00
907 · Benevolence Fund	9,105.91	8,560.06	545.85
908 · Music Fund	274.20	274.20	0.00
911 · Year End Accruals	8,480.16	8,480.16	0.00
912 · Run For The Children	3,422.02	1,811.94	1,610.08
914 · HRA	2,556.50	2,869.87	-313.37
915 · Youth Summer Missions	4,704.88	4,704.88	0.00
100 · Payroll Liabilities	6,361.65	6,961.15	-599.50
Total Current Liabilities	154,832.23	151,206.17	3,626.06

Long Term Liabilities

810 · Building Mortgage	0.00	0.00	0.00
Total Long Term Liabilities	0.00	0.00	0.00
Total Liabilities	154,832.23	151,206.17	3,626.06

EQUITY

900 · Retained Earnings	921,501.55	921,501.55	0.00
Net Income	20,701.06	-8,866.84	29,567.90
1000 · Opening Bal Equity	-407,878.80	-407,878.80	0.00
Total Equity	534,323.81	504,755.91	29,567.90
TOTAL LIABILITIES & EQUITY	689,156.04	655,962.08	33,193.96

Andrew Burner
Treasurer

11/14/16
Date

GENERAL FUND - BUDGET vs. ACTUAL

Income	October	Budget	Variance
1100 · Offerings / Gifts	88,947.58	56,444.04	32,503.54
1400 · Interest	19.70	62.50	-42.80
1700 · Memorials	0.00	0.00	0.00
1900 · BCS / Bldg Use	1,256.00	1,313.25	-57.25
Total Income	90,223.28	57,819.79	32,403.49

Expenses			
2000 · General Finance	476.13	487.50	-11.37
3000 · Discipleship	2,627.51	720.84	1,906.67
5000 · Evangelism	-230.90	1,091.66	-1,322.56
6000 · Missions	316.37	62.50	253.87
7000 · Deacon Ministries	7,142.72	4,849.98	2,292.74
8000 · Worship	263.94	250.00	13.94
9000 · Office/Admin	773.66	1,099.00	-325.34
10000 · Congregational Care	-65.00	246.66	-311.66
11000 · Compensation	49,351.54	49,011.65	339.89
Total Expense	60,655.97	57,819.79	2,836.18

Net Ordinary Income	29,567.31	0.00	29,567.31
Net Fund Transfer between Accts.	0.00	0.00	0.00
Net Income	29,567.31	0.00	29,567.31

DESIGNATED FUNDS

Income	Expenses	Net Income
901 · Building Fund	1,080.00	0.00
903 · Transportation Fund	10.00	0.00
904 · Scholarship Fund	110.00	0.00
905 · Faith Promise	1,183.00	0.00
907 · Benevolence Fund	1,740.35	1,194.50
908 · Music Fund	0.00	0.00

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	1,710.08	100.00	1,610.08
914 · HRA	0.00	313.37	-313.37
915 · Youth Summer Missions	0.00	0.00	0.00
Total Other Current Liabilities	5,833.43	1,607.87	4,225.56

EBENEZER BIBLE FELLOWSHIP CHURCH - OCTOBER YTD 2016 FINANCIAL STATEMENT

BALANCE SHEET REPORT / COMPARISON

ASSETS	31-Oct-16	31-Dec-15	\$ Change
Assets - Checking/Savings			
18000 · Checking (BB&T/KNBT)	525,178.75	521,645.92	3,532.83
18002 · CDs (BB&T/KNBT)	67,672.02	67,587.38	84.64
19000 · Savings (M&T Bank)	90,929.60	90,853.65	75.95
19001 · Checking (M&T Bank)	5,375.67	5,375.67	0.00
Total Checking/Savings	689,156.04	685,462.62	3,693.42

TOTAL ASSETS	689,156.04	685,462.62	3,693.42
LIABILITIES			
Current Liabilities			
901 · Building Fund	102,623.44	93,189.44	9,434.00
902 · Capital Improvement Fund	0.00	0.00	0.00
903 · Transportation Fund	233.00	188.00	45.00
904 · Scholarship Fund	2,377.50	817.50	1,560.00
905 · Faith Promise	14,692.97	38,263.97	-23,571.00
907 · Benevolence Fund	9,105.91	16,257.26	-7,151.35
908 · Music Fund	274.20	174.20	100.00
911 · Year End Accruals	8,480.16	8,480.16	0.00
912 · Run For The Children	3,422.02	2,481.19	940.83
914 · HRA	2,556.50	0.00	2,556.50
915 · Youth Summer Missions	4,704.88	4,533.88	171.00
100 · Payroll Liabilities	6,361.65	7,454.27	-1,092.62
Total Current Liabilities	154,832.23	171,839.87	-17,007.64

