



## Board of Elders Meeting December 8, 2014

### **Roll Call & Prayer**

The following elders were present: Wayne Batten, Pat Barry, Andy Brimer, Dick Bickings, Mark Culton, Tim Gibson, Swannie Griffin, Scott Holwick, Chris Jones, Byron Roth, and Shawn Sommons. Dennis Flannigan and Kevin Hardy were excused absent. Pastor Tim opened in prayer.

### **Devotional & Prayer**

Pastor Dick led the elders through a devotional time from 2 Samuel 7 on the Davidic Covenant. David was a physical king with a physical kingdom, but there is so much more meaning here. This passage points to the Davidic King, Christ. This Davidic covenant has direct application to us elders, because we are all recipients of this covenant, and we participate in the service of His kingdom and we serve the church, which is how his covenant is spread.

The elders then spent some time in prayer.

### **Approval of Minutes**

**Motion** was made to approve the minutes from the November 10, 2014 Board of Elders meeting, **seconded** and **passed**.

### **Discussion Items**

- 1) New Elders – Tim explained that there are new church mailboxes for the new elders. We talked a bit more about elder assignments without setting these in stone.
- 2) Miracle Month – There has already been over \$5,300 raised through Miracle Month.
- 3) Financial Report – Andy reviewed the financial report (Attachment 1). Through November we are still light on income (94%), but our expenses are less than projected. A **motion** was made to approve the financial report. This was **seconded** and **passed**.
- 4) Worship Pastor Position
  - a. Wayne and Tim shared an update about the worship pastor search. The search committee recommends that we move ahead with the candidate they have recommended. The elders discussed our thoughts of last Saturday's worship time with this candidate. We also talked about vision concerns, and how this should all be communicated to the congregation, as well as worship pastor hiring logistics.

- b. A **motion** was made to accept the recommendation of the search committee and proceed with our candidate to the next step, which will be an interview with the elder board. This was **seconded** and **approved**.
  - c. The elders also discussed the salary equity between the pastoral staff. A **motion** was made to assess the salaries of the pastors, as well as come up with a proposed package for the worship pastor candidate. This proposal was **seconded** and **approved**.
  - d. The elders put together a timeline for finishing the process with our candidate with the goal of having a vote at the Annual Meeting on January 18th if all goes well.
- 5) Annual Meeting – The elders discussed the agenda for the January 18th annual meeting.
- 6) Housing Allowances – The pastor’s housing allowances were **voted** on. These were **approved**:
- a. Tim Gibson - \$32,341.68
  - b. Dick Bickings - \$25,355
  - c. Mark Culton - \$5,630
  - d. Jeremy Harkins - \$13,300

### **Pastoral Reports**

The pastors submitted their monthly reports and summarized them for the elders:

- Tim Gibson, Senior Pastor (Attachment 2)
- Dick Bickings, Pastor of Discipleship (Attachment 3)
- Mark Culton, Pastor of Youth (Attachment 4)

### **Adjournment & Prayer**

The meeting was closed in prayer and adjourned.

Respectfully submitted,



Mark Culton  
Secretary to the Board of Elders

December 8, 2014

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

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

- November Financial Statement
- November 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 November was 108% of the budgeted forecast while the YTD income was 94% of the budgeted forecast.
- Expenses for November were 90% of the budgeted forecast while the YTD expenses were 89% of the budgeted forecast.

