



Board of Elders Meeting December 14, 2015

Roll Call & Prayer

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

Scott Holwick opened in prayer.

Devotional & Prayer

Pastor Tim shared a devotional with the elders about shepherding the flock of God from 1 Peter 5:1-5

- One of the marks of an elder is humility
- One of the marks of division in the church is when elders become arrogant.
- We need to guard our hearts and be men of humility - Acts 20:19
- What would the evidence of pride look like among the elders?
 - unwillingness to listen to criticism (accountability)
 - being unteachable - know it all attitude, I don't need help
 - defiance
 - what is the difference between confidence in the Lord's leading and pride?
 - being humble does not mean that we don't have authority
 - bad feelings towards one another
 - selfish ambition
 - division
 - spirit of superiority
 - humility does not mean being a people pleaser
 - important to have unity before congregation

The elders split into pairs and had an extended time of prayer for each other and for the needs of the congregation.

Approval of Minutes

Motion was made to approve the minutes from the November 9, 2015 Joint Elders and Deacons meeting, **seconded** and **passed**.

Financial Report

Andy reviewed the financial report (*Attachment 1*). There is still a slight gap between giving and spending, but the gap closed a bit in November mainly due to lower than projected spending. The audit committee has already done a fair amount of work. Andy made a **motion** that we receive the report. This was **seconded** and **passed**.

Discussion Items

- 1) Review of Congregational Budget Meeting
 - The elders agreed that in the future we should do a written ballot for approving the budget. This is so that people feel free to be honest and express their concerns. There is concern that the Sunday School hour is not long enough for a budget meeting. Because of this a **motion** was made to have future congregational meetings in the evening (or afternoon) next year. This was **seconded** and **approved**.
 - There seemed to be a lot of the same kind of questions. There may have been more questions than other meetings in the past.
 - The elders discussed the breakdown of giving at Ebenezer. This is definitely a concern for us, and we hope to implement a stewardship plan to help the congregation learn what the Bible teaches on stewardship.
- 2) Internship Opportunity – There is a young man who has the opportunity to intern under Pastor Tim as he goes through seminary. This is a great opportunity for mentoring and ministry. There was a **motion** to approve Laszlo Onody as an intern under Pastor Tim. This is an unpaid volunteer position. This was **seconded** and unanimously **approved**.
- 3) Stewardship Plan – Pastor Tim presented a stewardship plan in which we can present to the congregation. There was a lot of discussion about how to best teach the congregation, and we plan to move ahead with this stewardship plan.
- 4) Shepherding – Pastor Tim challenged us to lovingly encourage the attendees on our shepherd's list to take the membership class. We hope this will increase membership in 2016.
- 5) Housing Allowances – The 4 pastors submitted their housing allowance designations. There was a **motion** to approve them. This was **seconded** and **approved**. (*attachments 2-5*)
- 6) Welcoming – There was one successful welcome dessert. The next dessert will be Jan 8th.
- 7) Building Usage – The elders discussed building policy and the need to fully develop a usage policy that protects the church in the future.
- 8) Ministry Assimilation – Kevin shared about how things are going with ministry assimilation.

Pastoral Reports

The pastors submitted their monthly reports:

- Tim Gibson, Senior Pastor (*Attachment 6*)
- Dick Bickings, Pastor of Discipleship (*Attachment 7*)
- Jeremy Harkins, Worship Pastor (*Attachment 8*)
- Mark Culton, Youth Pastor (*Attachment 9*)

Adjournment & Prayer

Byron closed in prayer and the meeting was adjourned.

Respectfully submitted,



Mark Culton

Secretary to the Board of Elders

December 14, 2015

To: Board of Elders
From: Andy Brimer, Treasurer
Subject: Financial Report for December 2015

The December 2015 Financial Report has the following attachments:

- November 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 November was 99.6% of the budgeted forecast while the YTD income was 96% of the budgeted forecast.
- Expenses for November were 93.2% of the budgeted forecast while the YTD expenses were 97% of the annual forecast.
- The gap in spending vs income is approximately \$10,500 behind our *actual* expenses.
- Again, the recommendation to hold all non-essential spending for the remainder of 2015 stands.

Other:

- The Audit Committee has been working, and donor verification letters will be sent this week.