Long Term Liabilities			
810 · Building Mortgage	0.00	0.00	0.00
Total Long Term Liabilities	0.00	0.00	0.00
Total Liabilities	154,832.23	171,839.87	-17,007.64
EQUITY			
900 · Retained Earnings	921,501.55	991,473.20	-69,971.65
Net Income	20,701.06	-69,971.65	90,672.71
1000 · Opening Bal Equity	-407,878.80	-407,878.80	0.00
Total Equity	534,323.81	513,622.75	20,701.06
TOTAL LIABILITIES & EQUITY	689,156.04	685,462.62	3,693.42

Andrew M. Barnes
Treasurer

11/14/16
Date

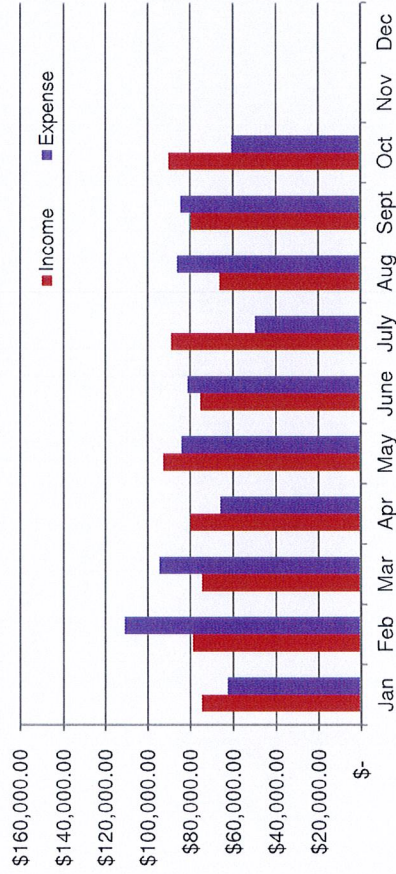
GENERAL FUND - BUDGET vs. ACTUAL

	Oct YTD	Budget	Variance	%BGT YTD
Income				
1100 · Offerings / Gifts	785,810.38	801,138.15	-15,327.77	98.1%
1400 · Interest	478.02	625.00	-146.98	76.5%
1700 · Memorials	2,005.00	0.00	2,005.00	N/A
1900 · BCS / Bldg Use	12,959.00	13,132.50	-173.50	99%
Total Income	801,252.40	814,895.65	-13,643.25	98.3%
Expenses				
2000 · General Finance	44,476.09	46,468.25	-1,992.16	95.7%
3000 · Discipleship	18,478.91	21,408.40	-2,929.49	86.3%
5000 · Evangelism	5,162.72	7,681.60	-2,518.88	67.2%
6000 · Missions	124,467.19	125,537.50	-1,070.31	99.1%
7000 · Deacon Ministries	78,214.09	92,799.80	-14,585.71	84.3%
8000 · Worship	7,649.30	8,700.00	-1,050.70	87.9%
9000 · Office Admin	10,620.01	13,117.00	-2,496.99	81.0%
10000 · Congregational Care	1,986.04	2,466.60	-480.56	80.5%
11000 · Compensation	490,914.40	496,716.50	-5,802.10	98.8%
Total Expense	781,968.75	814,895.65	-32,926.90	96.0%
Net Ordinary Income	19,283.65	0.00	19,283.65	
Net Fund Transfer between Accts.	0.00	0.00	0.00	
Net Income	20,700.47	0.00	19,283.65	

