



EBENEZER
BIBLE FELLOWSHIP CHURCH

Board of Elders Meeting February 10, 2020

Opening & Prayer

Pastor Tim Gibson opened the meeting in prayer.

Roll Call

The following elders were **present**: Tim Gibson, Dick Bickings, Tom Galloway, Bob Gill, Swannie Griffin, Kevin Hardy, Jeremy Harkins, Scott Holwick, Chris Jones, Mike Notary, Byron Roth, Travis Schanely

The following elders were **absent**: Dennis Flanagan, Phil Norris

Devotional: "Mortification of Sin" by John Owen - Chapter 5-6

- What mortification is not
 - Never utterly rooted or destroyed
 - Not just changing the outward aspects of sin
 - Not just an improvement of our natural constitution
 - Not when it is only diverted
 - Occasional victories over sin is not mortification
- What mortification is
 - Habitual weakening of sin
 - Constant fight and contention against sin
 - Recognize the enemy
 - Attack with Spiritual weapons
 - A degree of success in the battle

Elders discussed some Congregational Care Issues

Prayer Time – The Elders prayed together and focused on the current needs of the congregation.

Approval of Minutes

A motion was made to approve the minutes from the Elders meeting held January 13, 2020; it was seconded and passed.

Financial Report – January 2020 (Attachment 1)

The motion was made to approve this financial report, it was seconded and passed unanimously. Byron Roth highlighted the following:

- Income: \$12,000 behind
- Expense: under budget

Congregational Health: Youth Ministry

- Strength:
 - Youth Group Middle School attendance high
 - Sunday School High School attendance good
- Weakness:
 - Youth Group High School attendance low
- Ideas to make the ministry better:

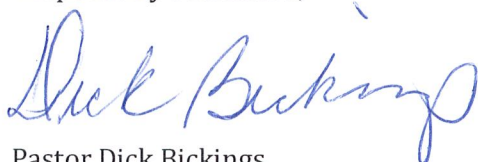
- Seek ways to encourage High School kids to come
- Work on relationship with students and parents
 - Disciplining their children
 - Working through family issues
- Need another Middle School boy's Sunday school teacher
- Kevin Hardy prayed for the ministry

Discussion Items:

- 1) After Service Prayer Ministry (Travis Schanely)
 - An increase on response (multiple needs have been prayed over)
 - Only a few women have volunteered to be part of the prayer team so far
 - More elder involvement is needed at each service to have enough people to offer prayer, and we also need more volunteers
- 2) Internships (Tim Gibson)
 - Elders reviewed the "Pastoral Internship" document (*Attachment 2*)
 - Motion made to approve the document, seconded, passed unanimously
- 3) Deacon Liaison Discussion
 - Swannie Griffin talked to Kevin Kritzerberger to see if there is a need for a liaison, Kevin will get to Swannie with an answer.
 - Elders believe that the liaison position is important
 - Swannie is interested in being that liaison
- 4) Church Sign estimate & process (Mike)
 - Sign price: \$40K each with video board, not including stonework (31"x78")
 - Horizon Signs will get back to us with detailed price breakdown
- 5) Elders' Retreat
 - TBD
- 6) Elder Training – "2020 Becoming an Effective Spiritual Leader" - March 28, 2020, 10am-4pm, simulcasted at Harvest Bible Fellowship Church (Doylestown, PA) (Tim)
 - Seven elders expressed desire to go
 - Will leave the church at 8:30 AM and return at 5:30 PM
- 7) Counseling Update (Tim)
 - Tim gave update on each counselor
 - Spent \$1000 so far
- 8) Youth Summer Mission Fund – **name was changed to "Summer Missions Fund"** (Elder's voted unanimously to change)

Chris Jones adjourned the meeting with prayer.

