



EBENEZER
BIBLE FELLOWSHIP CHURCH

Board of Elders Meeting May 13, 2019

Roll Call

The following elders were **present**: Tim Gibson, Dick Bickings, Dennis Flanagan, Tom Galloway, Swannie Griffin, Kevin Hardy, Jeremy Harkins, Scott Holwick, Chris Jones, Phil Norris, Mike Notary, Byron Roth

The following elder was **absent**: Bob Gill

Pastor Tim Gibson opened in prayer

Devotional: 1 Timothy 1

- Stay on duty not allowing false teaching (*certain persons*, v. 6)
 - Possibly elders (v 7, 20)
 - Hymenaeus
 - Alexander
 - Devoted to myths and endless genealogies rather than the stewardship of faith (Judaizers)
 - Desiring to be teachers of the law without understanding
- Motivations (v 5)
 - Love
 - Pure heart
 - Good Conscience
 - Sincere Faith
- Grace (v 12)
 - Christ Jesus came to save sinners
- Charge (v 18)
 - Wage the good warfare
 - Holding strong to the faith

Prayer Time: Elders spent time in prayer corporately for the congregation

Approval of Minutes

A motion was made to approve the minutes from the Elders meeting held April 8, 2019; it was seconded and passed unanimously.

Financial Report - April 2019 (Byron) (*Attachment 1*) - The motion was made to approve this financial report as written, it was seconded and passed unanimously. The elders made note of the following other items:

- Giving above budget
- Higher expenses last month because of legal expenses associated with the sale of the parsonage
- Thursday (May 16, 2019) afternoon is the closing for the parsonage (elders will decide what to do with the money)
- Finance committee will do a rewrite of the financial policy.

Discussion Items:

- 1) PRC - Ordination Discussion (Tom Galloway) (*Attachment 2*)
 - Propose a 3% raise when ordination process is complete
 - 1% candidate under care of MCC
 - 2% becoming a licensed probationer
 - Offers support & encouragement for our pastors as they prepare
- 2) Master Plan Project by Horst Construction - (Mike)
 - Approval requested for a Core Group to lead several Focus Groups (*Attachment 3*)
 - Mike explained that focus groups are needed to evaluate the use of space and look at options for the facility for the purpose of long term planning.
 - Motion made to approve the Core Group members as written. Seconded. Approved unanimously.
- 3) New HVAC Unit for Rooms 16-20
 - Motion made to approve the purchase and installation of the HVAC for rooms 16-20, as requested by George Hardy, with a not exceed amount of \$12,000, with the funds being pulled from savings. Seconded. Elder's unanimously approved the motion.
- 4) Role and Authority of the Property Committee
 - Article 8 of By-laws (page 12)
 - All church properties, furnishings, and updates are the responsibility of the Property Committee
 - Question: Is the Property Committee the final say on every area of ministry concerning aesthetics?
 - Elder recommendations:
 - Deacons approve who is on the Property Committee
 - Property Committee approves the Decorating Committee members
 - Property Committee should include a Decorating Committee member
 - The authority & responsibility of the two committees should flow as follows:
 - Temporary changes done to the facility can be approved by the Decorating Committee, as long as, the Decorating Committee communicates these changes to the Property Committee.
 - Permanent changes to the facility may be proposed by the Decorating Committee, but must be approved by the Property Committee.
- 5) "What it means to be a Christian" card to put into the pews (*Attachment 4*)
 - Add a sentence on Grace using Eph 2:8-9...Pastor Tim will add this.
 - Elders approved of the idea.
- 6) Elder's Retreat
 - Elders discussed having a retreat in the winter...possibility in February 2020.
 - Elders will discuss this further in the near future.
- 7) Property Committee Update - Foyer & Signs (Mike)
 - Still waiting for permit approval for lighting installation (need electrical engineering approved drawings)
 - Painting & Flooring waiting until after light installation
- 8) Lynfield Ministry Update (Dick)
 - Pastor Dick updated the elders on the Lynfield Worship Service

9) Discipleship at Ebenezer (Kevin Hardy) (*Attachment 5*)

- The elders, led by Kevin, discussed the document, "Discipling Plan." The elders approved the plan and talked further about its implementation.
- Further discussion will take place in the near future as we look at potential men who could be used in the discipling process.

Chris Jones adjourned the meeting with prayer.

Pastoral Reports -

Dick Bickings (*Attachment 6*)

Respectfully submitted,

A handwritten signature in dark ink, appearing to read "Dick Bickings", written in a cursive style.

Pastor Dick Bickings
Secretary to the Board of Elders

EBENEZER BIBLE FELLOWSHIP CHURCH

Attachment #1

BALANCE SHEET CURRENT VS. PRIOR MONTH

As of April 30, 2019

	TOTAL			
	AS OF APR 30, 2019	AS OF MAR 31, 2019 (PP)	CHANGE	% CHANGE
ASSETS				
Current Assets				
Bank Accounts				
18000 Branch Banking & Trust	583,647.99	552,028.59	31,619.40	5.73 %
18002 BB&T Certificates of Deposit	67,864.38	67,864.38	0.00	0.00 %
19000 M&T Bank Savings	93,169.26	93,161.60	7.66	0.01 %
19001 M&T Bank Checking	5,375.67	5,375.67	0.00	0.00 %
Total Bank Accounts	\$750,057.30	\$718,430.24	\$31,627.06	4.40 %
Total Current Assets	\$750,057.30	\$718,430.24	\$31,627.06	4.40 %
TOTAL ASSETS	\$750,057.30	\$718,430.24	\$31,627.06	4.40 %
LIABILITIES AND EQUITY				
Liabilities				
Current Liabilities				
Other Current Liabilities				
100 Payroll Liabilities	-2,964.81	-2,964.81	0.00	0.00 %
2111 Direct Deposit Liabilities	0.00	0.00	0.00	
901 Building Fund	56,235.64	59,335.64	-3,100.00	-5.22 %
902 Capital Improvement Fund	0.00	0.00	0.00	
903 Transportation Fund	513.00	488.00	25.00	5.12 %
904 Scholarships	2,993.44	2,843.44	150.00	5.28 %
905 Faith Promise	24,013.09	21,002.29	3,010.80	14.34 %
907 Benevolence Fund	20,283.86	21,097.21	-813.35	-3.86 %
908 Music Fund	223.31	198.31	25.00	12.61 %
909 Heyer Trust Fund	43,324.37	43,513.10	-188.73	-0.43 %
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	4,832.55	5,006.11	-173.56	-3.47 %
915 Youth Summer Missions	15,708.00	7,698.00	8,010.00	104.05 %
Direct Deposit Payable	0.00	0.00	0.00	
Total Other Current Liabilities	\$173,642.61	\$166,697.45	\$6,945.16	4.17 %
Total Current Liabilities	\$173,642.61	\$166,697.45	\$6,945.16	4.17 %
Total Liabilities	\$173,642.61	\$166,697.45	\$6,945.16	4.17 %
Equity				
1000 Opening Bal Equity	-407,878.80	-407,878.80	0.00	0.00 %
900 Retained Earnings	941,176.92	941,176.92	0.00	0.00 %
Net Revenue	43,116.57	18,434.67	24,681.90	133.89 %
Total Equity	\$576,414.69	\$551,732.79	\$24,681.90	4.47 %
TOTAL LIABILITIES AND EQUITY	\$750,057.30	\$718,430.24	\$31,627.06	4.40 %