# EBENEZER BIBLE FELLOWSHIP CHURCH - NOVEMBER 2014 FINANCIAL STATEMENT

## BALANCE SHEET REPORT / COMPARISON

## GENERAL FUND - BUDGET vs. ACTUAL

ASSETS	30-Nov-14	31-Oct-14	\$ Change	Income	November	Budget	Variance
<b>Assets - Checking/Savings</b>							
18000 · Checking (KNBT)	499,380.12	490,857.80	8,522.32	1100 · Offerings / Gifts	83,179.61	77,856.50	5,323.11
18002 · CDs (KNBT)	67,503.05	67,503.05	0.00	1400 · Interest	40.50	72.92	-32.42
19000 · Savings (M&T Bank)	90,762.84	90,755.38	7.46	1700 · Memorials	795.00	0.00	795.00
19001 · Checking (M&T Bank)	5,375.67	5,375.67	0.00	1900 · BCS / Bldg Use	1,093.00	1,084.17	8.83
<b>Total Checking/Savings</b>	<b>663,021.68</b>	<b>654,491.90</b>	<b>8,529.78</b>	<b>Total Income</b>	<b>85,108.11</b>	<b>79,013.59</b>	<b>6,094.52</b>
<b>TOTAL ASSETS</b>	<b>663,021.68</b>	<b>654,491.90</b>	<b>8,529.78</b>	<b>Expense</b>			
<b>LIABILITIES</b>				2000 · General Finance	14,622.87	10,021.00	4,601.87
<b>Current Liabilities</b>				3000 · Discipleship	2,361.45	1,783.73	577.72
901 · Building Fund	93,262.19	92,195.19	1,067.00	5000 · Evangelism	552.08	375.00	177.08
902 · Capital Improvement	-43,030.32	-43,430.32	400.00	6000 · Missions	18,858.88	12,837.50	6,021.38
903 · Transportation Fund	118.00	108.00	10.00	7000 · Deacon	5,175.37	6,362.50	-1,187.13
904 · Scholarship Fund	2,351.50	2,291.50	60.00	8000 · Worship	28.14	185.00	-156.86
905 · Faith Promise	15,508.69	17,319.69	-1,811.00	9000 · Office/Admin	1,813.83	1,310.84	502.99
907 · Benevolence Fund	17,197.42	15,264.48	1,932.94	10000 · Congregational Care	146.72	250.00	-103.28
908 · Music Fund	144.20	144.20	0.00	11000 · Compensation	31,174.61	49,906.03	-18,731.42
911 · Year End Accruals	8,480.16	8,480.16	0.00	<b>Total Expense</b>	<b>74,733.95</b>	<b>83,031.60</b>	<b>-8,297.65</b>
912 · Run For The Children	2,035.29	3,632.01	-1,596.72	<b>Net Ordinary Income</b>	<b>10,374.16</b>	<b>-4,018.01</b>	<b>14,392.17</b>
914 · HRA	1,035.26	2,285.26	-1,250.00	<b>Net Fund Transfer between Accts.</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
915 · Youth Summer Missions	-320.53	-320.53	0.00	<b>Net Income</b>	<b>10,374.16</b>	<b>-4,018.01</b>	<b>14,392.17</b>
100 · Payroll Liabilities	5,976.04	6,632.64	-656.60				
<b>Total Current Liabilities</b>	<b>102,757.90</b>	<b>104,602.28</b>	<b>-1,844.38</b>				
<b>Long Term Liabilities</b>							
810 · Mortgage	0.00	0.00	0.00	<b>Income</b>	<b>1,067.00</b>	<b>0.00</b>	<b>1,067.00</b>
<b>Total Long Term Liabilities</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	903 · Transportation Fund	10.00	0.00	10.00
<b>Total Liabilities</b>	<b>102,757.90</b>	<b>104,602.28</b>	<b>-1,844.38</b>	904 · Scholarship Fund	60.00	0.00	60.00
<b>EQUITY</b>				905 · Faith Promise	9,564.00	11,375.00	-1,811.00
900 · Retained Earnings	931,656.18	931,656.18	0.00	907 · Benevolence Fund	2,932.94	1,000.00	1,932.94
<b>Net Income</b>	<b>36,486.40</b>	<b>26,112.24</b>	<b>10,374.16</b>	908 · Music Fund	0.00	0.00	0.00
1000 · Opening Bal Equity	-407,878.80	-407,878.80	0.00				
<b>Total Equity</b>	<b>560,263.78</b>	<b>549,889.62</b>	<b>10,374.16</b>				
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>663,021.68</b>	<b>654,491.90</b>	<b>8,529.78</b>	<b>OTHER FUNDS</b>			
				902 · Capital Improvement Fund	400.00	0.00	400.00
				911 · Year End Accruals	0.00	0.00	0.00
				912 · Run For The Children	631.00	2,227.72	-1,596.72
				914 · HRA	0.00	1,250.00	-1,250.00
				915 · Youth Summer Missions	0.00	0.00	0.00
				<b>Total Other Current Liabilities</b>	<b>14,664.94</b>	<b>15,852.72</b>	<b>-1,187.78</b>

