



Annual Report 2010

A Place to Believe, Belong and Become.

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Ebenezer
Bible Fellowship Church

Church Phone: (610) 868-5501
E-mail: Office@APlaceForYou.org
Web Site: www.APlaceForYou.org

Sunday Worship Services: 8:15, 9:45, 11:15 am
Sunday School: Children, Youth, College Students: 9:45 am
Sunday Adult Electives: 9:45 am

Our Purpose is to...

Introduce people to Jesus Christ and
help them become devoted followers of Him.

Our Vision is to...

Glorify God through heartfelt worship
Reach out to others with the love of Christ
Obey God's command to make disciples
Win others to Christ

Our Name Means...

Ebenezer – “the Lord is our helper” (I Sam. 7:12)
Bible – God's inspired truth to guide us (II Tim. 3:16)
Fellowship – a family who cares (John 13:34,35)
Church – a people called by God for His glory

Our Ministry Staff

Dick Bickings, Pastor of Discipleship
Mark Culton, Youth Pastor
Jason Hoy, Pastor of Congregational Care
Keith Strunk, Pastoral Intern
Jennie Flicker, Worship Coordinator
Heather Hunsberger, Worship/Youth Ministry Assistant
Robbin Hunsberger, Office Administrator
Emma Kramer, Women's Ministry Coordinator
Kevin Kritzberger, Facilities Manager
Rachel Norris, Kids Crossing/Office Assistant

A Place to Believe, Belong and Become

INDEX

Ministry Staff:

Pastor of Congregational Care	1
Pastor of Discipleship	2
Youth Pastor	3
Pastoral Intern	4
Facilities Manager	5
Kids Crossing Assistant	6
Office Administrator	7
Women's Ministry Coordinator (Refer to Women's Ministry Report)	38
Worship Coordinator (Refer to Worship Ministries Report)	41

Church Leadership:

Current Elders/Deacons	8
Board of Elders	9
Board of Deacons	10

Ministries:

Activities Committee, <i>Deacon Ministry</i>	11
Adult Electives, <i>Discipleship Ministry</i>	12
Benevolence, <i>Deacon Ministry</i>	13
Children's Ministry: Kids Crossing, <i>Discipleship Ministry</i>	14
College Ministry, <i>Discipleship Ministry</i>	16
Community Concerns, <i>Deacon Ministry</i>	17
Counting, <i>Deacon Ministry</i>	18
ELM: Ebenezer Loving Ministry, <i>Deacon Ministry</i>	19
Emergency Evacuation and First Aid, <i>Deacon Ministry</i>	20
Evangelism Committee, <i>Elder Ministry</i>	20
Financial Counseling, <i>Deacon Ministry</i>	21
Greeters, <i>Elder Ministry</i>	21
Kinship Groups, <i>Discipleship Ministry</i>	22
Liaison BCS/EBFC Committee, <i>Deacon Ministry</i>	22
Library, <i>Discipleship Ministry</i>	23
Membership and Discipline Committee, <i>Elder Ministry</i>	24
Men's Ministry, <i>Elder Ministry</i>	24
Mercy Team, <i>Elder Ministry</i>	25
Missions Committee, <i>Elder Ministry</i>	26
Networking, <i>Discipleship Ministry</i>	28
Ordinance Committee, <i>Deacon Ministry</i>	28
Pastoral Relations Committee, <i>Elder Ministry</i>	29
Prime Timers, <i>Deacon Ministry</i>	30
Property Committee, <i>Deacon Ministry</i>	31
Security Committee, <i>Deacon Ministry</i>	32
Strategic Planning Committee, <i>Elder Ministry</i>	33
Student Ministry, <i>Discipleship Ministry</i>	33
Support Groups, <i>Elder Ministry</i>	35
Technology & Web Site, <i>Elder Ministry</i>	36
Transportation Committee, <i>Deacon Ministry</i>	37
Ushers, <i>Deacon Ministry</i>	37
Women's Ministry, <i>Discipleship Ministry</i>	38
Worship Ministries, <i>Elder Ministry</i>	41
Young Adult Ministry, <i>Discipleship Ministry</i>	42

Financial Summary	Addendum
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Pastor of Congregational Care

Ministry Staff

*"It is right for me to feel this way about all of you, since I have you in my heart; for whether I am in chains or defending and confirming the gospel, all of you share in God's grace with me. God can testify how I long for all of you with the affection of Christ Jesus."
- Philippians 1:7-8*

As you know, we find ourselves in an ever more lengthening time of transition. But we have to know and rest in the fact that the Lord's plan will not be thwarted and I believe with all of my heart that He has done marvelous things in our church during this past year, despite the bumps and bruises that we may all feel. He has blessed us with 2 other wonderful shepherds in Mark and Dick who are doing a marvelous job, even with fulfilling duties outside of their job descriptions. I praise God for their love of our Lord's Word and for His people. The same can be said for having Keith Strunk on board as a pastoral intern. Keith was instrumental in revitalizing our evangelism and men's ministries, not to mention the much individual and familial shepherding he has done. We will miss him, but we know that our Lord will use him mightily in Cape May, NJ.

I praise God for our elders, deacons, and congregation. I have watched many of you go deeper and harder after Christ, which brings me no greater joy. You have stepped up in your service to the Lord and to His church. There is more "one anothering" going on within this body than ever before. That was always my vision. That's a sign of a healthy church.

As I reflect over the past year, I am constantly amazed with all of you, how you truly *love one another deeply, from the heart (1 Peter 1:22)*. What the Apostle Paul told the Thessalonians holds true for Ebenezer as well: *"We ought always to thank God for you, brothers, and rightly so, because your faith is growing more and more, and the love every one of you has for each other is increasing."* Your constant outpouring of teaching, mentoring, sharpening, prayers, encouragement, cards, meals, and support for one another certainly fulfills what Christ has called His church to be! This can only be attributed to our great God and Savior, Jesus Christ, who poured out his love into our hearts through the Holy Spirit (Romans 5:5). I pray it never ceases!

As far as my duties go, you probably already know that I haven't been able to give the areas that I oversee the time that I have normally given them in the past. During this transition, I have picked up some of the areas that our Senior Pastor would have. Along with the other pastors' help, I have been coordinating preaching schedules, preaching more, leading staff and pastoral meetings, and have been more involved in leading the elders. The elders are looking at how we can better shepherd our people, so we are looking at having "shepherd's lists" where those members who are not in a kinship will have an elder shepherd oversee them, checking in on them and being available for them. I have now assumed the responsibility to chair our strategic planning committee in Keith's absence, and also Ebenezer's Ministry Evaluation team. I praise God for the faithfulness of the men who have filled in the gaps during this time without a Senior Pastor.

Honestly, during this transition, our Mercy Team has somewhat fizzled out since I haven't been able to give time to it, and was unsuccessful in finding anyone to lead the group, not to mention, many of our people have left the team to serve in other areas of the church, which is understandable. I am deeply indebted to the few remaining members who continue to serve and honor our senior saints, as the Lord has called His church to do. I have heard first-hand how people were blessed by visits, phone calls, cards, and meals as ELM and the Mercy Team have worked together. As our pastors begin to look at the overall ministries of our church, we may be able to streamline our efforts to minister even more effectively for the glory of Christ. We have begun to do that by making small groups the core ministry of the church where much "one anothering" goes on. We are thinking about having our small groups adopt a shut-in. We don't want to forget about those who have passed the faith onto us.

We are thankful for the ministries that reach out and come alongside the hurting. Support Groups offer a place where the *God of all comfort (2 Cor. 1)* ministers to all of us. It is also a place where God prunes and refines His people as He conforms us into the image of His Son, the Lord Jesus Christ. *Griefshare* and *DivorceCare* continue to impact and change lives, praise God. *Pregnancy Loss*, *Cancer*, and the *Depression* groups were offered on an as needed basis only. Many thanks to those leaders, who are willing to come alongside people when they need it.

Counseling continues to be offered through our church. We are blessed to have four godly and competent counselors: Eric Johnson, Wendy Davis, Jane Boyd, and Janet Vinson are working hard for our people. But as my professor says, we are all counselors. That's why I am grateful to be in a church full of people who love our Lord and His word, combined with compassion and love. I have seen mentorships blossom, which is a type of counseling, not to mention a biblical pattern, so I encourage all of you to either be a mentor, seek one out, or both.

On a personal note, I have thoroughly enjoyed my work here, and I am extremely grateful for your support and words of encouragement. It is a great privilege to work in our Lord's church, and to serve His people. May He remain central to everything we do.

Blessings,
Jason Hoy,
Pastor of Congregational Care

“And I am sure of this, that he who began a good work in you will bring it to completion at the day of Jesus Christ.” (Phil 1:6 ESV)

Praise the Lord for another amazing year in ministry, though it was rough going at times, nonetheless, the hand of our Sovereign Lord was evident everywhere! I continue to realize my growth as a pastor in the Lord’s provision of a loving, patient staff, three godly co-pastors who modeled Christ-likeness, an elder board with wise, godly men who provided the necessary guidance, and a praying congregation who offered encouragement and support. Though there is still much to learn and do, to know you are where the Lord has called you, makes the tough times bearable.