EBENEZER BIBLE FELLOWSHIP CHURCH

BALANCE SHEET VS. PRIOR YEAR

As of April 30, 2019

	TOTAL			
	AS OF APR 30, 2019	AS OF APR 30, 2018 (PY)	CHANGE	% CHANGE
ASSETS				
Current Assets				
Bank Accounts				
18000 Branch Banking & Trust	583,647.99	579,803.99	3,844.00	0.66 %
18002 BB&T Certificates of Deposit	67,864.38	67,799.37	65.01	0.10 %
19000 M&T Bank Savings	93,169.26	93,076.14	93.12	0.10 %
19001 M&T Bank Checking	5,375.67	5,375.67	0.00	0.00 %
Total Bank Accounts	\$750,057.30	\$746,055.17	\$4,002.13	0.54 %
Total Current Assets	\$750,057.30	\$746,055.17	\$4,002.13	0.54 %
TOTAL ASSETS	\$750,057.30	\$746,055.17	\$4,002.13	0.54 %
LIABILITIES AND EQUITY				
Liabilities				
Current Liabilities				
Other Current Liabilities				
100 Payroll Liabilities	-2,964.81	-6,318.85	3,354.04	53.08 %
2111 Direct Deposit Liabilities	0.00	0.00	0.00	
901 Building Fund	56,235.64	72,701.70	-16,466.06	-22.65 %
902 Capital Improvement Fund	0.00	-16,389.00	16,389.00	100.00 %
903 Transportation Fund	513.00	288.00	225.00	78.13 %
904 Scholarships	2,993.44	3,739.44	-746.00	-19.95 %
905 Faith Promise	24,013.09	16,467.31	7,545.78	45.82 %
907 Benevolence Fund	20,283.86	13,492.01	6,791.85	50.34 %
908 Music Fund	223.31	384.20	-160.89	-41.88 %
909 Heyer Trust Fund	43,324.37	18,523.55	24,800.82	133.89 %
911 Year End Accruals	8,480.16	8,480.16	0.00	0.00 %
912 Run for the Children	0.00	110.86	-110.86	-100.00 %
914 Health Care Accounts	4,832.55	5,009.53	-176.98	-3.53 %
915 Youth Summer Missions	15,708.00	23,810.99	-8,102.99	-34.03 %
Direct Deposit Payable	0.00	0.00	0.00	
Total Other Current Liabilities	\$173,642.61	\$140,299.90	\$33,342.71	23.77 %
Total Current Liabilities	\$173,642.61	\$140,299.90	\$33,342.71	23.77 %
Total Liabilities	\$173,642.61	\$140,299.90	\$33,342.71	23.77 %
Equity				
1000 Opening Bal Equity	-407,878.80	-407,878.80	0.00	0.00 %
900 Retained Earnings	941,176.92	988,024.88	-46,847.96	-4.74 %
Net Revenue	43,116.57	25,609.19	17,507.38	68.36 %
Total Equity	\$576,414.69	\$605,755.27	\$ -29,340.58	-4.84 %
TOTAL LIABILITIES AND EQUITY	\$750,057.30	\$746,055.17	\$4,002.13	0.54 %

Ebenezer Bible Fellowship Church

BUDGET VS. ACTUALS: FY 2019 BUDGET - FINAL - FY19 P&L

April 2019

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
Revenue				
1100 Offerings / Gifts	103,007.94	82,393.33	20,614.61	125.02 %
1400 Interest	11.97	27.25	-15.28	43.93 %
1700 Memorials	50.00	58.00	-8.00	86.21 %
1900 Bethlehem Christian School		0.00	0.00	
1901 Other Building Use		25.00	-25.00	
Total Revenue	\$103,069.91	\$82,503.58	\$20,566.33	124.93 %
GROSS PROFIT	\$103,069.91	\$82,503.58	\$20,566.33	124.93 %
Expenditures				
10000 Congregational Care Ministries	328.89	233.00	95.89	141.15 %
11000 Compensation	53,613.37	53,110.92	502.45	100.95 %
2000 General Church Finance	5,245.20	2,207.67	3,037.53	237.59 %
3000 Discipleship Ministries	3,182.82	2,115.00	1,067.82	150.49 %
5000 Evangelism Ministries	3,071.81	140.00	2,931.81	2,194.15 %
6000 Missions	957.68	613.00	344.68	156.23 %
7000 Deacon Ministries	10,459.14	7,356.00	3,103.14	142.19 %
8000 Worship	105.93	167.00	-61.07	63.43 %
9000 Office Expenses	1,423.17	1,323.00	100.17	107.57 %
Total Expenditures	\$78,388.01	\$67,265.59	\$11,122.42	116.54 %
NET OPERATING REVENUE	\$24,681.90	\$15,237.99	\$9,443.91	161.98 %
NET REVENUE	\$24,681.90	\$15,237.99	\$9,443.91	161.98 %