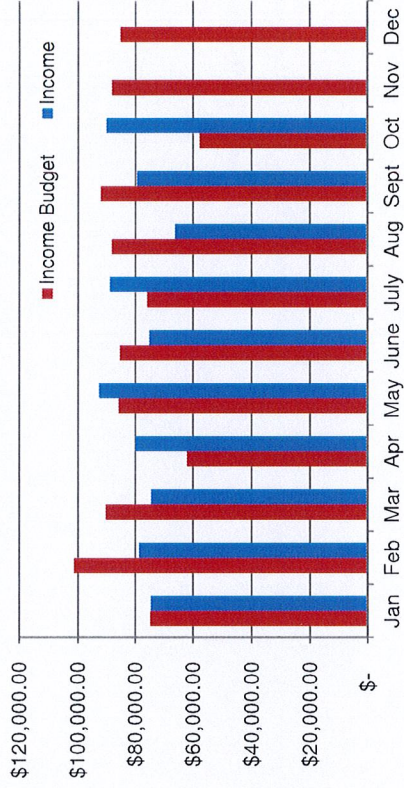
DESIGNATED FUNDS

	Income	Expenses	Net Income
901 · Building Fund	9,434.00	0.00	9,434.00
903 · Transportation Fund	45.00	0.00	45.00
904 · Scholarship Fund	1,757.00	197.00	1,560.00
905 · Faith Promise	17,479.00	41,050.00	-23,571.00
907 · Benevolence Fund	18,635.52	25,786.87	-7,151.35
908 · Music Fund	100.00	0.00	100.00
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	1,796.08	855.25	940.83
914 · HRA	6,600.00	4,043.50	2,556.50
915 · Youth Summer Missions	171.00	0.00	171.00
Total Other Current Liabilities	56,017.60	71,932.62	-15,915.02

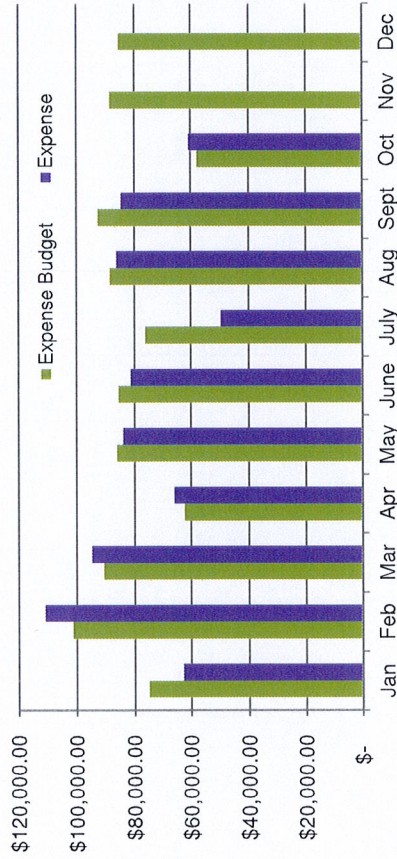
2016 Income vs Expenses



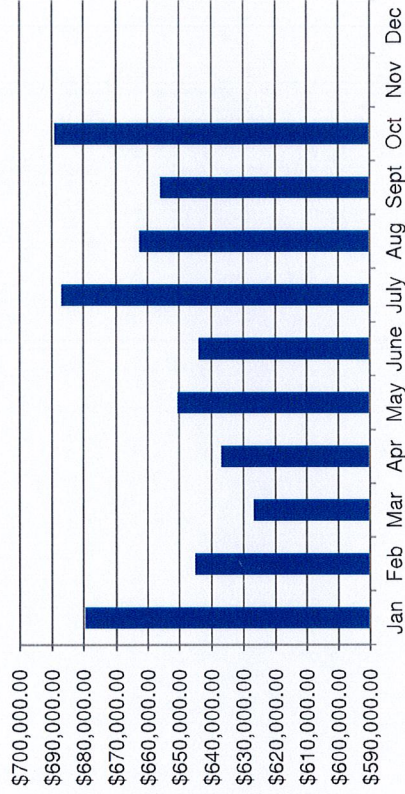
2016 Income vs Budget



2016 Expenses vs Budget



2016 Assets



Procedure for Removing Delinquent Members from the Roll

(Establishment of a Care List & Church Discipline of Delinquent Members)

Whereas, the elders at Ebenezer are very concerned & responsible for the souls of all attendees, but especially those who have entered into a covenant membership with one another (Hebrews 13:7-17), and

Whereas, the elders want to encourage & hold all members accountable for faithful attendance which is best for their soul (Hebrews 10:24-25), and

Whereas, the elders agree that it is **also** the responsibility of the congregation to care for the spiritual welfare of others who have become delinquent in their attendance (Romans 12:10-13),

Resolved, the elders establish a formal care list according to the following parameters in order to properly and gently restore delinquent members:

1. Each delinquent member who has not been in attendance for over 6 months will be added to the formal care list.
2. Each delinquent member will be contacted at the 6th month point with a letter & an attempted phone call from one of the membership & discipline committee.
3. The care list will be presented to the congregation two times a year at each business meeting (July & January). The congregation will be encouraged to make an attempt to contact the delinquent members encouraging them to return to fellowship & worship!
4. If after one year of non-attendance, the delinquent member will be removed from the Church role. A letter from the membership & discipline committee will be sent to the delinquent member informing him/her of the discipline that has taken place. The names of the delinquent members will be read at the nearby business meeting.