As I reflect back over my second full year in ministry and look forward to a new year, I am compelled to take personal inventory into what I accomplished for the Kingdom of God in 2010. Similarly, what is it that I plan to do for Christ’s Kingdom in 2011? As I ponder these questions, I am reminded of King Josiah in 2 Kings 23. What was it that transformed his life to become what the writer said in verse 25, *“Before him there was no king like him, who turned to the LORD with all his heart and with all his soul and with all his might, according to all the Law of Moses, nor did any like him arise after him.”* (2 Kings 23:25 ESV)? It was what had happened previously when Hilkiah the high priest found the book of the law in the temple and read it to him. Let’s read what happened,

“And the king stood by the pillar and made a covenant before the LORD, to walk after the LORD and to keep his commandments and his testimonies and his statutes with all his heart and all his soul, to perform the words of this covenant that were written in this book. And all the people joined in the covenant.” (2 Kings 23:3 ESV)

There it is, plain and simple, it begins with the leader, knowing and obeying God’s word with all his heart, and teaching it to his people so that they obey it. This is what ministry is all about. “Oh Lord, may I be consumed with a passion for you that shows itself in diligent obedience so that I may lead others to do the same, amen”.

Thus, we saw this past year a greater emphasis on *equipping the saints* through biblical expositional preaching from the pulpit, solid biblical teaching in our adult, youth, and children’s Sunday Schools, and various bible studies and events for both men and women. Of course the purpose of this equipping in all discipleship ministries is so that the saints will *do the work of the ministry*. We therefore also focused on the importance of prayer and began evangelism training and service to reach the world outside our local church.

For 2011, I see very little change in our ministry strategy; continue to equip the saints so that each person becomes mighty in the scriptures, beginning with us as leaders; reemphasize the absolute essential nature of prayer, and move forward to focus outwardly with evangelism and outreach. We also plan to continue evaluating each current ministry to understand if their focus aligns with our ministry strategy.

Please continue to pray and ask the Lord what part you might have in fulfilling our vision for 2011. Remember that we are in this together as the living, visible, functioning body of Christ.

“And let us not grow weary of doing good, for in due season we will reap, if we do not give up.” (Gal 6:9 ESV)

Blessings,
Dick Bickings,
Pastor of Discipleship Ministries

*I thank my God in all my remembrance of you, always in every prayer of mine for you all making my prayer with joy, because of your partnership in the gospel from the first day until now.
(Philippians 1:3-5 ESV)*

These words ring even more true this year as my family has really begun to integrate into the church body and my children have realized Ebenezer as “their church”. When I think of Ebenezer my heart is flooded with joy that we belong to a church body that is united around the gospel of Jesus Christ - this is where our partnership begins and what continually unites us in fellowship. I have been blessed to see friendships grow between my family and members of this church, and that has been very encouraging.

I thoroughly enjoy working with the staff of Ebenezer. I have never before experienced the unity of purpose that I currently enjoy with the other pastors here, and I am constantly nourished and edified through our friendship. In the same way I am very thankful for how unified the rest of Ebenezer’s staff is, working together according to each of our giftedness; I am particularly indebted to Heather and Robbin as they make much of the ministry that God has put on my heart possible and ensure that it is done in such a way that it brings the most glory to God.

I have been enriched greatly by serving alongside the numerous godly elders here at Ebenezer. While we don’t always agree, I have seen even our varying perspectives compliment one another and temper important decisions.

I praise God for a phenomenal youth staff – both middle and high school! Some joined us this year and some have been serving since before I came, but I believe we have a well-rounded team, and I am so thankful for each of these gifted adults who give of themselves to see our teens grow into Christ-likeness.

There has been tremendous support from the congregation, and many have jumped in to partner with us in student ministry – everything from faithful prayer, to financial support for our students, and even volunteering of time. I especially am grateful for the youth parents who have partnered with us in a very real way so that together we might reach their children. I am constantly dreaming about how we can deepen this partnership. Thank you so much!

And of course - what an awesome group of students to work with! The longer you work with a particular group of students, the more joys and sorrows you experience, and this year is no exception. There have been bright spots where I see students embracing a real faith of their own, and I have seen dark spots where teens openly reject God’s will for their life. This is the joyful burden of youth ministry, and I thank God for seeing fit to use our family in this tough but rewarding endeavor.

I am daily offering praise to God for allowing me to minister in this congregation. It is no secret that we are navigating through very challenging times at Ebenezer, but I believe that God has brought our family to this church for such a time as this.

Respectfully Submitted,
Mark Culton,
Youth Pastor

Reflections: “God’s evangelism plan is the local church” – Dr. Mark Dever

This quote is profound and I believe indisputable. The consistent exhortations from our Lord and His apostles throughout the New Testament, coupled with demonstrations in support of the idea by not only Jesus and the apostles, but by all believers throughout the book of Acts is proof positive that the church itself, as a whole, is God’s choice program to bring His elect lost to a saving knowledge of Jesus Christ.

For this very reason, local church leadership ought to ensure that its philosophy of ministry is “cross centered” and outward focused. The culture of the local church ought to be one in which the saints are cared for, but also one in which the saints are equipped and encouraged to share the good news with the lost around them. Then and only then is the local church contributing to the advancement of the Kingdom of God. My prayer is that Ebenezer will increasingly resemble this model.

I praise the Lord for the opportunity the leadership and congregation provided me to serve Jesus Christ and His people as a pastoral intern in 2010. This meant that I was involved in sharing the workload with my other brother pastors in duties such as preaching, visitation, counseling, teaching, funerals, and baptisms, to name a few. Besides the day-to-day fellowship/mentorship I received from the pastoral staff, I availed myself to some of the seasoned pastors in the BFC, such as Ron Mahurin who was an excellent resource for pastoral growth. Some of my responsibilities extended to ministry oversight such as those listed below:

Men’s Ministry:

- Actively discipled 3 men; 1 group of 2, and 1 one-on-one with a new believer
- Involved in BattleZONE
- Planned for Men’s Retreat in March
- Planned for and taught at the quarterly Men’s Breakfasts

Evangelism/Outreach:

- Taught the EV2 adult electives
- Planned “Share Your Faith” workshops
- Planned evangelism prayer breakfasts
- Continued to promote Evangelism Explosion curriculum and congregational involvement
- Updated Newcomers ministry
- Planned Candy Carnival production

Strategic Planning: Continued to chair committee

Blessings,
Dick Bickings, Pastor of Discipleship Ministries
for Keith Strunk, Pastoral Intern

Facilities Manager

Ministry Staff

I am so grateful to be working here and every day is truly a blessing and I count it a privilege to serve you and my Lord and Savior. Hopefully you have noticed the great things that are changing around the facility. We fully renovated the office bathroom, room 8 bathroom, nursery bathroom, and the handicapped bathroom. We also added the magnetic door holders throughout the kid's crossing classrooms. The trees behind the church were dying and were removed for safety concerns. We also had to fill in a sink hole which developed in the retention pond.

I would like to thank the many volunteers who so graciously gave of their time to serve their Lord. This year we had 26 people wanting to serve which averaged 21.04 hours per week. The youth also contributed time during their mission's work week in which they performed many inside and outside tasks. I also want to thank those of you who have volunteered to take care of the flower gardens through the "adopt – a – flower garden" program. They added a lot of color to the outside. What an awesome display of God's talent being put to good use.

Lastly, I want to thank the staff and the congregation for your support during this year and again it is my desire to serve you faithfully and diligently in my role here at EBFC. If you have any questions or concerns or would like to volunteer please feel free to contact me.

For His Glory,
Kevin Kritzberger

Kids Crossing Assistant

Ministry Staff

Kids Crossing Children's Ministry was blessed to have a productive year in 2010 filled with continual growth. I am constantly blessed by the wisdom & leadership of Pastor Dick. We worked together to research, evaluate, and implement curriculum changes for our mid-week children's programs on Wednesday nights, which has been changed to FaithWeaver Friends. We have also been in regular contact with volunteers & parents through department meetings, parent meetings, and online surveys.

Highlights of the year include opportunities for growth & service through camp retreats and drama. We saw a tremendous growth in attendance for winter & summer camp at Victory Valley. Over the last year, 33 children attended the winter weekend Sno Valley retreat, 24 attended Day Camp for 5 days, and 9 attended the week-long summer camp at Victory Valley. I coordinated all 3 events for Ebenezer, delegated scholarship money, and chaperoned at Sno Valley and summer camp. I also wrote the material used for a Bible Quizzing competition at Sno Valley and put together various promotional power point presentations about camp that were shown in church. The kids' drama team has also grown and developed as the children performed 3 drama presentations, including Journey to Jerusalem. It is exciting to see so many children use their gifts to serve God and minister to others with such enthusiasm.

In addition to camp & drama programs, I enjoy being directly involved with kids throughout the year. In the spring, I taught the Seekers (1st & 2nd grade girls) class for Explorer Girls and am now a small group leader for 9 girls at FaithWeaver Friends. This summer, I was a group leader during VBS.

In the fall, we also had our first ever "Victory Valley Rally Day" in which camp staff led activities, songs, and a Bible lesson for Sunday School and shared at FaithWeaver Friends. After participating in an amazing sightseeing tour of Israel, I used pictures & video to create a new multi-media event called Bethlehem & Beyond, which will hopefully become an annual Christmas program for children.

As Kids Crossing Assistant, I also fulfilled many administrative tasks in addition to helping the Pastor of Discipleship. I created agendas for leadership team meetings; facilitated quarterly department meetings; maintained attendance records, background checks, ID badges, & website pages; emailed volunteers & parents regarding scheduling & program updates; and created posters & inserts to promote events. I also coordinated events like the bi-annual parent meetings, volunteer training, Journey to Jerusalem and Bethlehem & Beyond, and a Bible Quizzing competition. I worked with the Missions Committee in promoting a combined children's Sunday School class during the Missions Fair.

We ask that you continue to pray for Kids Crossing and all that God will do in the lives the children here at Ebenezer. Several ministry opportunities are available for teachers and helpers for our Sunday morning and Wednesday night programs.

Respectfully Submitted,
Rachel Norris
Kids Crossing Assistant

It has been my pleasure to serve as the Office Administrator of Ebenezer Bible Fellowship Church for the past six years. I have enjoyed the opportunities to interact with many members of our church family through phone calls, emails, and office visits. It has also been a privilege to assist and support the staff and ministry leaders as much as possible.