Ebenezer Bible Fellowship Church

BUDGET VS. ACTUALS: FY 2019 BUDGET - FINAL - FY19 P&L

January - April, 2019

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
Revenue				
1100 Offerings / Gifts	365,528.74	350,168.43	15,360.31	104.39 %
1400 Interest	56.00	141.75	-85.75	39.51 %
1700 Memorials	200.00	232.00	-32.00	86.21 %
1900 Bethlehem Christian School		0.00	0.00	
1901 Other Building Use	300.00	100.00	200.00	300.00 %
Total Revenue	\$366,084.74	\$350,642.18	\$15,442.56	104.40 %
GROSS PROFIT	\$366,084.74	\$350,642.18	\$15,442.56	104.40 %
Expenditures				
10000 Congregational Care Ministries	378.89	932.00	-553.11	40.65 %
11000 Compensation	209,697.35	217,653.68	-7,956.33	96.34 %
2000 General Church Finance	12,551.28	22,878.43	-10,327.15	54.86 %
3000 Discipleship Ministries	12,395.99	11,569.00	826.99	107.15 %
5000 Evangelism Ministries	3,516.10	3,780.00	-263.90	93.02 %
6000 Missions	49,332.12	49,704.50	-372.38	99.25 %
7000 Deacon Ministries	30,096.29	31,095.00	-998.71	96.79 %
8000 Worship	1,241.59	1,731.00	-489.41	71.73 %
9000 Office Expenses	3,758.56	7,002.00	-3,243.44	53.68 %
Total Expenditures	\$322,968.17	\$346,345.61	\$ -23,377.44	93.25 %
NET OPERATING REVENUE	\$43,116.57	\$4,296.57	\$38,820.00	1,003.51 %
NET REVENUE	\$43,116.57	\$4,296.57	\$38,820.00	1,003.51 %

Proposal for salary increases for staff undergoing Ordination in the Bible Fellowship Church

The PRC would like the Board of Elders at Ebenezer Bible Fellowship Church to review the following information as a potential policy to encourage and support the Pastoral Staff to seek Licensing and ordination with the Bible Fellowship Church.

According to Article 501-1 of the Principals of Order there are three steps toward ordination:

Applicant

Candidate

Probationer

The PRC proposes that when an un-ordained member of the Pastoral Staff at EBFC becomes a Candidate under the care of the Ministerial Candidate Committee an increase of 1% will be added to his Salary. Upon becoming a licensed probationer he will receive an increase of an additional 2% added to his salary.

This is in recognition that Ordination in the Bible Fellowship Church is a valuable asset to Ebenezer Bible Fellowship Church and requires a level of commitment toward time and study by the Candidate when undergoing the process toward ordination.

This program would not be utilized for current and future Pastoral Staff members at EBFC who have already attained ordination and would not be appropriate for future Pastoral Staff members who have obtained ordination outside the Bible Fellowship church and their previous ordination is recognized by the Ministerial Candidate Committee.

Thank you

EBFC PRC Committee

Tom Galloway, Dennis Flanagan, Phil Norris and Byron Roth

Master Plan by Horst Construction

5/8/19 Status Report

- Monday, May 6, 2019 – Rick Lown from Horst met with the staff to give an overview of the process to create a Master Plan (more details in their color 8-page handout)
 - 1) **Program** – Define specific requirements and goals for each and every ministry area. Our services include creating a Vision Workbook to discuss and plan for future needs in all of the church's ministry areas.
 - 2) **Sketches** – Create site and floor plans to reflect the proposed renovations/additions or new construction and Overall Master Plan with possible phases. Our services include inputting any existing plans into AutoCAD for study and evaluation. Our goal is to be the best stewards of the resources that God has entrusted with your church.
 - 3) **Budget** – As a Design-Build company, Horst has very active and updated database for the costs of all items required for the construction project. Our goal is to be as accurate as possible, based on today's construction costs, to create as realistic a budget as possible.
 - 4) **Scope of Work** – A detailed list that describes the construction methods, materials, and finishes that are included in the Budget – itemized by trade. The Scope of Work also includes a list of the items that are excluded from the construction budget but which the church ultimately needs to take into consideration for overall cost.
- In order to complete step #1, a Core Group and Focus Groups need to be established. The staff met on 5/8/19 to discuss potential members/leaders of each group.

Potential CORE Group Members (Rick's guideline is 10 max.)

- 1) Tim Gibson
- 2) Dick Bickings
- 3) Mike Notary
- 4) Jeremy Harkins
- 5) Kevin Kritzberger
- 6) Heather Hunsberger
- 7) Jennifer Schanely
- 8) Robbin Hunsberger
- 9) George Hardy
- 10) Steve McDaniel
- 11) Byron Roth

CORE Group Responsibilities

- Lead Focus Groups
- Attend Vision Meeting with Rick after he receives the questionnaires from the Focus Teams (2-3hr meeting). Date will be no earlier than **June 14, 2019** (July 22-26 might be realistic)
- Review submissions from Rick

FOCUS Groups with Potential Leaders

- Each group should be comprised of 4-6 people
- Rick will supply questions for each group by **May 20, 2019**
- The questions should be shared with and answered by each member of the group (on their own)
- Then the group should meet and discuss the answers together (Focus Groups only meet one time.)
- Focus Group leaders submit their answers to Pastor Mike by **June 7, 2019**
- See documents from Horst for Focus Group Goals & Meeting Process

	Leader	Group	Description	Potential Team Members
1.	Pastor Jeremy Harkins	Worship & Pulpit Music & Drama Sound & Lighting	<i>Worship service considerations/pulpit needs Choirs, bands, special services Sanctuary, stage/platform, fellowship area</i>	Tim Gibson Heather Hunsberger
2.	Jennifer Schanely	Nursery Children	<i>All aspects, size and number of classrooms. Ages, locations, special needs. Special space and amenity needs. Sound buffer/flexible spaces. Adjacencies</i>	Sharon Kritzberger Debbi Flanagan Julie Gibson
3.	Pastor Mike Notary	Youth	<i>Same as Nursery</i>	Heather Hunsberger
4.	Pastor Dick Bickings	Young Adult Adult Singles & Seniors	<i>Same as Nursery</i>	Laura Sommons Marcus Brunstetter Phil Norris Jeremy Harkins James & Jordan Vari
5.	George Hardy	Kitchen Fellowship	<i>Location, size, storage, equipment Flexibility, location, storage, equipment</i>	Mark Florentine Norma Hall
6.	Kevin Kritzberger	Maintenance & Grounds Outdoor Space	<i>Utilities, cleaning, parking, mowing Sports, picnics, activities</i>	
7.	Byron Roth	Finance	<i>Budgets, method to raise funds</i>	Joe Meier
8.	Robbin Hunsberger	Administration	<i>Week day needs of staff</i>	
9.	Pastor Mike Notary	Community Outreach	<i>Space for non-member use (evaluate)</i>	Doug Chen
10.	Kevin Kritzberger	Aesthetics	<i>Curb appeal, interior/exterior "look"</i>	
11.	Steve McDaniel	Bethlehem Christian School	<i>Needs & Vision for three aspects: 1) Pre-School 2) Grades K-4 3) Grades 5-8 (if they could be at EBFC)</i>	Brenda Hillman