Respectfully submitted,



Pastor Dick Bickings
Secretary to the Board of Elders

EBENEZER BIBLE FELLOWSHIP CHURCH

BUDGET VS. ACTUALS: FY 2020 BUDGET - FINAL - FY20 P&L

January 2020

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
Revenue				
1100 Offerings / Gifts	70,566.19	83,703.00	-13,136.81	84.31 %
1400 Interest	342.85	285.00	57.85	120.30 %
1700 Memorials		30.00	-30.00	
1900 Bethlehem Christian School	1,210.00	1,210.00	0.00	100.00 %
1901 Other Building Use		25.00	-25.00	
Total Revenue	\$72,119.04	\$85,253.00	\$ -13,133.96	84.59 %
GROSS PROFIT	\$72,119.04	\$85,253.00	\$ -13,133.96	84.59 %
Expenditures				
10000 Congregational Care Ministries	798.93	1,359.50	-560.57	58.77 %
11000 Compensation	98,233.38	58,686.42	39,546.96	167.39 %
2000 General Church Finance	2,164.92	24,434.87	-22,269.95	8.86 %
3000 Discipleship Ministries	-1,284.63	4,639.39	-5,924.02	-27.69 %
5000 Evangelism Ministries		632.00	-632.00	
6000 Missions	150.00	3,000.00	-2,850.00	5.00 %
7000 Deacon Ministries	5,957.90	9,360.00	-3,402.10	63.65 %
8000 Worship	2,340.00	3,115.00	-775.00	75.12 %
9000 Office Expenses	407.32	1,463.37	-1,056.05	27.83 %
Total Expenditures	\$108,767.82	\$106,690.55	\$2,077.27	101.95 %
NET OPERATING REVENUE	\$ -36,648.78	\$ -21,437.55	\$ -15,211.23	170.96 %
NET REVENUE	\$ -36,648.78	\$ -21,437.55	\$ -15,211.23	170.96 %

EBENEZER BIBLE FELLOWSHIP CHURCH

BALANCE SHEET CURRENT VS. PRIOR MONTH

As of January 31, 2020

	TOTAL			
	AS OF JAN 31, 2020	AS OF DEC 31, 2019 (PP)	CHANGE	% CHANGE
ASSETS				
Current Assets				
Bank Accounts				
18000 Branch Banking & Trust	416,195.37	467,297.09	-51,101.72	-10.94 %
18002 BB&T Certificates of Deposit	200,872.75	200,872.75	0.00	0.00 %
19000 M&T Bank Savings	0.00	0.00	0.00	
19001 M&T Bank Checking	30,375.67	30,375.67	0.00	0.00 %
19002 M&T Money Market	201,947.82	201,608.51	339.31	0.17 %
Total Bank Accounts	\$849,391.61	\$900,154.02	\$ -50,762.41	-5.64 %
Total Current Assets	\$849,391.61	\$900,154.02	\$ -50,762.41	-5.64 %
TOTAL ASSETS	\$849,391.61	\$900,154.02	\$ -50,762.41	-5.64 %
LIABILITIES AND EQUITY				
Liabilities				
Current Liabilities				
Other Current Liabilities				
100 Payroll Liabilities	0.00	0.00	0.00	
2111 Direct Deposit Liabilities	0.00	0.00	0.00	
901 Building Fund	29,823.11	29,733.11	90.00	0.30 %
902 Capital Improvement Fund	0.00	0.00	0.00	
903 Transportation Fund	913.00	913.00	0.00	0.00 %
904 Scholarships	3,951.44	3,858.44	93.00	2.41 %
905 Faith Promise	16,705.37	29,729.30	-13,023.93	-43.81 %
907 Benevolence Fund	9,486.83	13,816.48	-4,329.65	-31.34 %
908 Music Fund	5,178.01	5,168.01	10.00	0.19 %
909 Heyer Trust Fund	48,542.89	48,621.55	-78.66	-0.16 %
911 Year End Accruals	8,480.16	8,480.16	0.00	0.00 %
912 Run for the Children	0.00	0.00	0.00	
914 Health Care Accounts	7,492.95	3,137.77	4,355.18	138.80 %
915 Youth Summer Missions	5,000.00	5,000.00	0.00	0.00 %
Direct Deposit Payable	0.00	0.00	0.00	
Total Other Current Liabilities	\$135,573.76	\$148,457.82	\$ -12,884.06	-8.68 %
Total Current Liabilities	\$135,573.76	\$148,457.82	\$ -12,884.06	-8.68 %
Total Liabilities	\$135,573.76	\$148,457.82	\$ -12,884.06	-8.68 %
Equity				
1000 Opening Bal Equity	-407,878.80	-407,878.80	0.00	0.00 %
900 Retained Earnings	1,159,575.00	1,159,575.00	0.00	0.00 %
Net Revenue	-37,878.35		-37,878.35	
Total Equity	\$713,817.85	\$751,696.20	\$ -37,878.35	-5.04 %
TOTAL LIABILITIES AND EQUITY	\$849,391.61	\$900,154.02	\$ -50,762.41	-5.64 %