A main focus of my job continues to be keeping the congregation well-informed about what is going on at Ebenezer. There is always room to grow in this area, but hopefully the email newsletter, bulletin, web site, online calendar, personal emails & phone calls have helped you stay informed and feel connected. I am constantly looking to keep the information we share up-to-date, with clearly-worded announcements, eye-appealing design, and in line with our ministry's vision/purpose.

This year, in the Front Office, we have begun to take on extra tasks to help alleviate the strain on our volunteers. Some of these tasks include: Christmas Card Exchange, Attendance Recording, Church Decorating, Changing the Church Sign, and supplying a lot more clerical support to committees and ministry leaders (previously, all committees were responsible for their own clerical tasks).

Other highlights for the year:

- Helped create new Welcome Packet, including designing contents and updating existing Welcome Brochures
- Assisted Finance Team more than normal in light of the Treasurer transition
- Evaluated new options for email design & delivery, online giving, payroll service provider, check processing, database additions, etc.
- Upgraded to new copier with better print quality & speed while keeping the cost the same as the old one
- Hosted Servant Keeper training event in May
- Attended a 2-day Excel training course in July
- Attended a meeting for National Association for Church Business Administrators in November
- Studied the book, *Healthy Church* with the other staff members at meetings throughout the year
- January 2011 – helped release new version of web site. Includes capability for online registration and forms. Also provides capability for staff and/or ministry leaders to update their own pages. Grateful to Kim White for making this project possible and all of her hard work on it.

A huge thanks to Rachel Norris, our Office Assistant who helps in nearly all aspects of this work and makes it possible for the Front Office to accomplish so much.

Respectfully Submitted,
Robbin Hunsberger,
Office Administrator

Current Elders and Deacons

Elders and the Year They Were Elected: *(each term is for 3 years)*

2009	2010	Elected for 2011
Dick Albright Wayne Batten	Rick Davis Shawn Sommons Keith Strunk Jay Jenkins	Mike Capaldi Andy Brimer

The following men served on our Elder Board in 2010:

- Dick Albright – Missions, Interim Treasurer
- Wayne Batten – Nominating Committee Chairman
- Dick Bickings – Pastor of Discipleship
- Andy Brimer – Assimilation
- Mike Capaldi – Secretary, Pastoral Relations Committee Chairman, Kinship
- Mark Culton – Youth Pastor
- Rick Davis – President, Worship Committee Chairman
- Jason Hoy – Pastor of Congregational Care
- Shawn Sommons – Deacon Liaison
- Keith Strunk – Strategic Planning Committee Chairman, Pastoral Intern
- Jay Jenkins – Senior Pastor Search Committee

Deacons and the Year They Were Elected: *(each term is for 3 years unless otherwise noted)*

2009	2010	2011
Kevin Kritzberger John Romero Jason Lee Eric Sherer Rob Christiansen	Mark Hardy (2 year term) George Hardy Joe Meier Rob Lofthouse Scott Tomlinson	Bruce Eckel Kamba Kalubi

The following men served on our Deacon Board in 2010:

- Bruce Eckel – Deacon Board Chairman, Counting
- Kevin Kritzberger – Deacon Board Vice-Chairman, Activities
- Mark Hardy – Transportation
- John Romero – Ushers/Emergency Response
- George Hardy – Property
- Joe Meier – Benevolence
- Scott Tomlinson – Community Concerns
- Bob Visco – Ordinances, Baptisms
- Jason Lee – ELM: Helping Hands, Deacon Board Secretary
- Eric Sherer – Church/School Liaison
- Rob Christiansen – ELM: Caregivers
- Rob Lofthouse – Security

The Elders met for twelve regular monthly and several special meetings during 2010 to conduct the business of the church as well as to pray and share concerns for the people and the many ministries of the church. The special meetings were devoted to budget review, Senior Pastor Search and strategic planning.

Elders serving as corporate officers for 2010 were as follows: President – Rick Davis; Vice President – Wayne Batten; Secretary – Mike Capaldi; Delegates to the Annual Conference of the Bible Fellowship Church were Andy Brimer and Mike Capaldi. Dick Albright served in 2010 as Interim Treasurer.

The following men served on our Elder Board in 2010:

Dick Albright – Missions, Interim Treasurer
Wayne Batten – Nominating Committee Chairman
Dick Bickings – Pastor of Discipleship
Andy Brimer – Assimilation
Mike Capaldi – Secretary, Pastoral Relations Committee Chairman, Kinship
Mark Culton – Youth Pastor
Rick Davis – President, Worship Committee Chairman
Jason Hoy – Pastor of Congregational Care
Shawn Sommons – Deacon Liaison
Keith Strunk* – Strategic Planning Committee Chairman, Pastoral Intern
Jay Jenkins – Senior Pastor Search Committee

*Beginning in February, Keith Strunk accepted an assignment as Pastoral Intern.

The Annual Congregational Meeting was held on January 21, 2010. The Semi-annual meeting was held on August 1, 2010.

I praise God for all the brothers who served as Elders and Deacons and for the various ministry and committee work that they accomplished. Please continue to pray for them and their families as they continue the work of our Lord in His local church. Pray for unity, strength and protection. All glory goes to God.

Respectfully Submitted,
Mike Capaldi,
Secretary to the Board of Elders

Board of Deacons

The Deacon Board consists of 12 men who have great serving hearts. I believe it is the strongest deacon board we have assembled in years. We as the deacons ask for your continued support and if the congregation has any questions or concerns we ask them to talk with us so that we can improve our ability to serve them. We are also looking for more people to help serve on committees under any of the current deaconships. Ushering is always looking for new men who look for a simple but very important way to serve our Lord. We continue to ask for your prayers and also ask for wisdom from God in all matters that we have to make decisions upon.

The Deacons are responsible for Activities, Benevolence, Church/School Liaison, Community Concerns, Counting (offering), Ebenezer Loving Ministries (includes Helping Hands & Caregivers), Ordinances (communion & baptisms), Property and Maintenance, Security, Transportation and Ushering along with Emergency Response and Evacuation. Therefore everyone can see the responsibilities are varied and many and the opportunities for the congregation to serve are many also.

The Property Committee worked hard this year on various projects throughout the church especially looking into options for replacing the carpet and seating in the sanctuary. We thank the Lord for the financial resources He made available to allow us to move forward on these projects in these uncertain financial times and thank you, his people, for your generosity. May God continue to look down upon us with favor and bless us.

We the Deacon Board would like to thank Bob Visco for his many years of service and ask that you pray for our newest deacon, Kamba Kalubi, and guide him and watch over him in his new position.

Mark 12:30 - Love the Lord your God with all your heart and with all your soul and with all your mind and with all your strength.

In the Lord's Service,
Bruce Eckel,
Chairman of Deacon Board

Activities Committee

The Activities committee is here to promote fun and fellowship and in a church our size we understand that it is harder to get to know people. By planning different social and sporting events we are able to move people one step closer to each other. This in turn will promote harmony and unity amongst the church.

We plan many different events throughout the year. Each winter we plan ski outings, bowling nights and some years a Valentine's Banquet. In the spring and fall we have camping trips and hikes. During the summer we plan two day trips to the beach. This year we started "Greet and Eat" which brought many couples and families into each other's homes for a time of fun and fellowship. On the sports end of this committee we have a softball team and a dart baseball team. We also have intramural basketball, floor hockey, ultimate Frisbee (coordinated by young adults) as well as flag football days. This year we have partnered with Athletes for Christ for soccer clinics as well as a children's basketball program.

There are so many new faces here at the church that we are constantly mixing up our events so that we can try to touch each and every interest that you may have. Please feel free to contact one of the members on this committee if you have any questions or ideas for an event or would like to serve on this committee.

For His Glory,
Kevin Kritzberger, Chairman

Committee Members:

- Mike and Donna D'Imperio
- Fred and Linda Tona
- Scott Tomlinson
- Sharon Kritzberger
- Lamont and Judy Seyfried
- Steve and Kathy Magditch
- Carol Hanft
- Rob and Anne Christiansen

Adult Electives

Adult Electives are our Adult classes that run at 9:45am Sunday mornings. On average we have around 100 people regularly attending these teaching sessions. Unlike Kinships that are usually focused more on relationships than teaching, the Adult Electives focus more on teaching than on relationships. It is one of the main teaching arms of Ebenezer Bible Fellowship Church.

Review of 2010:

In 2010 we held 14 classes with some minor changes. The biggest change was to split the summer session into two smaller ones. This allowed us the opportunity to teach materials that were shorter than the usual 14 week semester. We continued to offer the FaithWeaver Adult course. This class matches with all the other Sunday School materials so that a parent can be learning the same content as their children (at an adult level) and use that for discussion and training during the week. Of course it is not restricted to only parents with children in Sunday School, but is beneficial to all as a study of the various Bible books. We also decided to try to offer a year-long study of one book (Luke) and based on the feedback, we will look to offer additional year-long classes.

Spring '10	Summer 1 '10	Summer 2 '10	Fall '10
1 & 2 Thessalonians Psalms (part 2) Truth Project (mid-week)	Faithweaver (Paul, Judges, Ruth) Hosea Membership	Faithweaver (1 st Samuel) Small Group Leadership Titus Evangelism & Discipleship	Faithweaver (1 st Samuel & Matthew) Luke (Part 1) EV2 (Everyday Evangelism) Lord Teach us to pray

Planning 2011:

As we began planning for 2011 we were looking to improve on the following items:

- 1) Introduction of year long classes.
- 2) The usefulness of our online sites for access to materials
- 3) Offering mid-week classes of various topics and studies.
- 4) Developing additional teachers through the Teacher Training Process

Thanks to the following teachers who diligently work to study God's Word in order to provide it to the congregation each Sunday morning:

Dick Albright
Dick Bickings
Mike Capaldi

Scott Holwick
Jason Hoy
Joe Maddock
Richard Mastronardo

John Quigley
Eric Sherer
Scott Tomlinson
Josh Nye

Lastly, thank you to all who regularly attend the Adult Electives. All of us are humbled by your trust in us, and are very thankful for the opportunities to assist in aiding everyone in growth to be more like our Lord Jesus.