EBENEZER BIBLE FELLOWSHIP CHURCH - NOVEMBER YTD 2015 FINANCIAL STATEMENT

BALANCE SHEET REPORT / COMPARISON

ASSETS

Assets - Checking/Savings

18000 • Checking (KNBT)	504,192.79	578,252.65	-74,059.86
18002 • CDs (KNBT)	67,587.38	67,545.48	41.90
19000 • Savings (M&T Bank)	90,853.65	90,770.55	83.10
19001 • Checking (M&T Bank)	5,375.67	5,375.67	0.00
Total Checking/Savings	668,009.49	741,944.35	-73,934.86

TOTAL ASSETS

	668,009.49	741,944.35	-73,934.86
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LIABILITIES

Current Liabilities

901 • Building Fund	93,376.95	93,730.19	-353.24
902 • Capital Improvement Fund	-55,553.15	0.00	-55,553.15
903 • Transportation Fund	178.00	118.00	60.00
904 • Scholarship Fund	1,651.50	2,381.50	-730.00
905 • Faith Promise	17,714.82	32,400.32	-14,685.50
907 • Benevolence Fund	14,850.81	15,172.92	-322.11
908 • Music Fund	174.20	144.20	30.00
911 • Year End Accruals	8,480.16	7,488.33	991.83
912 • Run For The Children	2,481.19	409.29	2,071.90
914 • HRA	470.30	0.00	470.30
915 • Youth Summer Missions	4,523.88	-320.53	4,844.41
100 • Payroll Liabilities	6,601.93	6,825.73	-223.80
Total Other Current Liabilities	94,950.59	158,349.95	-63,399.36

Long Term Liabilities

Mortgage	0.00	0.00	0.00
Total Long Term Liabilities	0.00	0.00	0.00
Total Liabilities	94,950.59	158,349.95	-63,399.36

EQUITY

900 • Retained Earnings	991,473.20	931,656.18	59,817.02
Net Income	-10,535.50	59,817.02	-70,352.52
1000 • Opening Bal Equity	-407,878.80	-407,878.80	0.00
Total Equity	573,058.90	583,594.40	-10,535.50
TOTAL LIABILITIES & EQUITY	668,009.49	741,944.35	-73,934.86

Andrew St. Burris
Treasurer

12/14/15

Date

GENERAL FUND - BUDGET vs. ACTUAL

	Nov YTD	Budget	Variance	%BGT YTD
Income				
1100 • Offerings / Gifts	828,747.31	868,981.35	-40,234.04	95%
1400 • Interest	535.45	716.00	-180.55	75%
1700 • Memorials	1,850.00	0.00	1,850.00	N/A
1900 • BCS / Bldg Use	12,903.00	12,023.00	880.00	107%
Total Income	844,035.76	881,720.35	-37,684.59	96%

Expense

2000 • General Finance	47,478.78	49,493.75	-2,014.97	96%
3000 • Discipleship	21,033.77	30,268.52	-9,234.75	69%
5000 • Evangelism	5,045.22	8,150.00	-3,104.78	62%
6000 • Missions	142,837.38	143,787.50	-950.12	99%
7000 • Deacons	97,779.88	99,534.24	-1,754.36	98%
8000 • Worship	9,747.87	6,210.00	3,537.87	157%
9000 • Office/Admin	12,825.34	17,218.00	-4,392.66	74%
10000 • Congregational Care	392.76	4,637.39	-4,244.63	8%
11000 • Compensation	517,430.26	522,420.95	-4,990.69	99%
Total Expense	854,571.26	881,720.35	-27,149.09	97%

Net Ordinary Income

	-10,535.50	0.00	-10,535.50
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Net Fund Transfer between Accts.

	0.00	0.00	0.00
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Net Income

	-10,535.50	0.00	-10,535.50
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DESIGNATED FUNDS

	Income	Expenses	Net
901 • Building Fund	12,179.00	12,532.24	-353.24
903 • Transportation Fund	60.00	0.00	60.00
904 • Scholarship Fund	1,660.00	2,390.00	-730.00
905 • Faith Promise	30,904.50	45,590.00	-14,685.50
907 • Benevolence Fund	19,576.32	19,898.93	-322.61
908 • Music Fund	30.00	0.00	30.00

OTHER FUNDS

902 • Capital Improvement Fund	8,703.85	64,257.00	-55,553.15
911 • Year End Accruals	991.83	0.00	991.83
912 • Run For The Children	3,434.74	1,362.84	2,071.90
914 • HRA	6,600.00	5,029.70	1,570.30
915 • Youth Summer Missions	28,476.58	19,046.32	9,430.26
Total Other Current Liabilities	112,616.82	170,107.03	-57,490.21