Attachment #3

**Pastor Tim's Ministry Report
November 14, 2016**

Studying & Preaching:

- Sunday morning - 2 Peter: I continue to preach through the book of 2 Peter. It is definitely a challenging book that is straight forward. It is a book that keeps preachers honest about preaching. No preacher would preach this passage if Church growth was his primary purpose. I'm thankful for a congregation who is willing to study and listen to the hard chapters of God's Word. I'm praying that the true Sheep will hear the faithful exposition of God's Word.
- Wednesday night - I just completed a three-year study through the book of Matthew. I plan on doing a few stand-alone messages and begin a new series in the new year. I'm still praying about what to teach. I may do a theology study or possibly a study in an Old Testament book.

Shepherding/Ministry:

- Kinship Group - We have an incredible group of about 15. I am teaching through the book of Romans with my Kinship group. We are currently in chapter 12. We will finish this semester.
- 2 membership meetings/interviews
- 2 baptism interviews
- 4 counseling/discipleship meetings
- 2 hospital visits (1 in Philadelphia)
- 1 leadership/elder interview
- 1 evangelism visitation attempt for a Church member's family
- Continue to meet weekly with 1 man for discipleship/accountability
- New membership class - I teach the doctrine/theology section. We have 13 in the class.
- Met with Peter from Russia at the Meier's home. Discussed theology along with the missions committee to determine whether or not we felt comfortable supporting him.
- Participated in the Child Evangelism Fellowship (CEF) at Freemansburg Elementary School. I led out in the bible verse study time (John 3:16). It was incredible teaching God's Word in the school to over 30 children. What a blessing!!

Leadership Development:

- 1 interview for prospective elder candidate

Other:

- Participating in a BFC study group on the divorce issue of 1 Corinthians 7:15.
- TLT group for Forks, Pa church plant
- TLT group for Naples, Fl church plant
- Participated in Run for the children - meeting new people
- Was blessed to help Ed Ballentos - older Christian man needing help getting to the Philippines.
- Participated in the security training class for the Church & School staff.

- 2 lunches with pastors for encouragement
- Attended Sarah Hardy's birthday party at the church
- Attended the Pastor's appreciation breakfast at BCS/Ebenezer campus.
- Participated in the Operation Christmas Child box filling party

I'm thankful for the ministry that the Lord has given me to do at Ebenezer. It is a joy to work with our pastors. It is very sad to think that Pastor Mark is going to be leaving us. He has been a faithful brother and diligent in his ministry. We know that the Lord is going to use him in a great way.

As the year comes to a close it is exciting to see many new people coming to Ebenezer. The new membership classes have been full each time we offered them. Baptisms have been steady. Attendance is rising. In spite of preaching difficult passages, that seem to go counter to the "Church growth strategies," God's people are coming and growing in the Lord. Evangelism fervor has seemed to pick up among our people. These are exciting days at Ebenezer. I'm thrilled to be a part of what the Lord is doing here.

Serving Christ,
Pastor Tim Gibson

Pastor of Discipleship Report, Oct/Nov 2016

As I continue my trek through the OT, and specifically, in my study of the book of Lamentations, I was reminded once again of this eternal truth:

"The steadfast love of the Lord never ceases; his mercies never come to an end; they are new every morning; great is your faithfulness. "The Lord is my portion," says my soul, "therefore I will hope in him." The Lord is good to those who wait for him, to the soul who seeks him." (Lamentations 3:22-25, ESV)

The Babylonian siege is over. Judah is now, because of their sin, in captivity in Babylon for seventy years. All seems hopeless, and Jeremiah is lamenting the plight of his people and God's severe judgment upon them. And yet, in the midst of his lament, Jeremiah looks up from his tears and is somehow moved to remember that this same God who has enacted this just judgment, is also the covenant keeping God whose *steadfast love never ceases*. Though his people have sinned, there is hope because God is their portion and that every morning is a new day in which God mercies and faithfulness will be freshly displayed.

How awesome is this reality...though our nation (and many times God's people) has defied God and his judgment is coming, he will show mercy and faithfulness to his covenant community, for our hope lies solely in him alone.