In His Service,
Richard Mastronardo,
Leader of Adult Electives

Benevolence

In 2010, the attendees and members of EBFC contributed about \$30,000 to the Benevolence Fund. The Benevolence Committee approved and distributed more than \$27,000 to those in need both inside and outside our congregation. At the end of December, we have a balance of \$15,788.34 in the Benevolence Fund. In 2010, EBFC gave financial assistance to many families.

Besides helping out financially, we have provided financial counseling on several occasions. We require anyone who needs assistance more than once to meet with one of the financial counselors on the Benevolence Committee to help them create a sustainable budget and teach them the basics on how God wants us to handle our money.

I would like to highlight two substantial support efforts. One is the monthly support to the Refugee Fund. Another is that we gave out over \$1,300 in Giant Gift cards at Thanksgiving and Christmas. At Christmas time, the Young Adult Ministry also provided turkeys and other fixings for these families. Without the generous financial support of those giving to the Benevolence Fund, none of these support efforts could have happened. And of course, neither could the significant financial support we have given to many people in their time in need.

Last year I quoted Deuteronomy 15:7-8, where God told us that "If there is a poor man among your brothers in any of the towns of the land that the LORD your God is giving you, do not be hardhearted or tightfisted toward your poor brother. Rather be openhanded and freely lend (give) him whatever he needs." The members of EBFC continue to take this charge seriously and are helping those in need as God has told us to do.

On behalf of those serving on the Benevolence Committee, it is a privilege to serve in this capacity, carrying out for the members of EBFC the charge that God gave us in helping those in need.

The members of the committee are: Bruce Eckel, Kevin Kritzberger, Bob and Chris Erland, Eric and Maria Sherer, and me. I would like to thank each of them for their time and dedication in serving on the Benevolence Committee.

In Christ,
Joe Meier, Chairman

Children's Ministry: Kids Crossing

Discipleship Ministry

Bible Memory Program

The Bible Memory Program's goal is to encourage and motivate students in Kindergarten through eighth grade to memorize the Word of God so that they will carry it with them the rest of their lives. The program is open to those students who attend Ebenezer Bible Fellowship Church's Sunday School. It took place January 17 through May 9, 2010.

This year 33 children successfully completed the Bible Memory Program. Twenty-eight of the children chose the \$35.00 Hackman's Bible Book Store gift certificate as their award. Two chose the \$70.00 camp scholarship to Explorer Girls' Camp and three chose the \$70.00 camp scholarship to Victory Valley Camp. Sixteen of the children participating earned an extra bonus (\$10.00 Hackman's gift certificate) by memorizing the books of the Bible and reciting them to us.

It is our hope and prayer that in the coming year there will be an even greater participation of the children to "hide God's word" (Psalm 119:11) in their hearts.

In His Service,
Sarah J. Hardy and Lori Bernhardt

Children's Church:

The Children's Church program continues to hold steady after previous changes in scheduling, programming, and curriculum. Volunteers continue to serve on an 8 week rotation where they teach for 2 weeks and have 6 weeks off. We currently offer Children's Church for 4 year olds – kindergarten during the 11:15 am service on Sundays. We continue to use Group Publishing's material "Kids Own Worship" and are blessed to have seen an increase in attendance. As always, we would love to have you consider being a part of this ministry!

Respectfully Submitted,
Rachel Norris
Children's Church Coordinator, Kids Crossing Assistant

Cross Time Sunday School:

Cross Time Sunday School is blessed to have a team of dedicated teachers and assistants who willingly give of their time, energy, and effort to serve the children at Ebenezer. Our teachers serve on a rotating schedule which allows them to attend Adult Electives since they have every-other month off. We are especially blessed to have several teen volunteers who have done an excellent job in aiding teachers and building relationships with younger children!

We continue using Group's FaithWeaver material since it is chronological, comprehensive, and builds continuity between the various age groups. We now have various resources available online, including daily devotions, and have also offered the corresponding adult/parent class during Adult Electives. We are grateful for the many volunteers who faithfully serve in this ministry.

We look forward to seeing a new generation of young people grow in the grace and knowledge of God and His Word as they will be well grounded in Bible truths taught by godly teachers and parents. We currently could use several helpers/assistants in various classes and will need at least 1 lead teacher starting in the summer.

Respectfully Submitted,
Rachel Norris
Cross Time Sunday School Coordinator, Kids Crossing Assistant

Explorer Girls:

The Explorer Girls program consists of age-appropriate classes & activities for girls 4 years old through 5th grade. During the spring 2010, girls earned badges for various accomplishments in addition to learning about the Bible, including singing at Country Meadows. The four Explorer Girls classes combined with the boys program for special activities like the annual Roller Skating night (February 3) and closing program/awards night (May 12).

The program was discontinued in May 2010 after much time and effort was given to researching a mid-week program that provided an on-going discipleship process and curriculum. A new program, FaithWeaver Friends which corresponds to our Sunday programs, was chosen and implemented in the fall of 2010. We have, however, continued the small group experience which allows groups of 5-10 children to build relationships with godly mentors through journaling, discussion time, and activities. Kids Crossing is very grateful for the volunteers who served faithfully in this ministry & trust many lives were blessed over the years.

Respectfully Submitted,
Rachel Norris
Kids Crossing Assistant, Explorer Girls teacher

FaithWeaver Friends MidWeek:

This year, beginning in September, we implemented a new discipleship program utilizing Group Publishing's FaithWeaver[®] Midweek curriculum. This curriculum addresses every major theme throughout the entire Bible in three years. This program, much like our VBS program, does challenge children in their walk with Christ and provides a gender-specific small group setting for personal growth and mentoring. This new program also reinforces what was learned the previous Sunday in Sunday school and Children's Church.

We have two age specific groups comprising of a preschool group, ages four through kindergarten, and an elementary group, grades one through five. We start and end our Wednesday evenings in a large group setting, but break the children into small gender-specific groups for activities and mentoring. God has blessed this new program with the participation of 80 children.

Of course this program would not be possible without the commitment of adult leaders. Our awesome and faithful God has given our new program 24 leaders to mentor the children and run the activity centers. We are also blessed by eight teenagers who help regularly when youth group has Wednesday evenings free.

On December 8th we had an opportunity to take the children to an adult retirement community at Country Meadows. We were able to sing Christmas songs for a large group of adults and share bible verses that the children have learned during the last four months of the FaithWeaver program.

It is with a humble and loving heart that we thank you for all the support in prayer and participation.

More helpers are always welcome. Please contact us if you are interested in volunteering!

Respectfully Submitted,
Megan Gasho (pre-school),
Shawn and Jennifer Van Doren (elementary)

Nursery:

The Nursery is a vital ministry at Ebenezer Bible Fellowship Church. Our purpose is to provide a safe, fun, and loving environment for children ages 0-3 years of age. Our ministry continues to grow every year. Nursery is a ministry that goes beyond just Sunday mornings. We have a loving staff that provides care throughout the week as well. We are excited about being a part of the FaithWeaver curriculum by teaching them God's love even as early as nursery age children. It takes a lot of volunteers to make this ministry work effectively and I would like to take this opportunity to thank them for building God's kingdom and serving our Jesus so faithfully.

In His Service,
Respectfully Submitted.
Sharon Kritzberger, Nursery Coordinator

Early Childhood:

The Early Childhood Department continues to minister to approximately 25 children (ages 2 & 3) and their families every week during second and third services. During our time together, children play and enjoy time with each other and adult volunteers. We have a circle time set aside for singing songs and worshipping God. Our Bible lessons come from the FaithWeaver Curriculum, which allows the entire family to focus on the same Bible point and verse each week. We introduce the children to prayer, Scripture reading and memorization. The take home activities allow families to reinforce the Bible point throughout the week.

Early in 2010 we eliminated the first service time slot due to a decrease in enrollment during that time period as well as a lack of volunteers. (Instead, the 2 & 3 year-olds are accepted into the nursery during this first time slot.) We are available during second and third service because of the continued commitment of a dozen wonderful volunteers. A BIG thank you to all of you. We are always looking for more helpers (either as substitutes or permanent volunteers) especially during the second service time-frame. Please consider being a blessing to the little ones and their families. You will be blessed in return.

Respectfully submitted,
Anne Christiansen

College Ministry

Discipleship Ministry

It has been a continual blessing to be involved in the college ministry as we seek to come along side the students as they are challenged in so many ways.

Some recent Sunday morning studies include; seeking God's will, a few lessons on Godly character, a study on relationships and this past semester a series on the core beliefs of Christianity. We've been blessed with great times of study in the Word while seeking answers to some tough questions that come up in the college environment. I continually pray that we never take for granted the opportunity of meeting together on a weekly basis.

In many ways, this was a transitional year for the ministry. We were sad to say goodbye to fellow leaders, Ronnie and Julianne Ani as they moved out of the area to pursue grad studies. We also had a large graduating class this past summer. Fortunately, we were able to have an end of the semester gathering for a time of fellowship and prayer as the students moved on to jobs and/or grad school. Please keep the recent graduates in your prayers as they continue to seek the Lord's will in their lives.