EBENEZER BIBLE FELLOWSHIP CHURCH - NOVEMBER 2015 FINANCIAL STATEMENT

BALANCE SHEET REPORT / COMPARISON

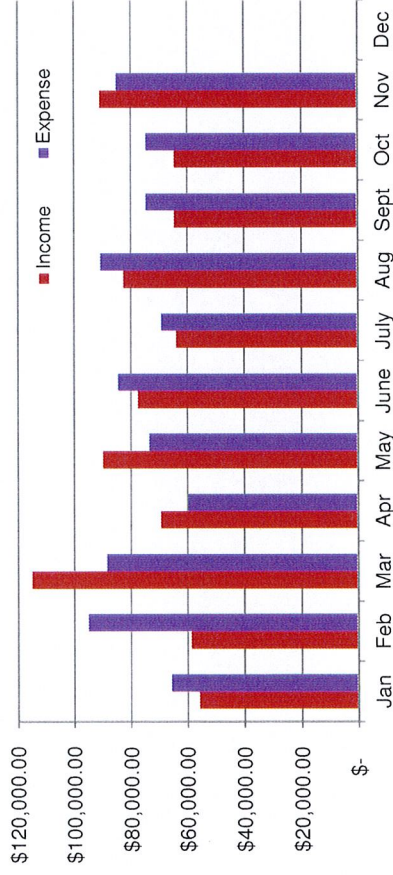
GENERAL FUND - BUDGET vs. ACTUAL

ASSETS	30-Nov-15	31-Oct-15	\$ Change	Income	November	Budget	Variance
Assets - Checking/Savings							
18000 - Checking (KNBT)	504,192.79	517,632.18	-13,439.39	1100 - Offerings / Gifts	88,909.65	90,247.19	-1,337.54
18002 - CDs (KNBT)	67,587.38	67,587.38	0.00	1400 - Interest	42.12	41.00	1.12
19000 - Savings (M&T Bank)	90,853.65	90,846.18	7.47	1700 - Memorials	50.00	0.00	50.00
19001 - Checking (M&T Bank)	5,375.67	5,375.67	0.00	1900 - BCS / Bldg Use	1,973.00	1,093.00	880.00
Total Checking/Savings	668,009.49	681,441.41	-13,431.92	Total Income	90,974.77	91,381.19	-406.42
TOTAL ASSETS	668,009.49	681,441.41	-13,431.92	Expense			
LIABILITIES				2000 - General Finance	10,155.10	14,290.50	-4,135.40
Current Liabilities				3000 - Discipleship	2,705.34	1,120.32	1,585.02
901 - Building Fund	93,376.95	92,198.95	1,178.00	5000 - Evangelism	688.64	200.00	488.64
902 - Capital Improvement	-55,553.15	-31,553.15	-24,000.00	6000 - Missions	18,675.00	19,025.00	-350.00
903 - Transportation Fund	178.00	178.00	0.00	7000 - Deacon	5,419.24	5,060.84	358.40
904 - Scholarship Fund	1,651.50	1,601.50	50.00	8000 - Worship	193.89	150.00	43.89
905 - Faith Promise	17,714.82	11,586.82	6,128.00	9000 - Office/Admin	1,048.50	1,468.00	-419.50
907 - Benevolence Fund	14,850.81	17,743.42	-2,892.61	10000 - Congregational Care	227.00	387.49	-160.49
908 - Music Fund	174.20	174.20	0.00	11000 - Compensation	46,055.53	49,679.04	-3,623.51
911 - Year End Accruals	8,480.16	8,480.16	0.00	Total Expense	85,168.24	91,381.19	-6,212.95
912 - Run For The Children	2,481.19	1,004.04	1,477.15	Net Ordinary Income	5,806.53	0.00	5,806.53
914 - HRA	470.30	2,016.38	-1,546.08	Net Fund Transfer between Accts.	0.00	0.00	0.00
915 - Youth Summer Missions	4,523.88	4,523.88	0.00	Net Income	5,806.53	0.00	5,806.53
100 - Payroll Liabilities	6,601.93	6,234.84	367.09				
Total Current Liabilities	94,950.59	114,189.04	-19,238.45	DESIGNATED FUNDS			
Long Term Liabilities				Income			
810 - Mortgage	0.00	0.00	0.00	901 - Building Fund	1,178.00	0.00	1,178.00
Total Long Term Liabilities	0.00	0.00	0.00	903 - Transportation Fund	0.00	0.00	0.00
Total Liabilities	94,950.59	114,189.04	-19,238.45	904 - Scholarship Fund	50.00	0.00	50.00
EQUITY				905 - Faith Promise	11,728.00	5,600.00	6,128.00
900 - Retained Earnings	991,473.20	991,473.20	0.00	907 - Benevolence Fund	1,816.16	4,708.77	-2,892.61
Net Income	-10,535.50	-16,342.03	5,806.53	908 - Music Fund	0.00	0.00	0.00
1000 - Opening Bal Equity	-407,878.80	-407,878.80	0.00				
Total Equity	573,058.90	567,252.37	5,806.53	OTHER FUNDS			
TOTAL LIABILITIES & EQUITY	668,009.49	681,441.41	-13,431.92	902 - Capital Improvement Fund	0.00	24,000.00	-24,000.00
				911 - Year End Accruals	0.00	0.00	0.00
				912 - Run For The Children	2,810.10	1,332.95	1,477.15
				914 - HRA	0.00	1,518.08	-1,518.08
				915 - Youth Summer Missions	0.00	0.00	0.00
				Total Other Current Liabilities	17,582.26	37,159.80	-19,577.54