Ebenezer Bible Fellowship Church

May 6, 2019

Focus Group Goals:

1. This stage of the process is the time for gathering:
Ideas, Dreams, Goals, Visions, Present and Future Ministries, etc.
2. The questions in this workbook are merely to start the discussion and dreaming. Feel free to add comments and ideas for the needs of your ministry, which are not asked in the workbook. We are trying to learn how your church works, as well as the vision of your congregation and God's Plan.
3. Focus Group members should try to think "outside the box". Think not of the confines of existing spaces that you already have, but of the possibilities of your ministry inside, as well as outside, the physical building.
4. Try to think as far into the future as possible for programs, needs, and visions.
5. Budgets will certainly be considered as part of this process, but do not let them create the parameters for the vision. A master plan will be created as part of this step, which allows the possibility for future space to be incorporated into the vision, even if it is not possible as part of the first phase.
6. The Focus Groups are the voice of your church. Horst Construction is merely the vehicle through which the physical building can accommodate your ministry goals.
7. The result of this master planning should be a unified design:
 - ❖ That incorporates the many diverse ideas into a well-planned, functional, and affordable facility.
 - ❖ That is sensitive to the personality and unique dynamics of your ministry.
 - ❖ That puts the priorities of your ministry first.
 - ❖ That has the total support of the congregation, both from a ministry and financial perspective.
 - ❖ That is totally unique to what your congregation is trying to achieve in your ministry.



Ebenezer Bible Fellowship Church

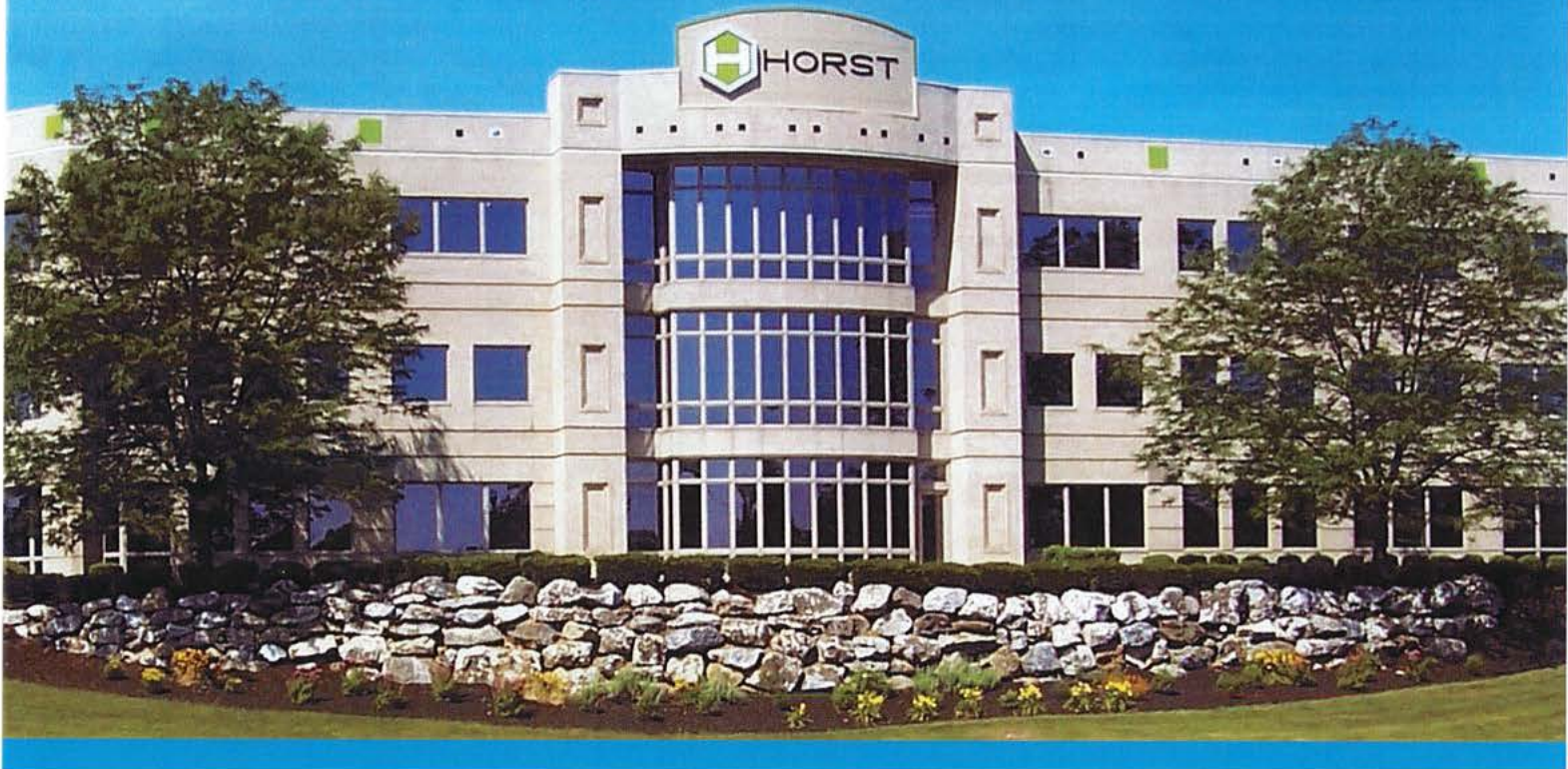
May 6, 2019

Focus Group Meeting Process:

- A. Committee Selection:
 - 2-3 (drafted) specific users of the space (i.e. administration – pastor, secretary).
 - 2-3 (volunteers) solicit congregation for those interested in giving input.
- B. Open Channels for communication with the Congregation:
 - Inform congregation of the study process and who is chairing each Focus Group.
 - Have members who want to give suggestions put it in writing and send to a Focus Group chair (all are invited to give their input).
- C. Focus Group Chairs to furnish list of Focus Group members, and tentative meeting dates to Building Team Chair by : _____ (select date).
 - For accountability.
 - To review / approve member selection.
- D. Distribute copies of questions to Focus Group members 1-2 weeks prior to the scheduled meeting:
 - Assign someone to do the research (where required) prior to the Focus Group meeting.
 - Confirm with everyone a day or two before the meeting to ensure full attendance.
- E. Hold all meetings at least one week before our next scheduled Vision meeting in case you discover more information or other people need to be consulted before that meeting.
- F. Assign a secretary / note taker for the group:
 - Be prepared to hand in to Horst Construction the written notes at the Vision meeting.
 - Notes can be in any format (even hand written on a photo copy of the workbook).
- G. Remember this is a minimum discussion in the workbook. Please take time in your meetings to let people dream and create visions for the future.

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For more than 120 years, Horst Construction has been known for setting and exceeding high standards of integrity, quality, service and personal attention. Our founder, Joseph Horst, established that commitment in the late 1800's and it continues today—on every project and for every client. We take pride in delivering projects that exceed our client's expectations, and in doing so on time and on budget.

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- **Horst Construction**
- **Horst Excavating**
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Randall L. Horst
CHAIRMAN



Harry F. Scheid
PRESIDENT & CEO



Kenneth J. Fetterolf
VICE PRESIDENT



David C. King
SECRETARY/TREASURER

COMPREHENSIVE DESIGN & CONSTRUCTION

At Horst, we place emphasis not only on craftsmanship, but on trust. For over 120 years, Horst Construction has been synonymous with integrity, quality, and collaboration.

We listen first, then build what matters to you. We work as a team to ensure your goals are achieved...beyond your expectations.

OUR SERVICES INCLUDE:

- Design-Build
- Sustainable Design
- Master Planning
- Preconstruction
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- Special Services for Renovations & Upgrades

Horst Construction provides services primarily throughout the east coast of the United States. We are licensed in PA, MD, DE, NJ, NC, and FL. Our scope of experience includes senior living, religious, higher education, private education, commercial, industrial, performing arts, hotel, and recreational facilities. We are honored that so many of our clients have chosen Horst Construction for multiple projects on their campus or for their facilities.

"To Build Exceptional Environments" takes on a new meaning with each and every project but the first step is always the same...listening to your needs and vision. The journey from your ideas to reality requires communication, trust, and collaboration.

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CHURCHES & RELIGIOUS FACILITIES

Horst Construction has been combining experience, integrity, and craftsmanship for over 120 years to build exceptional religious environments throughout the mid-Atlantic region. We offer a variety of tools to assist with evaluation of programming needs, floor plan options, and the development of realistic budgets to move forward with your project.

As a trusted partner, we will walk this journey with you to bring your vision to reality. We believe in building with a purpose from the very beginning, allowing us to bring your vision to life through collaboration, value engineering, and a passion for excellence.

**"We've been very impressed with Horst personnel at every level;
they are truly quality people. Most importantly, we are able to trust them.**

They are responsible, responsive, faith-based people."

*—Scott Long, Active Church Member, Builder, and
Leader of the Building Committee at State College Alliance Church*

ABOUT DESIGN-BUILD

The focus of our Design-Build process is to diligently understand the owner's project vision and work collaboratively—to ensure your goals are achieved and that you are completely satisfied. Horst leverages the strengths of single-source planning, design, and construction expertise to bring greater levels of accountability, value, and control to your project. We bring all of the critical disciplines to each design meeting to ensure the team knows the exact scope of each and every project. Horst matches the size and complexity of the project with the appropriate resource to ensure we are the best stewards of your financial resources.



First United Methodist of Lancaster



Christian Life Assembly



Bellevue Presbyterian



CHURCHES & RELIGIOUS FACILITIES

Design-Build Benefits

- Creative design to help capture your vision
- Quality solutions that address your individual needs
- Efficient and cost-effective
- Single point of contact
- Innovative ideas
- Reduced risk – Horst has total project ownership
- Early cost information for budgeting and fundraising
- Involvement in selection of both designers and subcontractors, if desired
- Faster delivery and streamlined processes
- Coordination of all the details, big and small
- Fewer administrative duties for the church
- Collaborative approach
- Open book policy with total transparency
- Shared cost savings at the end of the project

“Design-Build has become a preferred alternative to the traditional Design-Bid-Build process because it keeps surprises out of your project and ensures both minimal risk and maximum efficiency.”

—Rick Lown, RA, NCARB at Horst Construction



St. Sophia

Horst Construction, Exceptional Environments

At Horst Construction, we are here to listen first—then build what matters to you. We work as a team to ensure your goals are achieved—beyond your expectations. With over a century of church design and construction experience, church projects are very special to Horst Construction. We recognize that your project is an integral part of achieving God’s vision for your congregation, and we support that vision by helping you cultivate plans, church designs, and cost-conscious construction that will result in a new, beautiful, functional space.

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HORST CONSTRUCTION



THREE STEP DESIGN-BUILD APPROACH

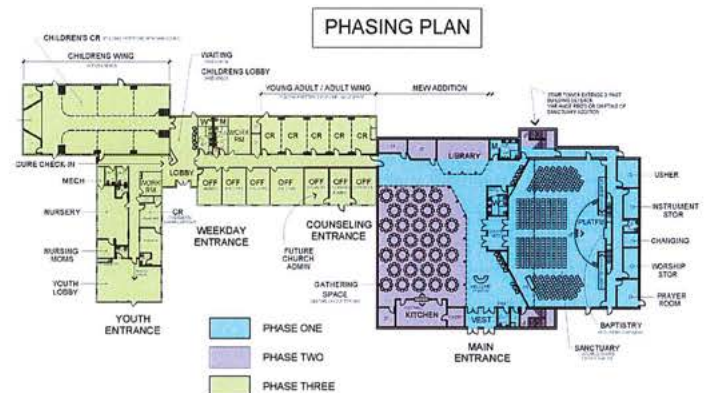
For us, it is not just about the numbers and pricing a set of drawings; it focuses on learning about your unique vision and developing a plan that addresses all of your programming needs, bringing together a dedicated and knowledgeable team and creating a foundation of collaboration, cooperation, and mutual respect for the benefit of the project. It is about building an integrated team where the Owner, Designers, and Horst can collaboratively make confident and wise decisions. Our ultimate goal is to exceed your expectations and create a project you will be proud to associate your name to for generations to come.