The ministry has been recently blessed with some additional help. Chris and Anmarie Jones have decided to join as well as Sam Eatmon. We praise God for additional leadership, as we desire to continually reach out to the Ebenezer college students and also the surrounding college communities. It's truly exciting to think of how the Lord may use the ministry to touch the hearts of the students.

Please keep us in prayer as we seek to be effective vessels during some of the most pivotal times in the lives of the students.

In His Service,
Kevin Hardy

For the College Ministry Leadership Team of Kevin & Amy Hardy, Chris & Anmarie Jones and Sam Eatmon)

Community Concerns

Deacon Ministry

The Community Concerns Committee, operating under the Deacon Board, has experienced a year of transition in 2010. Regarding leadership, the former committee chair stepped down in June, and newly elected Deacon Scott Tomlinson stepped into that position. The ministries themselves under Community Concerns also experienced some major changes. The Elder's new "church-wide fundraising policy" had a major impact on the various activities that fell under the Community Concerns committee. In summary, the new policy required the Community Concerns committee to review and approve all church wide, non-monetary collections and coordinate the use of the space in the foyer for them.

Care Net

- Ministry Leader: Sandy Barron
- Participated in Care Net's Prayer Vigil.
- \$943.17 was raised by our Baby Bottle Campaign and donated to Care Net
- The Benevolence fund sponsored a table in support at the Care Net Gala.

Manna Ministry

- Ministry Leaders: Maryann Buttillo and Linda Tona
- The Manna Ministry continues to grow. Hundreds of bagels, dozens of loaves of bread, begets and pastries are regularly donated by Panera Bread and Weis Market and are handed out at EBFC every Tuesday, Wednesday and Sunday to those who can use them. Additional donations often come from Starbucks and Wegmans.

Angel Food Ministry

- Ministry Leader: Ruth Romero
- Angel Food Ministry continued through October. During the past year participation continued to decrease and the ministry is currently on hold for further evaluation in regards to the value and effectiveness in community outreach and/or needed ministry to church members.

Hosting African Refugees

- The Refugee family is working towards being self-supported and communicates directly with the leaders of the Benevolence Fund for any further assistance.

Food Pantry

- Ministry Leader: Ben Kusiak
- Canned Foods are collected during the month of November and given to a local food bank.

Visiting Nurses Association Gift Tree

- Ministry Leader: Donna D'Imperio
- 75 gifts were collected and donated.

Respectfully Submitted,
Scott Tomlinson,
Chairman of Community Concerns Committee

Counting Offering

Deacon Ministry

The year 2010 marked the first full year of six teams, 12 people total, rotating on a six week schedule. This seemed to work out well and will be in effect in 2011 also. This lessens the amount of time that any one person is absent from Sunday service.

I would like to thank everyone both past and present for their dedicated service to the Lord in this important ministry. We had a few people step down this year but were blessed to have some very capable individuals step forward to fill their shoes going forward. Also I would like to thank the three substitutes who filled in so admirably when they were called upon sometimes at a moment's notice.

Going forward into 2011 the ladies in the Ebenezer office, Robbin and Rachael, have agreed to send out weekly email reminders for the two counters who will be serving that given Sunday. This should help to alleviate anyone forgetting that it is their Sunday to count. The counters have been asked to help them out by emailing any schedule changes to the office so they can update their email schedule.

I am pleased with the strong teams that have been assembled for the coming year and look forward to working with them in 2011.

In The Lord's Service,
Bruce Eckel,
Deacon of Counting

2010 was a year of growth and change. Rob Christiansen and Jason Lee worked in restructuring Ebenezer Loving Ministries to become the umbrella ministry for all Meal Services, Helping Hands, and Caregivers ministries. This change was made to overcome some of the challenges of overseeing and running multiple ministries with similar missions.

Caregivers is a young ministry focused on serving widows, widowers and single parents within our church family. We are currently in the structuring stage of this ministry. I, Rob Christiansen, have had many opportunities to talk to others about the vision of Caregivers in serving those in need. I have been encouraged by the willingness of several people in our congregation to step up and serve in this ministry. A committee is currently forming to establish and guide this ministry. Looking forward, we will be seeking servants available to meet the needs and walk along side of Ebenezer's widows, widowers and single parents.

Meals Ministry

Emergency Meals (Judy Lasso) - We have served 4 individuals/ families this year totaling 24 meals each provided by our volunteers. We were thankful to have so many volunteers willing to provide meals.

Meals for Moms w/ Newborns (Cheryl Hutchinson)

We have served 5 families this year totaling 18 meals. It's been a great year, though we do hope to better advertise this offering to the congregation so we become better aware of upcoming expecting families.

Funeral Luncheons (Norma Hall)

We have been able to serve 5 funeral luncheon events this year.

Kitchen Events (Beth Hoppes, Carol Hanft)

The Kitchen continues to be stocked and maintained by Beth Hoppes. We thank Carol Hoppes for coordinating the organization of a few congregation-wide fellowship events over the last 2 years. As Carol has decided to back out of this leadership position we thank her for all her efforts. In 2011 Linda Tona and family are excited to fill this role.

Helping Hands

We were able to provide a few volunteers for a few move and repair needs this year. Unfortunately there were 5 additional events where no volunteers were available to offer support. Despite a high demand for moving support in 2009, the Helping Hands committee in late 2010 reluctantly decided to remove moving support from ELM offerings. The muscle required for many move requests has often been overwhelming compared to the consistently low number of available volunteers.

Volunteers

With respect to the Meals Ministries, we have been thankful for the number of volunteers willing to step up and make this ministry a huge blessing! We desire to have more people sign-up and be willing to provide meals once or twice a year in order to spread out the meal load.

Helping Hands continues to need a large number of individuals willing to serve once or twice a year in a variety of spontaneous capacities with regard to transportation, errands, yard work and minor repairs. It's often a struggle to match specific requests with available individuals. But we do hope to continue to encourage the church to serve one another as brothers and sisters are in need.

Respectfully Submitted,
Jason Lee, Deacon of Helping Hands & Meals
Rob Christiansen, Deacon of Caregivers

Emergency Evacuation & First Aid

Deacon Ministry

Emergency Evacuation

In 2010, we held a church evacuation drill during Sunday service which ran smoothly and gave insight to areas in which we need to focus on for improvements. This information was shared with head ushers and ushers who attended the October meeting.

First Aid

We have updated the first aid boxes at the church and the school to be latex free. Each box contains necessary first aid supplies for minor injuries and also has replacement lists that should be used for better restocking of boxes.

Again, I have been blessed with men and women who truly have a heart to serve the Lord.

Respectfully Submitted,
John Romero

Evangelism Committee

Elder Ministry

Evangelism should be a culture at Ebenezer, not an event or program. Every believer in the local Body should be aware of, and willing to obey the call of our Lord on each of us to make disciples by teaching everything He has commanded us. This we see as the purpose of this committee; to partner with each ministry to foster an evangelistic focus, and provide training opportunities for instruction in personal evangelism so that the precious light of the gospel is taken into the dark world outside our doors.

We once again sponsored an in-house evangelistic event in October called "Candy Carnival." This well-attended children's event was an alternative to Halloween, and was filled with exciting games, activities, and of course candy! Benjamin Triestman, the local director of Child Evangelism Fellowship, gave the evangelistic message.

We are very excited to announce the debut of our Evangelism Training Program using the material provided through Evangelism Explosion®. It consisted of an Evangelism Prayer Breakfast in early spring, followed by a "Share Your Faith" workshop in May with 40 people in attendance, and finally two detailed evangelism training modules called EV² (one was held in the spring, and the other in the fall). We are very excited to have had more than 50 people in our church who have been trained in sharing their faith and are winning souls for Jesus Christ in their homes, neighborhoods, and workplaces. From this group there are also a couple of men who are actively doing street evangelism.

Please pray for our evangelism program as we continue to grow it in 2011!

Respectfully Submitted,
Dick Bickings, Pastor of Discipleship Ministries
for Keith Strunk, Pastoral Intern

Financial Counseling

Deacon Ministry

This group is led by Eric Sherer along with Joe Meier. Keith Beyer, who assisted last year moved to Baltimore MD. We are grateful for Keith's assistance with last year's FPU class. Ebenezer's financial counselors gave their time to lead Financial Peace University classes as well as counsel singles and couples from both inside and outside the church. They also worked in conjunction with the Benevolence Committee and met with people requesting money from the church to meet urgent financial needs.

Financial Peace University is a 13 week class that covers all aspects of personal finance. FPU is one of the most practical programs available on the subject of finance. The class is 1 hour of video followed by ½ hour of discussion moderated by the counselors. This year's Financial Peace University class was one of our most enthusiastic classes yet! The group was a pleasure to be around for 13 weeks. Students taking the class always have the opportunity to meet privately with a counselor to receive one-on-one help with any financial questions they have from budgeting to dealing with creditors as well as investing, mortgages and more. This year, one of our attendees, Phil Hammond joined the class leadership and did a fantastic job of helping to lead FPU classes. Ebenezer was very blessed by the church leadership six years ago when the leadership allowed Financial Peace University to begin being taught at EBFC. Financial Peace University has changed the lives of the counselors and the lives of others at EBFC. The information, energy and motivation of Financial Peace University has allowed many of our families here at EBFC to become debt free!

Throughout the year, families from both inside and outside the church expressed a need for assistance with payment for necessary items such as food, rent, utilities, transportation, etc. These requests were passed to the Benevolence Committee. In order for the Benevolence Committee to make a decision on whether to grant assistance, many times those seeking assistance were required to sit with one of our financial counselors. The counselor not only went over the potential recipient's finances to determine need for assistance, but also to help the requestor put together a game plan going forward to help them succeed on their own in the future.