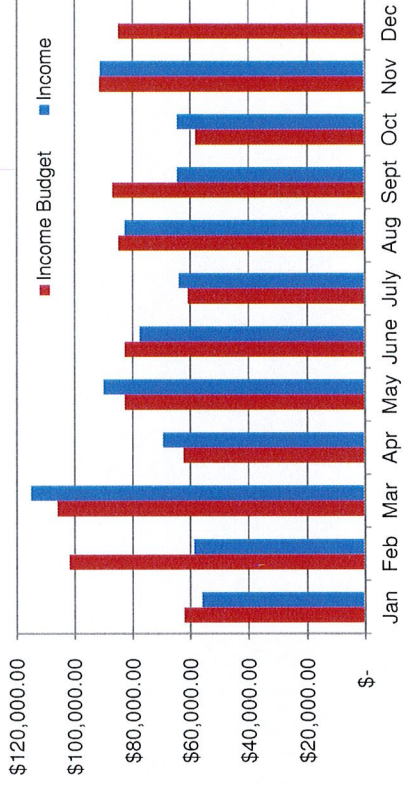
Andrew J. Bruner
Treasurer

12/14/15
Date

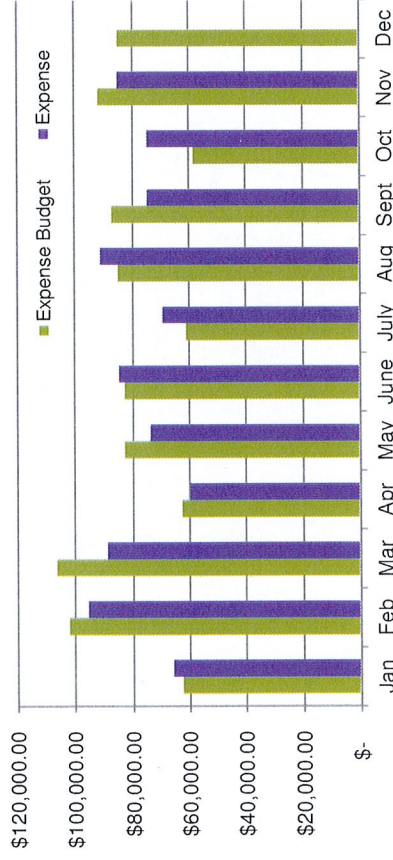
2015 Income vs Expenses



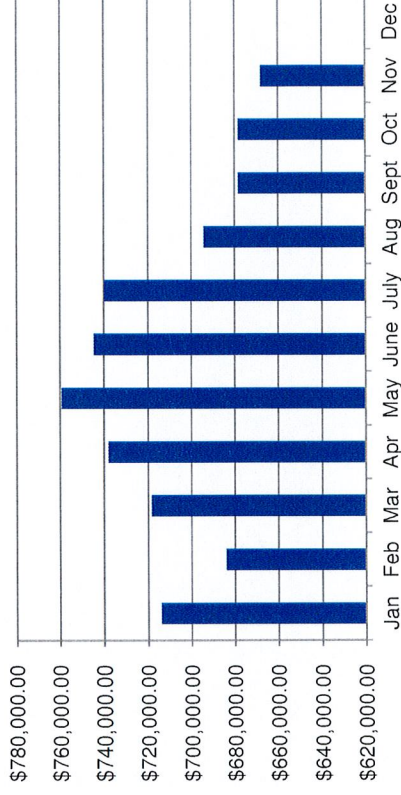
2015 Income vs Budget



2015 Expenses vs Budget



2015 Assets



Attachment #2

December 14, 2016

To the Elder Board,

Re: Tim Gibson - Housing Allowance

The housing allowance designation for 2016 will remain unchanged from 2015. The amount designated will be \$32,342.00.