Horst Construction's commitment to you is simple: we will work in your best interest, every step of the way.

1

Master Planning

- **Program** - Define specific requirements and goals for each and every ministry area. Our services include creating a Vision Workbook to discuss and plan for future needs in all of the church's ministry areas.
- **Sketches** - Create site and floor plans to reflect the proposed renovations/additions or new construction and Overall Master Plan with possible phases. Our services include inputting any existing plans into AutoCAD for study and evaluation. Our goal is to be the best stewards of the resources that God has entrusted with your church.
- **Budget** - As a Design-Build company, Horst has a very active and updated database for the costs of all items required for the construction project. Our goal is to be as accurate as possible, based on today's construction costs, to create as realistic a budget as possible.
- **Scope of Work** - A detailed list that describes the construction methods, materials, and finishes that are included in the Budget - itemized by trade. The Scope of Work also includes a list of the items that are excluded from the construction budget but which the church ultimately needs to take into consideration for overall cost.





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2

Preconstruction

- **Construction Documents** - Create detailed drawings to obtain the Building Permit, Land Development approval, and competitive bids for all trades, suppliers, and subcontractors.
- **Cost Certainty** - Detailed estimates are derived from a thorough analysis of the developed drawings and organized with detailed individual line items that are defined, quantified, and priced.
- **Phasing and Logistics** - A detailed plan will be developed to assist in the development of an accurate estimate, insure the constructability of the project, and minimize potential delays.
- **Value Management** - A systematic analysis of alternate ways to achieve the essential functions of your building in the most cost-effective manner, consistent with your needs for performance, quality, reliability, aesthetics, safety, and efficiency.
- **Project Planning** - Our team of professionals will study your project in its entirety and put a series of plans in motion to ensure it is completed as efficiently as possible.
- **Project Procurement** - Subcontractors and suppliers will be prequalified and you will have the final approval of who is selected. Early identification of long lead items and development of a procurement plan will ensure their timely delivery and installation.

Horst's Design-Build Project Approach

- Proactive Involvement
- Attention to all design-related processes
- Committed to collaborative communications
- Open-book culture

Goal: Bring Your Vision to Reality



3

Construction

- **Collaboration and Communication** - Horst will bring together a dedicated and knowledgeable team who can collectively make confident decisions and generate the desired outcomes.
- **Technology & Systems** - Horst employs a collection of experienced based systems, along with technological programs, to promote the most efficient, effective, and productive construction process possible.
- **On Site Supervision** - Our highly-qualified Superintendents are trained to act as Client Advocates at all times. They are proactively engaged in identifying opportunities for improvement, anticipating problems before they arise, and consistently focused on the areas of quality and safety.
- **Cost Controls** - Horst will regularly analyze the impact of each decision on the overall project cost.
- **Shared Savings** - We are completely flexible with Shared Savings and we work hard each client to best utilize their resources. We are open to discussing this with you in greater detail.

10 Ideas to Get Your Congregation **Excited and Engaged** with Your Church Construction Project!



At Horst Construction, we understand that unity and enthusiasm from your congregation are critical pieces of the puzzle when it comes to a church construction project. After working with hundreds of churches to develop plans that meet their building needs over the past 125+ years, we have a few ideas to share with you that might help.

The most important thing is authenticity and what feels right for your congregation. These are merely ideas to get your creativity flowing.

1. Involve Your Congregation Through Focus Teams Early in the Planning Process.

By getting input from various people who are involved with the different ministry programs, you will get a clear picture of the congregation's vision and goals of what you want to accomplish through a building project. It will ensure you are looking at the needs of the congregation and begin to create a sense of ownership for the project's outcome. This helps to develop a wonderful spirit of unity.

2. Incorporate the project and goals into messaging and sermons.

This is a good way to ensure your entire congregation hears about the project and the vision for the future. Speak from the heart about what this means to you and how it affects them. Be sure to include scriptural insights, how they can help and get involved, as well as the timeline for the project. Keep your emphasis on the end goals and the journey of unity.

3. Hold an informational seminar.

Provide information in an easy to understand format and include the opportunity to ask questions or voice concerns. Open and honest communication will help your congregation feel like they are part of the process, and lead to more enthusiasm and engagement.



4. Have a walk-through video created to share with the congregation.

While many people struggle to envision construction projects, providing a visual will make it easier for your congregation to picture the end result. Walk-through videos can also be successfully used during a project's construction. Showing the project in process will build excitement and keep people engaged. Horst Construction can help you create a video that meets your needs and garners excitement.

5. Create a Website or Social Media Page Focused on Your Project's Goals and Progress.

As another tool of open communication, this is a simple way to update your congregation regularly on the project. Three important things to keep in front of your congregation: Fundraising goals and progress; Calendar of important events such as any ceremonies, prayers, milestones, or celebrations related to the project; and stories from all the different ministries of how this project will impact the church and help growth.

6. Schedule a Prayer Walk of the Site or Location for Your New Building or Expansion / Renovation.

This can be a very useful visualization tool, as well as providing a community uplifting of your project in prayer. The outline of the project parameters can be staked out or spray painted onto the ground - it doesn't matter how, as long as it is a to-scale representation. Some of our clients have reported that this united experience is a significant factor in people's recognition of the importance and scope of the project.

7. Hold a Groundbreaking Ceremony or Celebration.

It is extremely important to celebrate together as a congregation when you reach this monumental milestone! Some churches incorporate the groundbreaking into their regular services, while others have enjoyed having an entire special event dedicated to the occasion!



8. Use Video to Get People Excited and Develop Connections to the Project.

Video is an increasingly popular tool to engage people, because it is easy and personable. It does not have to be expensive or professionally done - you can even shoot good video with a cell phone! Videos can be utilized to provide individual ministry perspectives about the project in the early stages, and updates throughout the process. Bonus: Videos are often shared on social media, generating even more buzz!

9. Invite Your Congregation to Leave Their Mark at a Beam Signing Event.

These events have become popular for good reason - they allow your congregation to physically write their name and a message or scripture on a main beam for the building, forever leaving their mark as part of the project. Much like the groundbreaking ceremony, each church does it a little differently. It is a good way to renew interest and excitement as the project progresses, and celebrate the milestones of the project journey.