I praise God for the opportunity to serve others in this ministry. It is indeed a privilege to be a small part of such a life changing process - to see people being freed from the bondage of debt. I would like to extend my sincere thanks to Joe Meier and Phil Hammond for the hours they have put into FPU and other areas of the ministry. I would also like to thank the Pastors and Staff at EBFC for their encouragement and support. Nothing we do would be possible without their support and of course God's blessing as we work to serve others through this ministry.

Respectfully Submitted,
Eric Sherer

Greeters

Elder Ministry

The Welcome Center concept was initialized in 2000 and has evolved with the building's expansion, rearranging of the lobby, and offering 3 services (instead of 2). Along with the expansion and in an effort to meet the needs of our growing congregation, it became necessary to add to our Greeting Team, providing additional coverage at the new and larger Welcome Center Area. We currently have 23 greeters sharing coverage of 3 services. Each works a half-hour shift, one Sunday per month, for a minimal 6 month term.

We are challenged by keeping track of all the details of the various ministries and activities, recognizing new visitors, noticing repeating visitors and **remembering names!!!** 3 John 14, "Greet the friends there by name."

Respectfully Submitted,
Patricia Lofthouse

Kinship Groups

Elder Ministry

The purpose of Kinship Groups is to provide smaller informal gatherings for growing in our faith in God and friendship with one another. Our goals are to nurture, fellowship, worship, care, train, serve, and grow. Kinship strives to take various people with different experiences and backgrounds and simulate them into one body and one faith. This encourages growth and community at different age groups, family status, and genders.

Currently, there are 18 Kinship Groups with over 300 adults and children. At the start of the 2010-11 campaign, four new groups were added while two groups from prior years discontinued. Many groups have been meeting for years and have a great core while others are new and getting connected. Mike Capaldi (elder responsible for Kinship) and I would like to personally thank the group leaders who continue to be faithful in their service of our Lord through this ministry.

What are some of the challenges with groups? Kinship is one of the major threads of our church. Having enough group leaders continues to be difficult. As new people come into the church and seek to join a group, we have very limited space for them within the existing Kinships. Work is being devoted to identifying and training new leaders so that more groups can be formed to increase our capacity.

We began this past summer a program to equip each Kinship leader to handle the challenges that may occur in their groups. We placed a strong emphasis on each leader viewing himself as a shepherd, and his group as a microcosm of our larger church body. Thus, we provided training in leadership principles, teaching techniques, theology (emphasizing the BFC Articles of Faith), and basic biblical counseling.

For 2011, we continue to view Kinship groups as one of the core ministries here at EBFC. Therefore, we will continue to train leaders to provide the watch-care necessary to meet the needs of each group, and in turn this should reflect in a congregation who is being fed, having their spiritual, physical, and emotional needs met, and are reaching out to help others with the love of Christ.

Mike Capaldi and I will be collaborating with our existing Kinship leaders to recast this vision for Kinships this spring and implement our vision. The beauty of Kinships is that we can increase the church body in fellowship and in the spirit of Jesus without being restricted to building space. Please continue to pray and even consider being a group leader.

I would like to personally thank Mike Capaldi for his diligence and vision for this most important ministry!

Respectfully Submitted,
Dick Bickings, Pastor of Discipleship Ministries

Liaison – School/Church

Deacon Ministry

This committee consists of Eric Sherer, Kevin Kritzberger and Janie Hughes, BCS Principal. We were also joined at most committee meetings by Steve McDaniel who handles the financials for BCS.

Janie Hughes expressed a heartfelt thanks for the blessings God has provided to BCS this year as well as thanks to the staff and congregation of Ebenezer BFC. EBFC has supported the school with their prayers, time, and money. 2010 has been another tough year for BCS. EBFC had waived BCS's fees for 2009 and part of 2010 in order to help ensure their survival. Enrollment now seems to be stabilizing and BCS is once again beginning to pay their fees to EBFC. BCS continues to run a number of fundraising events in order to boost their finances including a new summer program which launched in 2010.

Both BCS and EBFC continue to work well together with no major issues. Kevin Kritzberger and Janie Hughes do a great job in handling most of the problems before they become issues. I personally would like to thank the entire committee for the way both sides were willing to work for a peaceful co-existence.

Respectfully Submitted,
Eric Sherer, Chairman of Liaison Committee

In 2010 we continued to flourish in our new surroundings and the New Year will mark the 25th anniversary of the Ebenezer Growth Garden Library. Please partner with us in praying for God's guidance as we continue to grow.

The Library was able to purchase about \$4,000 worth of non-fiction and fiction books, DVDs and audios for children, teens and adults. We have continued to add to our audio books and compact discs area. The library strives to maintain a selection of the newest in Christian materials and to make selections that appeal to all ages and levels of spiritual maturity. Each week approximately 100 items are checked in and out, reaching as many as 175 during the summer months. Our Church families continue to take advantage of our Sunday and Wednesday hours to browse and borrow from our selection.

The children's area continues to flourish and is the most heavily used resource in the library. We have made a conscious effort to make the library as child-friendly as possible, providing a space furnished in proportion to our smaller patrons. A bookworm reading club was started during late winter/early spring and was very successful. Participating children received a certificate and stars based on amount of books read and had their certificates displayed in the children's area of the library. We also continued the Summer Reading Program in which children who read books at home received prizes for their effort.

Our library staff remained at twenty for most of the year. We are busy each Sunday morning as well as during the week when books are processed for computerization. We are still valiantly working on computerizing our collection but this continues to be a work in progress as we conquer computer glitches. We find the computer program delayed due to severe program issues and we will be changing to a more user friendly system in early 2011.

We moved to our new library quarters in December of 2009 and look forward to expanding our ministry in 2011. The increased space has allowed us to provide more services to our church family. The added space has also eased the congestion we experienced in the old library. We owe many thanks to those who donated time and resources to help us transition to our beautiful new library. The hard work that was provided has made it possible for us to continue our mission. We praise God for all that the congregation and church leadership has done to help the library flourish. Our goal is to be a ministry that is a warm welcoming environment where everyone can come and find resources to help their spiritual growth. Our church has a valuable ministry in its library. If you haven't utilized the resources it provides we strongly encourage you to stop by and check out your church library.

The library has many wonderful volunteers; we however find ourselves this coming year in need of more individuals willing to work an occasional Sunday morning. Please contact me if you are interested in helping. Also, beginning in 2011, we have decided that we will no longer be open on Wednesday evenings due to staffing shortages and very low patronage usage. We will still be open on Sunday mornings and encourage you to stop by and visit then.

Respectfully Submitted,
Maria Sherer

Membership and Discipline

Elder Ministry

We thank the Lord that 2010 was another year for many to seek membership in our church:

- We started the year with 505 members and added 17 new members throughout the year.
- We had 14 baptisms this year.
- We dedicated 3 children to the Lord this year.
- We also had 4 weddings this year.
- Sadly, we have had 2 families leave our church because of disciplinary action.
- 10 from our church family went home to be with the Lord this year. They are: Gene W. Houck, Carl F. Ruppert Jr., Maryellen Beck, Kimberlee Ann & Cora Horvath, Shirley Stieber Kemp, Richard C. Lee, Fred R. Paulus, Margaret F. Zimmerman, and John E. Ladics. Although they are rejoicing in heaven, we miss them.

This brings our membership total for 2010 to 516. Even though we have seen a decline in attendance over the past year, our church continues to grow spiritually. God is still building up Ebenezer Bible Fellowship Church during this time of transition through committed followers of His Son, the Lord Jesus Christ.

We have much to be thankful for as the Kingdom of God advances through Ebenezer.

Together in Ministry,
Jason Hoy,
Pastor of Congregational Care

Men's Ministry

Discipleship Ministry

The Men's Ministry was led by Pastor Keith Strunk in 2010 and was very active with the following regular events:

- Bible Studies – Weekly Men's bible studies, one on Saturday mornings, and the other early Thursday mornings.
- BattleZONE – Continued to be a premier powerful discipleship tool for our men here at EBFC. A number of men in our congregation have worked through their own internal struggles and have emerged as victorious, spiritual leaders.
- Breakfasts – Well-attended men's breakfasts were held quarterly, providing fellowship, teaching and worship time focusing this year on the theme, "What is Your Legacy," which was taught powerfully by Pastor Keith Strunk.
- Community/Church Outreach – The men were called upon frequently throughout the year to lend a hand whether it was for someone who was moving, or some other physical labor.
- Men's Retreat – In March about 25 men from EBFC and 50 or so from 4 other churches met at Pinebrook Bible Conference for a weekend of worship, bible study, activities, food, and wonderful fellowship.

Praise the Lord for providing an excellent men's leadership team that met periodically throughout the year to provide ideas and implement plans to keep this vital ministry on track.

Respectfully Submitted,
Dick Bickings, Pastor of Discipleship Ministries
for Keith Strunk, Pastoral Intern

“Blessed are the merciful, for they will be shown mercy.” –Matthew 5:7

Mercy is one of many wonderful attributes of our Lord. And it should be one that is displayed in His church. I am grateful that Ebenezer is one of those churches. Not only does our Mercy Team incarnate the mercy of Christ, but we can safely say that the rest of the church does so as well. I have heard people say, “Ebenezer is a healing church” and that’s part of a mercy ministry that should be happening in every church.

The Mercy Team primarily focuses on our shut-ins, those precious senior saints who are unable to attend church throughout the week. From visiting these folks, I can tell you that they dearly love our Lord Jesus Christ, and they were actively involved in his church. Some of our shut-ins are still living in their own residence, although many are living in local nursing facilities. I have witnessed well-used Bibles and many pray over our weekly prayer sheet. I am grateful for these senior saints, and it is an honor to sit under their biblical wisdom and to hear their stories.