Sincerely,

A handwritten signature in black ink, appearing to read "Tim Gibson", with a stylized flourish at the end.

Tim Gibson

Monday, December 14, 2015

Dear Elder Board,

After looking over my budget numbers for 2016, I have arrived at the Housing Allowance estimate for 2016 of **\$23,350**.

Very Truly Yours,

A handwritten signature in blue ink, appearing to read "Dick Bickings", with a large, stylized flourish at the end.

Pastor Dick Bickings

To whom it concerns,

Our housing allowance for 2016 is approximately \$16,000 for the year.

Sincerely,

A handwritten signature in black ink, appearing to read "J Harkins". The signature is fluid and cursive, with a large initial "J" and a stylized "Harkins".

Jeremy Harkins

Worship Pastor

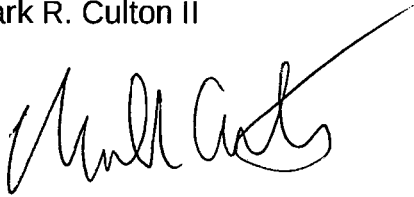
12/14/15

December 14, 2015

Dear Byron Roth,

The Cultons request \$5,630 to be used as our housing allowance for the 2016 year.

Sincerely,
Mark R. Culton II

A handwritten signature in black ink, appearing to read "Mark R. Culton II". The signature is fluid and cursive, with a long, sweeping line extending from the top of the "C" in "Culton" across the top of the signature.

**Pastor Tim's Ministry Report
December 14, 2015**

Attachment #6

Studying & Preaching:

- Preaching through 1 Peter on Sunday
- Matthew series on Wednesday night
- Kinship group – I'm teaching through Romans

Shepherding/Ministry:

- Counseling/prayer for several people
- Continue to provide accountability for one individual over the phone – 2/3 times per month
- Several baptism interviews & membership interviews
- Pre-marital counseling continues for one couple meeting 2 times per month
- Lunch with one man for prayer and encouragement.

Mentoring/Accountability:

- First TLT meeting with Jason Filbert via Skype (Keith Strunk & Chris Jones also in attendance). Our plan is to meet once per month.
- Continue to visit with Jason Filbert (Naples, FL) over the phone a couple of times for prayer & encouragement.
- A promising new opportunity is a mentorship that I am putting together for a young man who has recently surrendered to ministry. He is currently enrolled at Westminster Seminary, but is changing schools next semester to Southern Baptist Theological Seminary in Louisville because they have an online program (M.Div). This mentorship would include approximately 5-10 hours per week at Ebenezer. Meetings would be attended and shepherding responsibilities would be observed. The mentorship would last anywhere from 1-2 years and would include but not limited to the following goals:
 - 1) Development of personal spiritual maturity/disciplines and growth as well as development of home life.
 - 2) Development & assessment of character development.
 - 3) Development of Bible study methods (hermeneutics) & teaching (homiletics). This would include hands on periodic teaching of my Wednesday night class. Teaching would be evaluated on a regular basis.
 - 4) Development of theological foundation including regular discussions of soteriology, ecclesiology, bibliology, & ministry philosophy.
 - 5) Development of Shepherding/Pastoral skills.
 - 6) Development of Leadership/Administration Skills.
 - 7) Development of a philosophy of Church health.
 - 8) Observe shepherding/visitation/counseling/marriages/funerals, etc.

Staff Meetings: Continue to hold staff meetings on the 2nd and 4th Wednesday each month. I always bring a short devotion. Then we evaluate ministry activities, pray for membership in need, and discuss logistics of doing ministry. I continue to exhort our staff to press on in excellence in our calling to ministry.