*Andrew Abumer*  
Treasurer

12/8/14  
Date

# EBENEZER BIBLE FELLOWSHIP CHURCH - NOVEMBER YTD 2014 FINANCIAL STATEMENT

## BALANCE SHEET REPORT / COMPARISON

ASSETS	30-Nov-14	31-Dec-13 \$ Change
<b>Assets - Checking/Savings</b>		
18000 · Checking (KNBT)	499,380.12	506,289.49
18002 · CDs (KNBT)	67,503.05	67,134.49
19000 · Savings (M&T Bank)	90,762.84	90,679.83
19001 · Checking (M&T Bank)	5,375.67	5,375.67
<b>Total Checking/Savings</b>	<b>663,021.68</b>	<b>669,479.48</b>
		<b>-6,457.80</b>
<b>TOTAL ASSETS</b>	<b>663,021.68</b>	<b>669,479.48</b>
		<b>-6,457.80</b>
<b>LIABILITIES</b>		
<b>Current Liabilities</b>		
901 · Building Fund	93,262.19	82,096.19
902 · Capital Improvement Fund	-43,030.32	0.00
903 · Transportation Fund	118.00	18.00
904 · Scholarship Fund	2,351.50	1,717.50
905 · Faith Promise	15,508.69	30,341.69
907 · Benevolence Fund	17,197.42	13,391.30
908 · Music Fund	144.20	49.20
911 · Year End Accruals	8,480.16	8,480.16
912 · Run For The Children	2,035.29	2,458.01
914 · HRA	1,035.26	0.00
915 · Youth Summer Missions	-320.53	105.73
100 · Payroll Liabilities	5,976.04	7,044.32
<b>Total Other Current Liabilities</b>	<b>102,757.90</b>	<b>145,702.10</b>
		<b>-42,944.20</b>

<b>Long Term Liabilities</b>				
Mortgage	0.00	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>0.00</b>
<b>Total Liabilities</b>	<b>102,757.90</b>	<b>145,702.10</b>	<b>-42,944.20</b>	
<b>EQUITY</b>				
900 · Retained Earnings	931,656.18	959,280.04	-27,623.86	
<b>Net Income</b>	<b>36,486.40</b>	<b>-27,623.86</b>	<b>64,110.26</b>	
1000 · Opening Bal Equity	-407,878.80	-407,878.80	0.00	
<b>Total Equity</b>	<b>560,263.78</b>	<b>523,777.38</b>	<b>36,486.40</b>	
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>663,021.68</b>	<b>669,479.48</b>	<b>-6,457.80</b>	