I am grateful for the members of our mercy team. They have gone the extra mile, scheduling visits and making the day brighter for many of our senior saints. They have also gone above the call of duty in many cases, doing various other services on top of visiting, things like sending cards and making phone calls.

During these past 2 years of not having a Senior Pastor, it has been tough to keep up with the Mercy Team. Many folks on the team have either moved, or transitioned into other ministries that needed help, which is understandable. I am grateful for the faithful few who still visit our shut-ins often. I am thinking about how we as a church body can better care for our Senior Saints so we are thinking through things like having our kinship groups adopt a shut-in or including our shut-ins on the shepherding lists that our elders will soon have. We do not want to forget our senior saints who have passed down the faith to us!

Keep up the good work Ebenezer, obeying Christ’s command to “bear one another’s burdens.” We are a church who does well at “mourning with those who mourn, and rejoicing with those who rejoice.”

Respectfully Submitted,
Jason Hoy,
Pastor of Congregational Care

Missions Committee

Committee Members:

Dick Albright, Chairman
Marianne Gable
Shelley Penchick
Doug Chen
John Romero

2010 Missionary Support through Budget Giving:

Bible Fellowship Church Board of Missions:

BFC-BOM Administrative Support	2,400.00
Davies, Larry and Michelle-Czech Republic	3,800.00
Elias, John and Karen- England	2,400.00
Ethnic Church Planting-South Allentown	1,600.00
Head, Jim and Lynn-CIT	7,000.00
Hunsicker, Chris and Alma-Morocco	3,000.00
Masessa, Becky	4,800.00
Missionary Retirement Fund	2,200.00
Moyer, Duane and Joetta-French Antilles	3,200.00
Pastoral Scholarship Initiative (Scott and Moffit Colleges, Africa)	2,000.00
Reyes, Art and Vickie-Mexico	4,320.00
Riddell, David and Rebecca-France	7,480.00
Solt, Lillian-Costa Rica	5,720.00
Wimble, Mark and Cathy-Thailand	10,000.00
Weller, Dana and Lanette-BFCBOM	2,400.00
Widman, Scott and Joanna-North Ireland	3,000.00
Ziegenfuss, Carrie	4,800.00
Zurbrick, Rebecca-Uruguay	3,000.00

Bible Fellowship Agencies:

Bible Fellowship Homes	4,620.00
Pinebrook Conference Center	4,000.00
Victory Valley Camp	4,000.00
Church Extension	11,160.00

Special Missions: (Non-BFC Board of Missions)

Albright, Dick and Pat-Fellowship International Mission Administration	2,700.00
Brown, Jerald and Raegan-Fellowship of Christian Athletes	1,200.00
Bovard, John and Joanie- Youth for Christ	2,300.00
CareNet Lehigh Valley	4,800.00
Child Evangelism Fellowship	2,000.00
Fodale, Mark and Shannon-DiscipleMakers	1,800.00
Hanna, Ed and Christy-Campus Crusade for Christ	6,000.00
Musselman, Arden-Christian Service Brigade	1,200.00
Napier, Al and Nancy-Italy	8,300.00
Poysti, David and Ute-Germany	2,400.00
Ritchie, Josiah and Rachel-Fellowship International Mission/IT	1,800.00
Russian Christian Radio	3,400.00
Tinka, Robert and Lumi,-Romania	2,500.00
Transworld Radio-Radio	2,800.00
Truth for Women	1,200.00
Williams, J. K.-Explorer Girls	1,200.00
Johnson, Eric and Jennie -Young Life	1,200.00
Young Lives	1,200.00

Missions Giving through Faith Promise:

Stacy Voortman – ELIC	3,000.00
Kim Knaub-Tanzania Project	1,300.00
Jim Head-special needs	500.00
Robert Tinka- special needs	2,000.00
Chris Hunsicker – special needs	3,200.00
Art Reyes – special needs	2,000.00
John Elias – special needs	800.00
Scott Wideman – special needs	500.00
Dana Weller – special needs	1,000.00
Mark Fodale – special needs	1,000.00
JK Williams – special needs	2,600.00
Arden Musselman – special needs	600.00
Bob Harriman - special needs	2000.00
Lilian Solt – special relief project	1000.00
Efthemes Sioukiouroglou – special relief project	
Short-term mission trips:	
Ruth and Joe Meier, Russia	500.00
Lori Newman, Honduras	500.00
Faith Frasier-Peru	500.00
Youth trip to Ireland	400.00

Missions Week 2010

The program of March 14 featured Mark Irwin of Russian Christian Radio in both the Morning Worship services and the evening Pot-Luck supper. The Sunday School hour for adults and teens featured an electronic report about their lives and ministries from several supported missionaries

The program of March 21 featured the Tanzania Trio (Becky, Carrie, and Kim) with testimonies, video presentation, and missionary challenge, along with a time of prayer and commissioning. The Sunday School hour featured a presentation by Josiah Richie on the modern methods of communicating the Gospel. CEF presented a special missions program to children.

A Tuesday night Teen Focus program featured Rita Mock, a missionary appointee to Australia, who desires to establish a professional drama team to present the Gospel.

An additional International Potluck dinner was held in the fall to honor Becky and Carrie as they prepared to leave for the mission field.

Respectfully Submitted,
Dick Albright,
Chairman Missions Committee

Networking

Discipleship Ministry

“The Right People in the Right Places for the Right Reasons” is something we should all keep in the forefront as we continue to work out where God has called us to uniquely serve to build up the Kingdom based on our God-given Passion, Spiritual Gifts and Personality Style.

At Ebenezer, we are using Networking as the primary approach to connect people with service opportunities within the various ministries of the church. This is accomplished by aligning an individual’s profile with ministry position descriptions that are provided by ministry leaders. This process is divided into two sections. The Discovery Session is the group setting in which the material is presented. After completing the profiles in the Discovery portion of the process, each person has an individual session with a consultant to talk through the Ministry Profile and make the best person-ministry match. In order for this to be most effective, it is critical that each member of the congregation go through the Network process. It is also important that ministry leaders communicate the service opportunities within their ministries so that the best fit can be found.

During 2010, two Discovery Sessions were scheduled in February and October. The sessions were scheduled for Wednesday evenings as a four-part series.

The ministry team for this year has been comprised of the following people: Scott Tomlinson, Jacque’ Prebula, Shawn Van Doren and me. The Van Winkle family supported the ministry with refreshments during the sessions.

We are looking towards building and sustaining a process to bring people and ministries together, and we are praying that God will provide the team with the right people to work with us in various roles and capacities.

If you have not yet been through the Network Discovery Session, please register to attend in 2011. Even if you are already serving in the ministry which you know you are gifted in and called to, you will benefit from having your Passion for ministry, your Spiritual Gifts and your Personality Style affirmed. The result will be the confirmation that where you are serving is the place you should be to fill the unique role that God has designed and equipped you for and prepared for you to do.

Serving With You,
Andy Brimer

Ordinance Committee

Deacon Ministry

Baptism: We had 15 baptisms in 2010 and everything went well. The room availability is working well through the addition of privacy curtains. We are currently doing baptism quarterly, and this too is working out well.

Communion: Communion is going well. The new servers that were added in 2010 are doing an excellent job. Emailing the servers is working out very well. The men have shown great interest and enthusiasm in this ministry. They are diligent in responding to their availability and the service they can serve. Again, I want to thank each one of you for your dedication and your support as we worked through the growth of our church in this area. I appreciate each one of the servers, and am blessed to have each man serving in this ministry.

Respectfully Submitted,
Bob Visco,
Chairman of Ordinance Committee

Pastoral Relations Committee

The 2010 Pastoral Relations Committee consisted of Wayne Batten, Rick Davis, Mike Capaldi and Shawn Sommons. Currently, we have three out of four pastoral positions filled for which we give Him honor and praise. We are blessed to have three godly pastors and we pray we will soon have a Senior Pastor as well.

One of our committee tasks is to serve as a point of contact with each of our pastors for support and feedback. Each man has a pastor they meet with periodically in order to hear concerns and provide encouragement. Another task is to conduct annual evaluations of each of the pastors. This involves mostly elder and peer feedback. We then organize the results and discuss them with each pastor and talk about things they are doing well and things they could do better. This is ultimately done to support their development as Pastors and encourage their ministry.

We are in the process of providing them with their evaluations for 2010.

During the month of October the committee publicly recognizes each pastor, expressing the church's appreciation and encourages the congregation to individually express their appreciation to our pastoral staff. Of course, the congregation is encouraged to share their love and appreciation for these men throughout the year.

In 2010 our Pastors became aware that, as pastors, they are personally responsible for paying self-employment tax. Based on an inadvertent misunderstanding of the tax code for ministers, three of the Pastors did not pay the appropriate tax liabilities. This left our pastors owing a joint amount of about \$20,000 in back taxes. The elders set up a benevolence fund entitled "Pastoral Tax Fund" for anyone who felt led to assist our pastors with these tax payments. This special fund was open for two months, ending Sept 30. The Pastoral Relations Committee administered the funds. Action has been taken to correct this for the future. **Praise God** that enough funds were raised to negate this debt on behalf of our Pastors!

The Pastoral Relations Committee is also responsible for overseeing the compensation packages for each employee, including pay raises. We provide input with regard to salaries, health insurance, and vacation schedules and we are also available to hear employee questions and concerns. In 2010, the PRC updated the employee handbook to specifically clarify and enhance the staff's vacation benefits.

The committee also seeks to promote unity in the church body and between the pastoral staff and the congregation. At times, conflicts and differences of opinion arise. The Pastoral Relations Committee mediates those conflicts and promotes reconciliation. The committee is always open to the questions or concerns of the congregation as it relates to our pastors.