10. Consider Involving the Children and Youth of Your Congregation Through an Art Installation.



Not only will it make your children and youth feel like an important part of the project, the installation will be a constant reminder of what you are working to accomplish. Ideas that are popular include a painted rock garden, a coloring contest, or a wisdom wall to write and draw on. Use your imagination!

What all this boils down to is communication, communication, communication! The most important way that you can gain congregational support is through communicating the messages about your project, loud and clear!

Whether you implement any of these ideas or create your own, we hope this list has given you some inspiration!

If you are not sure where to begin, we would love to help! Feel free to give us a call at 1-866-467-7847 or check out our website at www.horstconstruction.com!

What It Means to Be a Christian

Being a Christian is more than identifying yourself with a particular religion or affirming a certain value system. Being a Christian means you have embraced what the Bible says about God, mankind, and salvation. Consider the following truths found in the Bible.

God Is Sovereign Creator. Contemporary thinking says man is the product of evolution. But the Bible says we were created by a personal God to love, serve, and enjoy endless fellowship with Him. The New Testament reveals it was Jesus Himself who created everything (John 1:3; Colossians 1:16). Therefore, He also owns and rules everything (Psalm 103:19). That means He has authority over our lives and we owe Him absolute allegiance, obedience, and worship.

God Is Holy. God is absolutely and perfectly holy (Isiah 6:3); therefore He cannot commit or approve of evil (James 1:13). God requires holiness of us as well. First Peter 1:16 says, "You shall be holy, for I am holy."

Mankind Is Sinful. According to Scripture, everyone is guilty of sin: "There is no man who does not sin" (1 Kings 8:46). That doesn't mean we're incapable of performing acts of human kindness. But we're utterly incapable of understanding, loving, or pleasing God on our own (Romans 3:10-12).

Sin Demands a Penalty. God's holiness and justice demand that all sin be punished by death (Ezekiel 18:4). That's why simply changing our patterns of behavior can't solve our sin problem or eliminate its consequences.

Jesus Is Lord and Savior. Romans 10:9 says, "If you confess with your mouth Jesus as Lord, and believe in your heart that God raised Him from the dead, you shall be saved." Even though God's justice demands death for sin, His love has provided a Savior who paid the penalty and died for sinners (1 Peter 3:18). Christ's death satisfied the demands of God's justice, and Christ's perfect life satisfied the demands of God's holiness (2 Corinthians 5:21), thereby enabling Him to forgive and save those who place their faith in Him (Romans 3:26).

The Character of Saving Faith. True faith is always accompanied by repentance from sin. Repentance is agreeing with God that you are sinful, confessing your sins to Him, and making a conscious choice to turn from sin (Luke 13:3, 5; 1 Thessalonians 1:9) and pursue Christ (Matt 11:28-30; John 17:3) and obedience to Him (1 John 2:3). It isn't enough to believe certain facts about Christ. Even Satan and his demons believe in the true God (James 2:19), but they don't love and obey Him. True saving faith always responds in obedience (Ephesians 2:10).

Ebenezer Bible Fellowship Church
aPlaceForYou.org

DISCIPLING PLAN

Developing a biblical plan and guidelines for men's discipling at EBFC

Draft for Elder discussion (5/13/19)

- **List of possible men for potential discipling (sheet attached):** https://docs.google.com/spreadsheets/d/1kPWd9P-yA_VHaR211zV7g-Jiyyb6XEKYBBNT7x0Cchs/edit?usp=sharing
 - This is a confidential, back-end list for review and accountability
 - The goal is to use this list as a tool and catalyst to help develop a final list of men who we should be faithful in discipling (coded green) at EBFC (Matt. 28:19-20)
- **Key components to be fruitful in helping others follow Jesus:** (Feel free to add to list or comment)

We could develop discipling guide/check list to encourage those who are discipling others

 - Hold each other accountable to faithfully discipling, share/provide discipling resources (see below), hold core group meeting with all who are discipling - maybe that's too formal but at least share guidelines and encouragement through email?
 - Properly equipping men to be spiritual leaders of their families - what does this look like practically and how can we encourage each other, discuss leading family devotions, prayer times, etc.
 - Does this process look different for church members vs regular attendees?
 - Consistently meet, follow-up with each other, and have authentic desire to grow
 - Desire for those being disciplined to then disciple others
 - Ensure workable schedules to meet up before committing to one on one
 - Existing connections - same kinship, serving in same ministry together, wives are friends, etc.,
 - To biblically be raising up future leaders (Paul to Timothy)
 - ensure there is continual teaching of 2 Tim. 2 man of God
- **What types of resources will we use?** (Feel free to add to list or comment)
 - Books of bible strongly recommended (One to one bible reading, David Helm)
 - Pastor Tim recommends Wayne Grudem, Systematic Theology
 - How to Walk into Church
 - EBFC Articles of Faith
 - The Walk (Smallman)
 - Holiness of God, RC Sproul
 - Pilgrim's Progress
- **Ensure practical, rubber meets the road mentality, application for meeting together.**

What does this look like and how do we encourage it?
- **Provide ongoing resources, updates, check-ins,** with men who are discipling (keep pulse of who's being disciplined and how things are going)
- **Elders and ministry leaders should be continual eyes and ears** for new men to be involved in discipling relationships,
 - Continually add men to list on a monthly/quarterly basis, evaluate who should be confirmed/pursued for discipling
 - Set aside short period of time at elder's meetings to discuss possible men to pursue discipleship
 - At the same time, we need to be discerning with those that are no longer willing to be disciplined, two or three should affirm the decision to stop discipling an individual, if necessary - we want to be good stewards of what God has given us and ensure we are discipling true believers that are willing to grow and bear fruit in their lives
- **Have core team to share load of backend duties** to keep discipling efforts at EBFC healthy (Pastor Dick, Kevin Hardy, Marcus Brunstetter, Lee Ciccotelli, others interested?)