EBENEZER BIBLE FELLOWSHIP CHURCH

BALANCE SHEET VS. PRIOR YEAR

As of January 31, 2020

	TOTAL			
	AS OF JAN 31, 2020	AS OF JAN 31, 2019 (PY)	CHANGE	% CHANGE
ASSETS				
Current Assets				
Bank Accounts				
18000 Branch Banking & Trust	416,195.37	554,088.48	-137,893.11	-24.89 %
18002 BB&T Certificates of Deposit	200,872.75	67,855.85	133,016.90	196.03 %
19000 M&T Bank Savings	0.00	93,146.55	-93,146.55	-100.00 %
19001 M&T Bank Checking	30,375.67	5,375.67	25,000.00	465.06 %
19002 M&T Money Market	201,947.82		201,947.82	
Total Bank Accounts	\$849,391.61	\$720,466.55	\$128,925.06	17.89 %
Total Current Assets	\$849,391.61	\$720,466.55	\$128,925.06	17.89 %
TOTAL ASSETS	\$849,391.61	\$720,466.55	\$128,925.06	17.89 %
LIABILITIES AND EQUITY				
Liabilities				
Current Liabilities				
Other Current Liabilities				
100 Payroll Liabilities	0.00	-1,355.01	1,355.01	100.00 %
2111 Direct Deposit Liabilities	0.00	0.00	0.00	
901 Building Fund	29,823.11	69,220.64	-39,397.53	-56.92 %
902 Capital Improvement Fund	0.00	0.00	0.00	
903 Transportation Fund	913.00	488.00	425.00	87.09 %
904 Scholarships	3,951.44	3,075.44	876.00	28.48 %
905 Faith Promise	16,705.37	23,039.69	-6,334.32	-27.49 %
907 Benevolence Fund	9,486.83	17,538.65	-8,051.82	-45.91 %
908 Music Fund	5,178.01	279.45	4,898.56	1,752.93 %
909 Heyer Trust Fund	48,542.89	43,892.03	4,650.86	10.60 %
911 Year End Accruals	8,480.16	8,480.16	0.00	0.00 %
912 Run for the Children	0.00	0.00	0.00	
914 Health Care Accounts	7,492.95	5,155.44	2,337.51	45.34 %
915 Youth Summer Missions	5,000.00	0.00	5,000.00	
Direct Deposit Payable	0.00	0.00	0.00	
Total Other Current Liabilities	\$135,573.76	\$169,814.49	\$ -34,240.73	-20.16 %
Total Current Liabilities	\$135,573.76	\$169,814.49	\$ -34,240.73	-20.16 %
Total Liabilities	\$135,573.76	\$169,814.49	\$ -34,240.73	-20.16 %
Equity				
1000 Opening Bal Equity	-407,878.80	-407,878.80	0.00	0.00 %
900 Retained Earnings	1,159,575.00	941,176.92	218,398.08	23.20 %
Net Revenue	-37,878.35	17,353.94	-55,232.29	-318.27 %
Total Equity	\$713,817.85	\$550,652.06	\$163,165.79	29.63 %
TOTAL LIABILITIES AND EQUITY	\$849,391.61	\$720,466.55	\$128,925.06	17.89 %

Pastoral Internship

Purpose: To provide an opportunity for men to grow under the leadership of the pastoral staff & gain experience in real Church ministry for the purpose of equipping men for ministry & confirming a "gospel call" into full time ministry.

Vision/Responsibilities:

- The intern would gain experience in regular teaching & periodic preaching opportunities. This would enable the senior pastor to equip and evaluate all teaching opportunities.
- The intern would gain experience in visitation.
- The intern would gain practical experience in the following:
 - 1) How to conduct a baptism & how to administer the Lord's Supper
 - 2) How to have a gospel conversation & sharpen evangelistic skills
 - 3) How to establish that a person is ready for salvation, baptism, etc.
 - 4) How to conduct a wedding ceremony, funeral service, and graveside service
 - 5) How to plan and execute ministry events
 - 6) How to participate in the team planning of church-wide events
 - 7) How to prepare and deliver a message in a large service
- The intern would sit in pertinent meetings such as elder & staff meetings.
- The intern would be allowed to do some counseling if possible.
- The intern will experience prayer times.

Spiritual Growth/Accountability:

- The intern would give an account to the Senior Pastor
- The intern would engage in theological discussions on a regular basis
- The intern would see first-hand how to make decisions that fit with ministry philosophy
- The intern would experience personal growth spiritually, intellectually, and relationally.
- The intern will be directed as per his giftings to a particular ministry track/focus (i.e. worship, youth, pastoral, discipleship, counseling, etc.)

Time & Financial Requirements: 10 hours a week at \$20/hour