Hospital/Home Visitation:

- 3 Hospital visitations
- 8 Home/shut-in visits

Other:

- Attended the Lehigh Valley Prayer Breakfast
- Church Extension Board meeting with Dave Gundrum
- Attended a baby shower for Doug & Beth Chen
- Ran in the 2015 "Run for the Children" 5K race & finished without dying!
- Had a great Thanksgiving dinner/worship service/testimony service on Nov 22 with more than 300 in attendance.
- Took the entire staff to Buffalo Wild Wings and shared our gift cards that we received for Pastoral appreciation month.
- Hosted a staff Christmas party at our house with family members attending.
- Hosted a Women's ministry Christmas party at our house with over 40 in attendance.
- Hosted a Kinship Christmas party at our house.
- Attended the Prime Timer Christmas lunch.
- Had a nice Thanksgiving break with my family!
- Was the moderator for the Finance Budget Congregational Meeting.
- Helped a member of Ebenezer move out of an apartment.
- Attended Men's Prayer Breakfast.

Praise:

- Baptized 14 in December pacifist
- Brought in 14 new members in October and 11 new members in December.

It is a joy to serve the Lord at Ebenezer Bible Fellowship Church. There are so many exciting things happening at Ebenezer. People are getting their lives right with the Lord. They are hungering for the Word and are so appreciative of expository preaching and teaching. We have new people coming all the time. The simulcast continues to prove a vital ministry in our church. I continually get emails saying how grateful people are that our services are recorded and streamlined live.

I am praying that the Lord will continue to lead our elder and deacon body in faith and hope. This next year is going to be a test of our leadership and ability to maintain the unity of our leadership as well as our congregation. My hope is that the Lord will be pleased with our faith in His provision.

It is a joy to love the people at Ebenezer. I'm thrilled about the new baptisms and the new zeal of new members. I'm anticipating a great and promising year in 2016!

Serving Christ,
Pastor Tim Gibson

POD (Pastor of Discipleship) Report, Nov/Dec 2015

As I continue in my trek through the book of Psalms, I came across this, I-don't-understand-what-is-going-on-around-me Psalm by Asaph, the first Psalm in Book 3, Psalm 73. Here's his problem:

"Truly God is good to Israel, to those who are pure in heart. But as for me, my feet had almost stumbled, my steps had nearly slipped. For I was envious of the arrogant when I saw the prosperity of the wicked. For they have no pangs until death; their bodies are fat and sleek. They are not in trouble as others are; they are not stricken like the rest of mankind." (Psalm 73:1-5, ESV)

I meditated on that a while and said Amen to Asaph for his candid cry of the daily reality that we see around us...but praise God, he does not stay there, listen as he discovers the solution...

"But when I thought how to understand this, it seemed to me a wearisome task, until I went into the sanctuary of God; then I discerned their end. Truly you set them in slippery places; you make them fall to ruin. How they are destroyed in a moment, swept away utterly by terrors! Like a dream when one awakes, O Lord, when you rouse yourself, you despise them as phantoms." (Psalm 73:16-20, ESV)

and...

"Nevertheless, I am continually with you; you hold my right hand. You guide me with your counsel, and afterward you will receive me to glory. Whom have I in heaven but you? And there is nothing on earth that I desire besides you. My flesh and my heart may fail, but God is the strength of my heart and my portion forever." (Psalm 73:23-26, ESV)

So, there it is...the seemingly prosperous life of the wicked is short lived, whereas, the righteous have God as their portion, not only in this life, but for all eternity!

With that in mind, here is a quick summary of some of the ministry opportunities from November/December 2015:

Kids Crossing

- **Cross Time Sunday School (10:05 AM):** We have several openings for teachers & assistants, beginning now through the coming spring. Please pray that the Lord would raise up His people to fill the following positions:
 - o 4 year-olds - K (helper, even months)
 - o Grades 1&2 (teacher, odd months)
 - o Grade 5 (teacher, even months)
- **Early Childhood (2&3 year-olds):** Continuing to go well for both services and Sunday School. Praise the Lord, all teaching positions are filled.
- **Children's Church:** The Gospel Project curriculum worship segment continues to work well for Children's Church. We continue to see between 8-12 students each week. We do however, have an immediate opening for a team (D), beginning in February 2016.
- **"WINTER BLAST" Kids' Retreat (Friday - Sunday, February 5-7, 2016):** This Friday - Sunday retreat, for ages 7 - 5 grade, is packed with fun, food, fellowship and hopefully snow!
- **New Security Check-in:** The new check-in system seems to working well; we are continuing to monitor the performance of the BCS iPads we are using.
- **Wednesday Evening Programs:** Our Awana program is blessed this year with around 60 children, which the elder's have the privilege of teaching both the T&T and Sparks groups, focusing in on the question, "Who is Jesus?" from the gospel of John. We have the Awana store coming up December 16, where the kid's can spend the Awana bucks they earned on gifts for their families. Please pray for Julie Gibson in her role as Awana commander, and that the Lord would provide more volunteers for the T&T group.