Pastor of Discipleship Report, Apr/May 2019

As I continued my trek through the OT, my next stop was 1 Kings, chapter 18, which details the confrontation between the prophet Elijah and the 450 prophets of Baal. That confrontation begins with this fundamental question:

"So Ahab sent to all the people of Israel and gathered the prophets together at Mount Carmel. And Elijah came near to all the people and said, "How long will you go limping between two different opinions? If the Lord is God, follow him; but if Baal, then follow him." And the people did not answer him a word." (1 Kings 18:20-21, ESV)

We call this fundamental because we live in a culture, as did they, which has seduced us into thinking we can serve God and the Baals of the world in some syncretistic way. However, the Lord has assured us that he will not give his glory to another (Isaiah 48:11), so to attempt to merge God and the world, is to choose against God and for the world. "Oh Lord, help me to not limp along between two different opinions, Amen".

With that in mind, here are some of the ministry updates from April/May 2019:

Kids Crossing

- VBS 2019 (June 17-21, Theme: "In The Wild"): Jennifer Schanely, Cindy Lasso, and Charity Roth are working hard and gearing up for this year's Vacation Bible School's evangelistic outreach. Here are the details...

Promotional Info: "Throw on your camera strap and buckle your seatbelt. VBS 2019 takes you on a wild adventure—with elephants and egrets, polar bears and penguins, cockatoos and crocodiles. As you seek out exotic animals, you'll also find snapshots of real-life encounters with Jesus in Scripture. Kids go from bewildered to believing as they get In The Wild at this summer's VBS."

Theme Verse: "but these are written so that you may believe that Jesus is the Christ, the Son of God, and that by believing you may have life in his name." (John 20:31, ESV)

Motto: "Zoom in! Focus on Jesus!"

Volunteers & Participants are currently registering.

- Cross Time Sunday School (10:05 AM): All Cross Time classes are currently studying how the Children of Israel conquered the Promise Land under Joshua. We praise the Lord for this Christ honoring curriculum! We will be combining grades 1-5 for the summer in rooms 16/18, to give our teachers/helpers a chance to take vacations and to teach/help when they are able.
- Early Childhood (2&3 year-olds): Praise the Lord, he has brought us all the teachers and helpers, for all the services, and for both odd and even months!.
- Children's Church: The Gospel Project curriculum worship segment continues to work well for Children's Church. We continue to see around 12-15 students each week.
- Wednesday Evening Programs: Our Awana clubs are winding down for the summer, with some special events such as the Awana Store on May 1, the Pinewood Derby on May 8, and our closing program on May 15. It has been a fabulous year with good attendance, great teaching, and of course, scripture memorization by our clubbers. Looking forward to starting again in September.

Adult Ministry

- Adult Electives: The current Spring semester concluded on May 5, and a new combined Adult Elective class for the summer will begin May 26. This class will be held in the Gym with a number of our teachers team teaching through the BFC Articles of Faith.
- Student Ministry: See Pastor Mike Notary's Report.

- Senior Fellowship Ministry: No update
- Men's Ministry:
 - Bethel Series: We completed The Bethel Series, 2017-2019 two year cycle (both OT & NT), on Saturday, May 4, graduating the following three students, Adelina Mejia-Zelaya, Kerry Hickok, and Marty Zawarski. Praise the Lord, and congratulations for all their hard work and commitment.
 - Bethel Series: The Bethel Series OT class which meets on Thursday evenings, will be complete on Thursday, April 25. This class, taught by Jason Lee will reconvene in October 2019 with The Bethel Series NT.
 - Men's Bible Studies/Prayer:
 - Thursday mornings from 6:15 AM – 7:30 AM, This early morning bible study group is currently studying, "The Pursuit of God" by AW Tozer.
 - Thursday mornings from 9:00 AM – 10:30 AM, This Men's Bible Study is currently studying the book of James.
 - Saturday mornings from 7:00 AM - 8:00 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.
 - Saturday mornings from 8:00 AM - 9:00 AM, This new Men's Bible Study is studying the book of 1 Timothy and is taught by Marcus Brunstetter.
- Women's Ministry: From Laura Sommons:

"Bible Studies: Our Tuesday morning study ended on April 30 and we concluded our 8 week study on the I AM statements. We would all agree that we learned so much about our Savior by going through this study. Tuesday morning study will begin in the fall.

Monday evening study will end on May 20th and will also break for the Summer/.

Mom To Mom: Due to Lisa Pyles recent health concerns this discipleship ministry will be on break until further notice. More than likely we will either begin in January of 2020 or the fall of 2020.

MOPS: This has been a wonderful year. We had Verna Bowman two weeks ago and encouraged our moms to journal how the Lord is working in their lives and in the hearts of their children. We will meet for our last time on May 16th. This ministry will break for the Summer and will begin in September. A very pressing request is that there would be a woman who would want to be the MOPS Coordinator after the fall of 2019. This is going to be the most pressing need for this ministry to continue.

Tis So Sweet: We finished our book; Choosing Gratitude and we will finish with a cook out on May 21st. Linda Visco has done an amazing job leading this group. This group will start in the fall as well, but we are looking at capping the number to about 10.

Welcome To The Well: We met on April 4th at the home of Amy Hardy. Karen Couldren led the devotion. We had about 10 ladies in attendance. We are currently praying about what this ministry looks like moving forward.

AWAKEN: We had a half day conference on May 11th. There were about 63 ladies that attended. Carol Barry spoke on Proverbs 2 and challenged us to be awakened to the treasures that are found in God's word. Jen Schanley, Amy Hardy, and Marlene Lerch led us in worship. This was a wonderful time together being in God's word and a sweet time of fellowship together.

I continue to meet with 2 different ladies to mentor and walk along side of.

Love Serving, Laura”

Discipleship Support

- Kinship: Our 18 kinship Groups continue to be a blessing to our congregation in providing a smaller setting in which to engage in our Biblical “one-anotherings”. As we wind down our regular Kinship meetings for a summer hiatus, please pray that the Lord will continue to use these groups to disciple, grow, and meet the needs of our people who attend, and that more our our congregation would desire to be involved as both attendees and leaders.

We are planning on holding a mini Shepherd’s Conference here at EBFC for all Kinship leaders, and potential leaders, sometime in August. Its purpose is to encourage, train, and motivate our leaders for the task for which the Lord has called us.

Other:

- Continued to visit and provide physical & Spiritual care for several people in our church.
- Involved in ongoing Discipleship for one couple.
- Facilitate the Men’s Prayer Group each Saturday mornings.
- Taught Bethel class

Respectfully Submitted, Dick Bickings, Pastor of Discipleship