*Andrew Burner*  
Treasurer

12/18/14  
Date

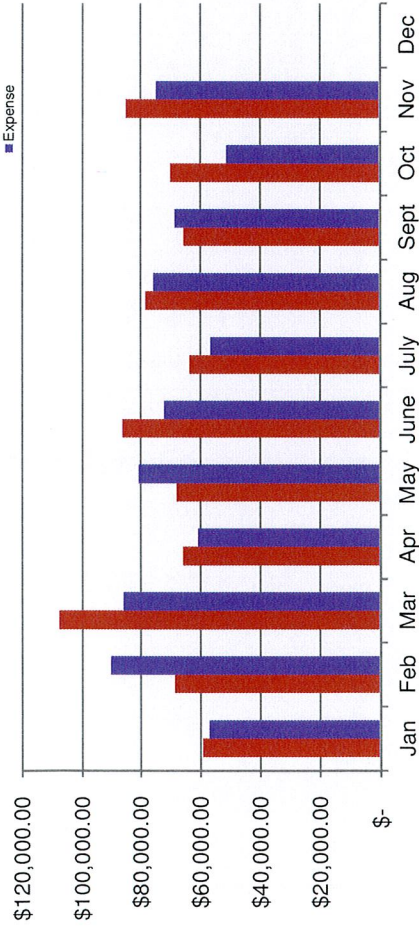
## GENERAL FUND - BUDGET vs. ACTUAL

	Nov YTD	Budget	Variance	%BGT YTD
<b>Income</b>				
1100 · Offerings / Gifts	803,083.61	856,421.50	-53,337.89	94%
1400 · Interest	811.80	802.09	9.71	101%
1700 · Memorials	1,810.00	0.00	1,810.00	N/A
1900 · BCS / Bldg Use	11,961.19	11,925.87	35.32	100%
<b>Total Income</b>	<b>817,666.60</b>	<b>869,149.46</b>	<b>-51,482.86</b>	<b>94%</b>
<b>Expense</b>				
2000 · General Finance	48,161.84	42,000.00	6,161.84	115%
3000 · Discipleship	20,708.50	27,006.27	-6,297.77	77%
5000 · Evangelism	7,202.11	3,275.00	3,927.11	220%
6000 · Missions	141,824.78	153,375.00	-11,550.22	92%
7000 · Deacons	71,209.09	72,697.44	-1,488.35	98%
8000 · Worship	4,496.19	5,115.00	-618.81	88%
9000 · Office/Admin	17,223.24	17,304.28	-81.04	100%
10000 · Congregational Care	928.24	2,975.00	-2,046.76	31%
11000 · Compensation	462,426.21	550,407.92	-87,981.71	84%
<b>Total Expense</b>	<b>774,180.20</b>	<b>874,155.91</b>	<b>-99,975.71</b>	<b>89%</b>
<b>Net Ordinary Income</b>	<b>43,486.40</b>	<b>-5,006.45</b>	<b>48,492.85</b>	
<b>Net Fund Transfer between Accts.</b>	<b>7,000.00</b>	<b>0.00</b>	<b>7,000.00</b>	
<b>Net Income</b>	<b>36,486.40</b>	<b>-5,006.45</b>	<b>41,492.85</b>	

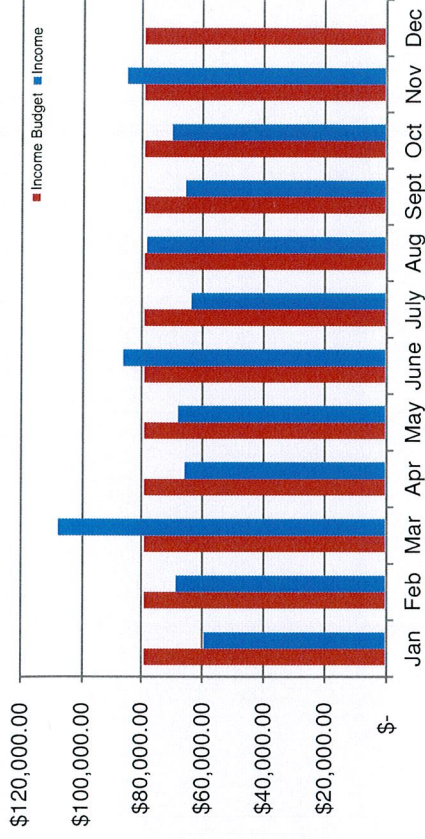
## DESIGNATED FUNDS

	Income	Expenses	Net
901 · Building Fund	11,166.00	0.00	11,166.00
903 · Transportation Fund	100.00	0.00	100.00
904 · Scholarship Fund	1,932.00	1,298.00	634.00
905 · Faith Promise	39,502.00	53,735.00	-14,233.00
907 · Benevolence Fund	22,423.43	18,617.31	3,806.12
908 · Music Fund	95.00	0.00	95.00
<b>OTHER FUNDS</b>			
902 · Capital Improvement Fund	4,658.09	39,461.60	-34,803.51
911 · Year End Accruals	0.00	0.00	0.00
912 · Run For The Children	3,630.00	4,052.72	-422.72
914 · HRA	7,000.00	5,964.74	1,035.26
915 · Youth Summer Missions	4,018.00	4,444.26	-426.26
<b>Total Other Current Liabilities</b>	<b>94,524.52</b>	<b>127,573.63</b>	<b>-33,049.11</b>