- **New PA Background Check Requirements for Employees & Volunteers:** There are still a number of volunteers who have not completed the Mandatory Reporter Training, though not required to serve.

Student Ministry

- See Pastor Mark's report.

Adult Ministry

- **Adult Electives:** We completed our fall semester on December 13, and will begin our new winter/spring semester on January 10, 2015, with the following breakdown of classes:
 - o I Corinthians - Scott Holwick
 - o Evangelism Training - Pat Barry & Chris Jones
 - o Pastoral Epistles - Dick Bickings

As always, please continue to 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:**
 - o **Bethel Series:** The new cycle in The Bethel Series began with Bethel OT in the first week of October 2015. There is only one multi-gender class this time around that meets on Tuesday evenings and is taught by Jason Lee, and one women-only class taught on Thursday evenings by Peggy Brimer.
 - o **Men's Bible Studies/Prayer:**
 - Thursday mornings from 6:15 AM – 7:30 AM, This early morning bible study group is currently in a study on "The Life and Ministry of Jesus Christ".
 - Thursday mornings from 9:00 AM – 10:30 AM, This Men's Bible Study is starting a new topic, on January 7th, 2016 called, "Act Like Men," by James MacDonald, Senior Pastor of Harvest Bible Chapel in Chicago. There are currently 6-8 men involved in this study.
- **Women's Ministry:** Here is an update from Laura...

Bible Studies: We finished up our study of Joseph the first week of December. We had Jessie Seneca from More of Him Ministries join us. She was the author of the study. We concluded that day with a beautiful luncheon and a great time of fellowship. Gail ended her study in John right before Thanksgiving. In January we are looking forward to doing Priscilla Shirer's "Armor of God" and we will offer that on Monday evenings (led by Vicki Cowely) and Tuesday mornings as well. Mom To Mom will keep running thru March. When we have all moms there, we usually have about 12 moms and offer child care for about 10 children. Also, beginning in January a study of Ruth will begin in my home for Tis So Sweet once a month.

MOPS: We have been going strong. We had our Christmas gathering and Jen Hoy was our speaker. Some of our alumni moms came back to hear her speak as well. Lisa Pyles catered the entire morning and it was beautiful. We will meet this week again before Christmas. We are praying for our leader Jill Rathmell as she begins isolation for cancer treatment.

Christmas Gathering: We met at the home of the Gibson's for our Christmas Open house. Shannon Fodale was our speaker. I believe we had about 30 women come for that. We had a WELL giving box and donations were given to help some of or bless some of the women in our own congregation. We were able to bless 5 different women. That is very exciting!

WM Team: June Wenagle will be joining our team beginning in January.

SHE LEADS: This year it will be held in Reading the day before Priscilla Shirer comes to speak. We are hoping to have a lot of women come out for both of these conferences.

Discipleship: I continue to meet with women for encouragement and Discipleship."

Discipleship Support

- **Kinship:** Praise the Lord, for the great response and diligent work of the Kinship leaders to make this core ministry of our church a continued success. A special thanks goes to Bob and Laurie Gill for their tireless work to make this all possible!

Other:

- Continue to meet with a couple to counsel and encourage with their marriage
- Spoke at Men's Breakfast on December 12.
- Privileged to visit and provide physical & Spiritual care for several people in our church.
- Continued work on the new Church Database as time permitted (especially KC security modules & elder shepherding lists).
- 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

Worship /Young Adult Ministry Update November-December 2015

By Jeremy Harkins, Worship Pastor

...God's Son, Supreme ...

Hebrews 1:1-4

1 Long ago, at many times and in many ways, God spoke to our fathers by the prophets, ² but in these last days he has spoken to us by his Son, whom he appointed the heir of all things, through whom also he created the world. ³ He is the radiance of the glory of God and the exact imprint of his nature, and he upholds the universe by the word of his power. After making purification for sins, he sat down at the right hand of the Majesty on high, ⁴ having become as much superior to angels as the name he has inherited is more excellent than theirs.

