



## Board of Elders: Special Meeting December 5, 2016

**Roll Call:** Tim Gibson, Dick Bickings, Jeremy Harkins, Swannie Griffin, Wayne Batten, Chris Jones, Kevin Hardy, Dennis Flanagan, Byron Roth, Andy Brimer, Shawn Sommons  
**Approved Absent:** Scott Holwick, Pat Barry

**Opening Prayer:** Andrew Brimer.

**Agenda Item:** With the leaving of the Youth Pastor the elders felt compelled to do a thorough evaluation of the ministries at Ebenezer & ask the Lord for wisdom concerning the direction to move forward that would be best for the congregation as a whole.

**Discussion of the Ministries:** The elders began discussion about the ministry of Ebenezer as a whole. We discussed whether or not there were holes or deficiencies in the ministry.

- **Counseling:** We discussed the area of counseling and whether or not the pastors are sufficiently taking care of our counseling needs. The pastors assured the elders that each pastor is picking up the counseling needs and are not aware of any deficiencies. A future proposed plan/vision was presented that if a need arises, an outside counselor could be brought in (either once a week or once a month) to provide counseling for our congregation.
- **Children's ministry:** Volunteers are always at a deficiency. However we have had an influx of new volunteers. Praise the Lord! One area of weakness may be teacher development and discipleship training for the leaders. However, Pastor Dick said that it is difficult to get participation due to busy schedules. Having a "Children's Pastor" is not really a part of the vision of Ebenezer.
- **Visitation:** The pastors have taken up the majority of visits for prayer and encouragement for shut-ins who need special attention. A team of congregational volunteers have been making calls, visits, and sending cards to shut-ins. Dennis Flanagan is overseeing this ministry to the shut-ins. Elders are also trying to make calls and visits to those on their Shepherd Lists. Elders were exhorted to keep up with their list on a regular basis.
- **Assimilation:** According to Kevin Hardy there has been more fruitfulness in the last couple of years. The largest class was just attended last month. Those who have come through the class are actually beginning to serve at Ebenezer. Much prayer and discernment is still needed in effectively reaching out to the members who aren't being effective stewards. Kevin Hardy proposed possibly providing a weekly opportunity on Wednesday nights to provide training and to be available for the congregation to seek out discipleship in the area of spiritual gifts and service. He will finish up the school year serving Wednesdays in Awana and will then prayerfully consider this new direction.
- **Kinship Groups:** There are 18+ groups, and more attending than ever. Very successful ministry.
- **Treasurer:** Andy Brimer has spoken to a couple of people. We are still praying that God would raise up someone to fill this ministry.

- Outreach/Linfield Ministry: This is not a responsibility of the youth ministry, though many of the youth participated in outreach ministry. One couple in the church has been contacted and asked if they would be willing to oversee the vision of outreach to Linfield.
- Pastoral Roles: We discussed whether or not there were other roles that the pastors could either shift or change? Nothing significant was determined.
- Youth: Obviously the biggest hole is the lack of a full time leader. The elders discussed the importance of having a leader who was fully committed to the discipleship of our youth. We also discussed the possibility of including the shepherding of parents.

### **Decisions by the Elders:**

Motion: To fill the youth pastor position with Pastor of Student Ministries with a job description to be given details at a later date. Seconded, & Approved **Unanimously**.

Motion: Since Pastor Dick oversees this position, he will prepare a job description and bring it to the Elder board by next Monday for approval. He will also formulate a list of viable candidates to act on a search committee for Elder approval. Seconded, & Approved **Unanimously**.

### **Action Items:**

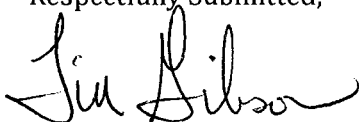
The youth team had requested a consistent teacher. The team felt like they could do the discipleship needed in the interim through growth groups. The youth staff suggested Mark Evans as a possible interim youth teacher. Both Tim Gibson & Swannie Griffin had investigated the history of Mark Evans at Coopersburg by talking with Carl Cassel & Tom Shorb (both elders at Calvary BFC, Coopersburg). Pastor Dick met with Mark Evans on Dec 2, 2016 to discuss his situation and availability. Pastor Dick was reassured that Mark Evans was a good fit and candidate to serve as an interim teacher (not pastor) for our youth ministry in the transition period. We looked at both positive and negative aspects of hiring an interim.

Motion: To hire Mark Evans for approximately 5 months to begin the 2<sup>nd</sup> Tuesday of January 2017 as an Interim Youth Teacher that would fulfill the interim job description presented at a salary of \$400/week. Seconded, & Approved **Unanimously**.

### **Closing Prayer:**

Jeremy Harkins led in prayer thanking the Lord for the wisdom that God has given, and the unity of the elder board in moving forward.

Respectfully Submitted,



Pastor Tim Gibson,  
Chairman