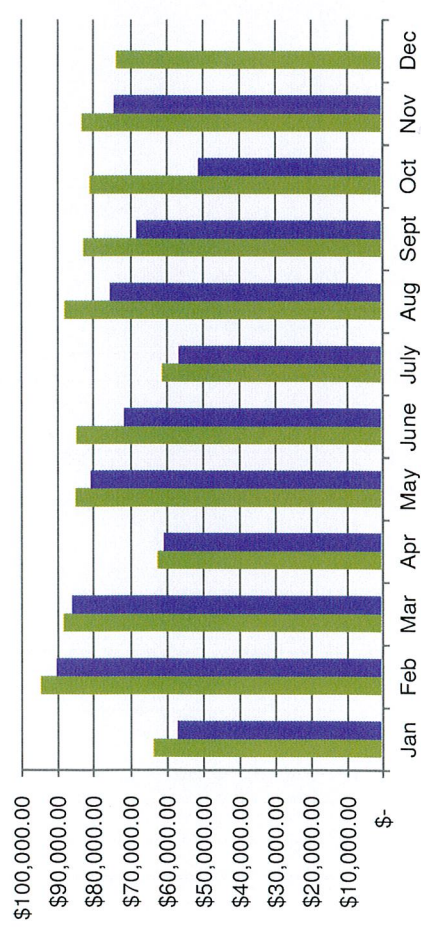
## 2014 Income vs Expenses



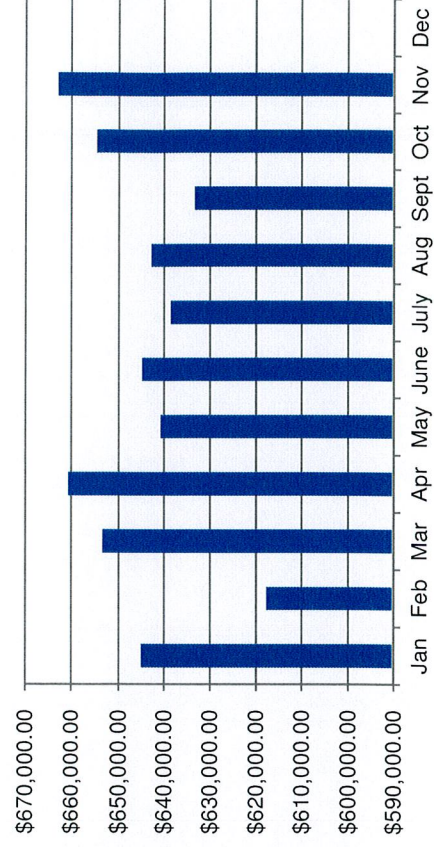
## 2014 Income vs Budget



## 2014 Expenses vs Budget



## 2014 Assets



# POD (Pastor of Discipleship) Report Nov/Dec 2014

In my current personal bible reading and study, I recently read this amazing covenantal proclamation given by God, through Nathan the prophet, to David in 2 Samuel 7...

*"And your house and your kingdom shall be made sure forever before me. **Your throne shall be established forever.**" In accordance with all these words, and in accordance with all this vision, Nathan spoke to David." (2 Samuel 7:16-17, ESV)*

Though I've read this portion many times before, what struck me was the **forever** part. God was telling David that his physical, earthly kingdom, which would enjoy God's hand of blessing during David's life time, had a greater more permanent aspect to it. This of course was in reference to the greatest of David's seed, the Lord Jesus Christ! This reminds me of another passage that we hear often during the Christmas season...

*"For to us a child is born, to us a son is given; and the government shall be upon his shoulder, and his name shall be called Wonderful Counselor, Mighty God, Everlasting Father, Prince of Peace. **Of the increase of his government and of peace there will be no end, on the throne of David and over his kingdom, to establish it and to uphold it with justice and with righteousness from this time forth and forevermore.** The zeal of the Lord of hosts will do this." (Isaiah 9:6-7, ESV)*

Ultimately, it is this Davidic covenant, and its fulfillment in Jesus Christ that gives me the power and motivation to carry on the work of the ministry to which God has brought me. It is the coming of Christ, his substitutionary death on the cross, his victorious resurrection, and subsequent commission to us to make disciples that gives me, us, our purpose; our reason to exist, thus providing the inseparable link between the prophet Nathan (1000 BC) and Bethlehem Township (2014 AD).

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

## Kids Crossing

- **Cross Time Sunday School:** Praise the Lord for the full complement of teachers he has given us! We have completed a full year of this Christ centered curriculum, "The Gospel Project", and are greatly encouraged by the feedback from students and teachers. 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 5-12 students each week.
- **Wednesday Evening Programs:** Our Awana program continues to be effective in teaching the scriptures to our kids through bible memorization, doctrinal truths, and the elder lead teaching of the book of Proverbs. Though there is a smaller T&T group this year, the kids still seem to be excited and engaged. Please pray that the Lord will send the necessary workers, especially in the Sparks group.

## Student Ministry

- See Pastor Mark's report.

## Adult Ministry

- **Adult Electives:** We are winding down the fall semester and are anticipating a great lineup for our new winter semester. We currently reach about 100 people attending the following 3 classes:
  - o Ezekiel - Scott Holwick
  - o Deuteronomy - Rich Mastronardo
  - o 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 are currently in our holiday hiatus, and will resume our Bethel NT series the first week in January 2015. As a reminder, we have close to 35 students attending our 3 classes. These classes are as follows, 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 currently only 3 men attending.
- Thursday mornings from 6:15 AM – 7:30 AM, This early morning bible study group is close to ending their study on Ezra & Nehemiah...stay tuned for information on their next study.