Worship/College Age Shepherding

-I have been going through discipleship with 3 young adult men on a regular basis to grow in accountability through being real with each other, studying the scriptures, and spending time in prayer

Lindsay and I continue to send out e-mails and texts to the young men and women, on a college campus, asking for updated prayer requests, praises, or concerns going on in their lives.

...Please pray for these young men and women for true intimacy with Christ and a Holy fear of God as I continue to grow & groan with them and help in equipping and teaching them on living out their faith.

Teaching

-We have been going through passages based on true worship from "the Ultimate Priority on Worship" by John Macarthur with the praise team about what Worship is and what worship is not. So far this December we have been looking at different passages that talk about the incarnation of Jesus and the significance of Him coming as a child in the humble human nature, yet was sinless and appointed to be His Father's messenger. Fully God and fully man! (Hebrews 1)

-I was privileged to help Dale Sine, who has been dealing with surgeries to get cancer removed, at some local nursing homes in setting up/tearing down, singing, and interacting with the retirees. I had an opportunity to pray with a few and to hear Dale present the gospel message. It was exciting to be a part of how God is using him and others in our local retirement homes! Dale has been faithfully making sermon CD's for a long-time and God has used him to bless others through this ministry!

Simulcast/Sound/Media

-We are thankful for our volunteers that continue to serve the Lord in this capacity. Also for those who have filled in to help with the media in months of November and December.

College-Age Fellowship- Kinship

We continue to go through the "Gospel In Life" series from Tim Keller. It has been solid teaching the first 3 sessions as he unpacks: How to live out the gospel in our communities, what is the motivation of our hearts, and the sin beneath the sin of idolatry. It has been convicting and encouraging the interaction and life application we have discussed within our group.

Additional Areas

-The Preparations are coming together with the choir, since they began practices the beginning of December. Nicole Huie is doing a wonderful job in directing and developing the group of singers!

- Christmas Eve services. There is an opportunity, for those who would like to play a song, to play during the prelude of the Christmas Eve services. The focus of the praise music will be a "light has come, for those that walked in deep darkness" (Isaiah 9:2). Pastor Mark will be teaching through Isaiah 9.

Student Ministries Report - November 2015

"The true light, which gives light to everyone, was coming into the world. He was in the world, and the world was made through him, yet the world did not know him."

John 1:9 ESV

We have come to that special time of year when Christmas is on everyone's brain. My family always looks forward to the Advent season, which we never really "observed" till a couple years ago. It is not something that every family has to do, but for us it has proved to be a good way to spend some time focusing our hearts on Christ's birth, rather than just trying to take a couple minutes Christmas morning before the presents to read the Christmas story. Christmas is a great time for us to teach our children and our students about God's great love story - which culminates in Christ's birth, life, death and resurrection.

Teaching

- **Middle School**
In our Core Truth curriculum, we just finished a series on the church - "Community of Believers". We are now in a series on worship called "Living Sacrifice".
- **High School**
We are studying Ecclesiastes.
- **Sunday School**
We are teaching through the Gospel Project in both the MS and HS SS classes. Right now we are looking at prayer.

Shepherding

- Made a couple visits to those with health needs.
- Did some marital counseling with a man I married a couple years ago as he faces challenges in his marriage.

Staff

- Had breakfast with one of our youth staff members.

Activities

- **OCC Luncheon**
This is always a great time where families come together, eat and pack shoeboxes for Operation Christmas Child. I think we had more people than ever before. That was encouraging. We delivered the boxes that following Saturday.
- **Illuminite**
November was a HS only Illuminite.

- **BFC Thanksgiving Rally**

This was the first time we have ever attended this. It was a good day, mostly sports oriented, but even for those who did not want to do sports there were games and hot chocolate and the game room. We only took 4 students, but it was neat to check it out and I hope to do it again next year with more participating.

- **Family Night @ youth group**

We like to do this quarterly, and this time we brought in somebody from NACC who discussed how to pay for college with our youth parents while I taught the teens on money.

Other

- I am still re-evaluating the effectiveness and direction of Invert (student leadership). Watched a webinar which provided some helpful ideas. We have also had discussion as a youth volunteer staff which has been good.
- Enjoyed participating in R4TC
- Had the privilege to teach the younger Awana kids about Jesus as “Messiah”.
- Continue to work with the BOYYA on Sno Glo details for this coming January.
- Enjoyed the Thanksgiving Dinner with the church body.

Respectfully Submitted,

Mark Culton