With that in mind, here is a quick summary of some of the ministry opportunities from October/November 2016:

Kids Crossing

- **Cross Time Sunday School (10:05 AM):** Praise the Lord that he has provided a complete roster of teachers and helpers.
- **Early Childhood (2&3 year-olds):** We are very close to having a teacher and helper for the 8:45 AM service for the even months...please pray that a helper (we have a teacher) will come forward soon so we can open the 1st service toddler care once again.
- **Children's Church:** The Gospel Project curriculum worship segment continues to work well for Children's Church. We continue to see between 8-10 students each week.
- **Database Security Check-in:** We have recently moved the database server in-house which provides better performance at a better price. There has been no further issues with checkin except for the school's iPads which will hopefully be replaced with our own in 2017, 1st quarter.
- **Wednesday Evening Programs:** This year's Awana program has seen between 50-55 children every week. We are slowly, but surely, adapting to the new T&T curriculum which is set in an environment of discipleship training, allowing each class to go through the weekly themed lesson together, and then have that lesson reinforced by the teaching elder at council time. Please pray that the Lord would send the volunteers we need, especially for the Sparks groups.

Adult Ministry

- **Adult Electives:** The fall season continues to be well attended, with the following line-up of classes:
 - o Apologetics - Rich Mastronardo
 - o Introduction to Isaiah - Phil Norris
 - o OT Survey - Joe Maddock

Continue to pray that the Lord raises up more adult teachers...we currently have 6.

- **Men's Ministry:**

- o **Bethel Series:** The NT phase is currently in session with one class, taught by Jason Lee, on Tuesday evenings from 7:00-9:00.

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

- Thursday mornings from 6:15 AM – 7:30 AM, This early morning bible study group is currently studying the book, "Answering the call".
- Thursday mornings from 9:00 AM – 10:30 AM, This Men's Bible Study is back in full swing, and studying the book by James MacDonald, "Act Like Men".
- Saturday mornings from 8:00 AM - 9:00 AM, This men's pray time is for men who are serious about going before the throne of grace together to cry out to God for their marriages, family, jobs, neighbors, country, etc.

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

"Training: In September I held a facilitator training for perspective Bible study leaders and current leaders. This was a great time of being reminded of the responsibility of leading other women in the word. We had a total of seven ladies that went through this training.

CRY OUT: We held the Cry Out simulcast here in September that was put on by Revive Our Hearts Ministries. We had 4 different churches represented and we had about 40 women in attendance. It was a night of worship and praying scripture over our families, and our churches and our nation. This night was amazing.

Bible Studies:

- o Tis So Sweet continues to be a wonderful time studying Ruth. We will finish up with this study in February. We currently have 8 women that come this study.
- o Mom To Mom: This bible study continues to grow and nourish the women who come out. WE have about 15 moms this year and Lisa Pyles is an amazing mentor mom. I also sit in to help with facilitating this group. We have 4 young ladies who help out with childcare.
- o MOPS: This ministry this year is exploding and Jill Rathmell and Courtney Nagy are fantastic leaders with such tender hearts towards these moms. I think we have over 50 moms and we are maxed to capacity for moppets with over 70 children.
- o HOSEA: Vicki continues to lead this study and has over 20 ladies in attendance.
- o Experiencing God: We have 26 ladies in this morning study and God is really stirring in the hearts of women.
- o Wednesday Morning: Debbie Flanagan has about 15 ladies coming every Wednesday for study there.

Welcome to The Well:

- o This new area of ministry is to help women feel more connected in the body here at EBFC. We have met twice, once in October and in November. We doubled in size and we are very excited to see how this ministers to the women.

Currently meet with one lady weekly for encouragement, and others as they come up.

WM team: We currently meet once a month and are looking to plan for a great 2017.

I have been asked to speak at a retreat at the end of April and I am very excited about that."

Discipleship Support

- **Kinship:** Praise the Lord for Bob & Laurie Gill who have worked hard to place all who have desired to be involved into 18 different groups. We are very excited for the great response to be involved in this core ministry of EBFC!

Other:

- Continued to visit and provide physical & Spiritual care for several people in our church.
- Led Prayer Service for our Nation on October 30.
- Preached at the Vet's Service on November 6.
- Continued work on the new Church Database as time permitted (especially financial modules).

Respectfully Submitted, Dick Bickings, Pastor of Discipleship

Worship /College-Age Ministry Update October, 2016

Jeremy Harkins, Worship Pastor

Romans 1:20 (ESV)

20 For his invisible attributes, namely, his eternal power and divine nature, have been clearly perceived, ever since the creation of the world, in the things that have been made. So they are without excuse.