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

"We are concluding our study in 1st and 2nd Thessalonians this week. We have had about 35 faithful women complete this study, and it has been great. Bible study will resume the week of the 13th of January with "Always True" by James McDonald.

MOPS: We have had a wonderful start this year with an abundance of mothers joining us. Our Christmas gathering was wonderful, and Pastor Dick did a great job sharing with us that day. We could still really use more helpers in our Moppets.

Outreach: Both MOPS and WM have been pouring out on the Truth Home. Kim Checkeye came and spoke and the moms were moved to action from that.

Christmas Gathering: We had 40 women join us at the home of the Gibson's for Christmas. We had Linda Williams come and share the Christmas message for us and it was awesome! The ladies loved her and were challenged.

Linda Feichter joined the WM team.

I hosted a "Welcome to my Home" in November and met some great ladies. After the holidays, I will be meeting with a lot of them to make an even stronger connection and hopefully get them plugged into bible study and or small group."

### **Discipleship Support**

- **Kinship:** We continue to add new people to our 14 Kinship Groups, thanks to the efforts of Bob & Lori Gill. Please pray that the Lord will raise up new leaders to start new Kinship Groups in the coming year.

### **Evangelism/Outreach:**

- **Bethlehem & Beyond:** Praise the Lord for the opportunity to present this biblically based truth-of-Christmas program to our Lynfield community. We plan to begin with food and fellowship, present the Bethlehem & Beyond presentation, break for cookies and hot chocolate, and end with caroling through the streets of the Lynfield neighborhood. Please pray for good weather, and the lasting remaining volunteer needs.

### **Other:**

- Continued to meet with several young men to counsel and encourage (one is currently incarcerated in NCP)
- Involved in weekly counseling of two different couples in our church
- Spoke at MOPS on Dec. 4
- Worked as an Awana leader
- Help in the MOPPETS group during the MOPS program



- Taught Galatians, Ephesians, and Philippians Class on Sunday mornings for Adult Electives
- Help with the Mary Emma Greenzweig funeral
- 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 - November 2014**

*Know that the LORD, he is God! It is he who made us, and we are his; we are his people, and the sheep of his pasture. Enter his gates with thanksgiving, and his courts with praise! Give thanks to him; bless his name! For the LORD is good; his steadfast love endures forever, and his faithfulness to all generations.*

### **Psalm 100:3-5, ESV**

November was a time where we dedicated ourselves to Thanksgiving. This caused me to think about how thankful I am for Ebenezer, for a couple reasons:

- We have a healthy church where my family and I can grow spiritually. I especially appreciate that my girls can grow up with a solid picture of what the church should be, and what Christians should be.
- It is such a joy and privilege to work at Ebenezer, and provide for my family by studying the Word and discipling others in the Lord.
- God has connected us with people at Ebenezer in such a way that we are growing deeper in our friendships all the time, and for this I am grateful. Being the church is about sharing in each other's lives.

This Thanksgiving season, I am so very thankful for EBFC!

### **Teaching**

- **Middle School**  
In our Core Truth curriculum, we are working through a series on "Relationships".
- **High School**  
We are studying through the book of Proverbs. We are nearing the end of this study.
- **Sunday School**  
In our "Gospel Truth" curriculum, we are going through a study on the theme of the "Kingdom of God" throughout Scripture.

### **Shepherding**

- Met with a student who is struggling with faith questions and doubts.
- Practiced music with a student and spent some time getting to know him.

### **Staff**

### **Activities**

- **Invert Retreat** - What a great time to be at Pinebrook with our student leaders. We served together, and had some good discussion on leadership as well as 2 team initiatives.
- **OCC Packing Party** - We had over 400 shoeboxes come in this year, which was a huge blessing and a great activity for our students to participate in.

#### **Other**

- Had the opportunity to speak at BCS chapel.
- Had the opportunity to attend the Lehigh Valley Prayer Breakfast.
- Attended our quarterly BOYYA meeting.
- Attended the BFC youth pastor's breakfast.
- I had my final meeting with the BFC MCC and was recommended for ordination this coming April.
- Was able to attend a regional FCA (Fellowship of Christian Athletes) meeting.

Respectfully Submitted,

Mark Culton