Music

I keep reminding our musicians/vocalists (and myself) that the focus is not on ourselves but solely a God-centered focus. That our sound and our voices declare His eternal power and His divine nature. This happens by continuing to look to His word and in prayer so that our lives continue to bring Him glory in all we do in the preparation behind the music.

Sound & Media

-Thankful of the week in week out involvement of our sound and media crew. I noticed a couple weeks ago Stephen Hard singing his heart out as he controlled the PowerPoints slides for the songs. I thought that is really awesome how he was continued to do his responsibilities well and didn't let it detract him from singing out the words that he was in charge of displaying properly.

Teaching & Shepherding

-I am continuing to disciple and grow with college age men as my wife continues to seek out our college age women to meet with and encourage.

-I have been checking in with college students via e-mail or text as to what is going on in school and how to pray for them.

-Continue to meet with worship team members and mutually grow in our relationship with each other and ultimately in our walk with God.

-Made a couple of hospital visits in the month to those who are in need of prayer and encouragement.

-Through the teaching of Adam Whitmer and Dan Trafford we have begun a college fellowship time during Sunday School hour and it has been really good in understanding current topics in our culture that we can discuss and apply the proper Christian World View in light of God's word in the face of a lot that these millennials are dealing with on a daily basis.

-In October I had the joy of teaching the TNTer's and Sparks about God's Justice.

-I taught the Russian exchange students about types of music as well as church music and was able to share the gospel with them through a simple praise song by sharing its meaning.

(TURN OVER)

-The College Fellowship at our home continues to go well as we finished our series from "Gospel In Life". We will pick-up soon by breaking the young men and women into separate groups. The women will be going through a book called "Let me be a Woman" by Elizabeth Elliott and the men will be unpacking what the word of God says about how men should be developing as leaders and solid articles that talk through this topic.

Additional Areas

-Corporate Day of prayer went well on October 30th as we prayed collectively and sang songs of reverence & response for all God is doing in our midst.

-Veterans Service went well on November 6th helped Carl Fraley put together the media and sound for the service

-Run For The Children went really well! I not only finished the race, but had the opportunity to talk with new faces and get to know better many within the church body!

- Lindsay and I started to be plugged into a kinship group led by Matt Zmarzly. It has been wonderful growing in God's word and in community with some new members of our church!

Student Ministries Report - October 2016

"And the Word became flesh and dwelt among us, and we have seen his glory, glory as of the only Son from the Father, full of grace and truth."

John 1:14 ESV

I was reminded the other day at a youth worker's conference that Jesus' incarnation is a beautiful template for our ministry to the students. We want to step into the world of our students, and humbly walk with them as we teach them the truths about life and God's Word. There are some things that are just too important to teach from a distance. Students will respond to a youth worker's and parent's authority better if we are showing an interest in their life, and we are reaching their heart. In other words, *"Rules can't teach like Relationship"*.

Teaching

- **Middle School**
We continue the series on Loving Others.
- **High School**
We are working our way through the book of Ruth. Will be in chapter 3 next week.
- **Sunday School**
We continue to go through the Gospel Project in our MS and HS class. We are going through "Prophets and Kings". Also had the opportunity to teach Russian students in SS. That was quite the challenge but also a blessing.

Shepherding

- Met with a college student (former youth) to encourage and talk about baptism.
- Made a couple visits with those on shepherd's list.
- Doing pre-marital counseling with a couple who will be married next summer.
- Met with a congregation member who lost her 26 year old cousin and had the privilege of officiating the funeral for the family. It was a tough one, but I preached Christ clearly and I believe God was glorified through that.

Activities

- **Illuminite**
We had a glow in the dark kickball night with the MS and HS students.
- **OCC**
We have begun to collect items in the Student Ministry for Operation Christmas Child and there is a competition going on.

Other

- Had the opportunity to go to the Rooted Youth Ministry Conference in La Jolla, California. I attended with a fellow BFC youth pastor, and it was an enriching time of great preaching by Michael Horton, as well as some other speakers. Very practical, but very gospel

centered.

- Attended a CPYU youth worker conference with some of our youth staff. It was extremely practical and a great day with partners in the ministry.
- Still continue to lead a Bible Study at Lehigh University with about 12 wrestlers who are eager to grow in their faith.
- Met with a fellow youth pastor for breakfast.
- Attended our monthly BFC youth pastor's breakfast.
- Continue to video chat with Czech missionary talking about a missions trip next summer.

Respectfully Submitted,

Mark Culton