In His Service,
Mike Capaldi,
Chairman, Pastoral Relations Committee

Committee at Year-End:

Gordon and Elaine Baker
Ron and Pat DiStefano
Otis and Carolyn Powell
Bob and Hazel Smith
Lee and Jean Tress

The Prime Timers ministry provides three types of activities and services. Senior members and friends of Ebenezer have the opportunity to enjoy fellowship, serve others, and bond and care for one another.

Lunches – Monthly lunches were attended by an average of 34 people. Lunch programs included a presentation on steam locomotives and historical refurbishing of them and a Panama Canal tour highlighting its history. The June picnic was moved to Louise Moore Park with an attendance of over 40. We had an after-lunch tour of the Majestic sporting goods plant in Palmer Township. Our Christmas Dinner had 67 attending this year which was an increase of 11 over the previous year.

Special Events – We held one theme dinner and one movie night. Forty people attended the dinner theater held at DeSales University. Thirty people enjoyed an Iron Pigs baseball game on Faith night in July. Our yearly trip to Shady Maple was attended by 30 as well. A 3 day 2 night trip to Sandy Cove Retreat Center in Maryland proved to be an outstanding new event. We had a presentation on senior health care. The Bethlehem Senior Citizen director presented services which are available for seniors, and we visited 2 senior communities – Traditions of Hanover and Fellowship Manor.

Service Projects – 6 Activity continues in this important area.

- 1) Samaritans Purse – 357 shoe boxes were wrapped and gifts for boys and girls were collected for world distribution.
- 2) Boxes for Soldiers in Afghanistan – articles for 48 were purchased, packed and mailed.
- 3) Wheels for the World – wheel chairs, walkers, and metal crutches were collected and shipped.
- 4) Stitches of Love – baby blankets, gloves, hats and sweaters were knitted by a group of active ladies.
- 5) Blood Drive – two were held this year with approximately 20 donors at each.
- 6) Clothing Drives – again over 200 bags of clothing were collected and transported to New Bethany Church in Allentown

Volunteer Needs – We are blessed to have many volunteers from within the Prime Timers group.

We are planning many activities for 2011:

- Group tickets have been reserved for an Iron Pigs baseball game in July.
- DeSales dinner theater will be held in April. 40 tickets are available.
- Plans are being made for another Shady Maple trip in the summer.
- Monthly lunches will continue plus other interesting and surprise events.

Ron and Pat DiStefano,
Co-Chairs of Prime Timers Committee

Property Committee

Deacon Ministry

Property committee members: George Hardy (chairman), Kevin Kritzberger, Doug Files, Dave Van Schoick, Jerry Vashina, Otis Powell, and Wayne Batten

2010 has been another tough year with ongoing problems due to the age of our church. We have had various leaks in our roofs and more HVAC issues and repairs.

Some of the projects completed this year were:

- We received our cash settlement and certificate for the shingles over fellowship hall and new classrooms due to faulty shingles that delaminated
- The new magnetic door holders have been installed and are working fine
- We have completed research into various pew companies and options and have placed a deposit on the new pews to lock in the price. We will be finalizing details for this project in the coming weeks and hope to complete the project this summer.
- The new kitchen and serving room floors were replaced due to faulty product used the first time and everyone is happy with the end result
- New porcelain tile flooring was installed in the four small bathrooms (pastors, handicap, room 8 and the baby nursery)
- All of the trees that were dying on the north side of the church were removed
- More research was done on our options for replacing the fellowship hall roofing system for when it becomes necessary. It was decided to ask that this project be put on the list of items to be funded through our building fund.
- Much time and effort was put into researching occupancy sensors to control the lighting throughout the church. We finally place the order for them in December and they will be installed sometime in 2011. We will be getting rebates from PPL to cover almost half the cost for these sensors and they will help us reduce our electric costs in the future.

I would like to thank the many volunteers who helped Kevin Kritzberger and the property committee throughout the year with hundreds of hours of donated labor to help maintain and improve our building and grounds.

I would also like to thank all of the committee members who served with me this year on the property committee. It was a pleasure working with you and I look forward to serving with you on the committee for 2011.

Thank you also to all those who signed up to take care of the various flowerbeds. It was a tremendous help and they looked great. We received many compliments on them.

Respectfully Submitted,
George Hardy
Property Committee Chairman

Security Committee

Deacon Ministry

The Security Committee was formed to provide greater security awareness, identifying the need to provide a safe worship environment at Ebenezer.

We are honored to see the work God has done this year through His faithful servants on this committee and look forward to how He will provide grace and mercy throughout the coming year.

One Elder, three Deacons and seven active-duty law enforcement officers, among other volunteers, serve on the Security Team. Our primary function is to provide an atmosphere of comfort, refuge and worship, where congregants and visitors are able to worship God in prayer, song and learning. We work in concert with the ushers and greeters to respond more quickly to potential breaches or disturbances while enabling the Sunday morning worship to continue at full strength without interruption.

We monitor activity inside the building and in the parking lot before, during and after Sunday morning worship services, and serve as the primary contact with local first responders (law enforcement, fire, EMS) in the event of a disruptive incident. This includes, but is not limited to individual suspicious behavior, theft, disorderly conduct, acts of violence, and/or the need for professional assistance.

Basic functions provided by the Security Team at each Sunday morning service include:

- Maintain a physical presence, patrolling the grounds in an effort to deter crime or mischief;
- Remain alert for and report on suspicious behavior or circumstances that may attend property loss or personal injury;
- Limit access to areas of the church (such as offices) where visitors are not allowed on Sunday mornings;
- Monitor and escort staff & volunteers carrying money, such as tithes, offerings or other gifts;
- Primary point of contact between EBFC and local first responders (police, fire, EMS, etc.);
- Investigate and communicate security breaches to church leadership in a formal manner;
- Maintain a current log of security incidents;
- Check and secure locks on selected doors and windows during Sunday morning services;
- Work in concert with the on-duty Head Usher in support of the Security Policy.

During 2010:

- Secured Elder approval of a formal Security Policy.
- Started drafting a Standard Operating Procedure which will be routed for review.
- Wrote a job description covering the essential duties of a Security Team Member.
- Maintained a security team schedule and presence for Sunday morning services.
- Maintained a security team schedule and presence for Wednesday night Angel Food Ministries.
- Attended a Church Security & Intruder Awareness/Response Seminar in western Pennsylvania (June).
- Began developing training for Security Team Members, Ushers and Greeters; to be delivered in 2011.
- Began planning to host a 2-day seminar by Strategos International "Church Security & Intruder Awareness/Response Seminar @ Ebenezer June 10/11, 2011" (at no cost to EBFC)
- Notable Incidents Addressed –
 - Sermon disruption/trespassing arrest, missing keys/found, missing purse/found
 - Reduction in number of suspicious characters causing concern

Volunteers:

The Security Team is open to all congregational members who wish to volunteer. Our needs include people interested in serving the flock with these skills: planning/scheduling, security patrol, training, communications, financial and/or policy audits.

Members of the team include: Marlin Bozes, Tom Galloway, Blake Kuntz, Jay Jenkins/co-chair, Joe Maddock, Andy Meeks, Dave Messinger, Tom Murphy, John Romero, Juan Torres, Bob Visco, Dean Wilson, Gary Young

Respectfully Submitted,
Robert Lofthouse, Chairman

"But I will defend my house against marauding forces. Never again will an oppressor overrun my people, for now I am keeping watch." Zech 9:8

Strategic Planning Committee

Elder Ministry

While the past year has certainly been challenging for the leadership of EBFC, it has also been exciting to anticipate what God has for us and where He will take us in the future.

The committee spent considerable time facilitating a plan to update the much needed sanctuary carpet and seating. At our 2010 Congregational Budget Meeting, we voted to move forward with this plan by putting a down-payment on new pews.

With the ongoing search for a senior pastor, the workload on the existing pastors continued to mount. It was therefore proposed and implemented to hire a pastoral intern for one year in order to handle some of the workload. Pastor Keith Strunk began his internship in February 2010.

The committee is currently in the process of evaluating how Ebenezer has changed in the past year, and how those changes may affect the existing strategic plan. However, our priorities remain unchanged: we will always plan to equip the saints for the work of the ministry, and make disciples of all nations. To that end, we will continue to evaluate the ministry for areas that may need improvement, and work to implement changes that will result in more effective ministry. We will also evaluate our facility needs, and make every effort to ensure we are being faithful in every way with what God has given us.

Respectfully Submitted,
Dick Bickings, Pastor of Discipleship Ministries
for Keith Strunk, Pastoral Intern

Student Ministry

Discipleship Ministry

*“Hear, O Israel: The LORD our God, the LORD is one. You shall love the LORD your God with all your heart and with all your soul and with all your might. And these words that I command you today shall be on your heart. You shall teach them diligently to your children, and shall talk of them when you sit in your house, and when you walk by the way, and when you lie down, and when you rise.
(Deuteronomy 6:5-7 ESV)*

As we moved through this past year in our student ministry, God has really impressed the principles of Deuteronomy 6 on my heart and it is my commitment to teach this to our congregation. We need to find a way to disciple our teenagers better, and we need to increase the ministry to youth parents so that they might disciple their children the way Deuteronomy 6 calls them to. Passing faith on to the next generation requires showing young people how to integrate faith into every sphere of living. It requires the influence of godly adults besides parents who can come alongside and participate in this discipleship - after all this call to Israel was given in the context of community. We must always keep in the forefront of our minds what is most important about student ministry - not the big events, not how many kids show up to an activity, but how many students will leave our ministry believing that our God is the one true God, the only one who is worthy of worship. How many will begin their adult life loving the Lord with all of their heart, soul and might? These are the things we must be passionate about, and the things we must focus our efforts on.

To this end, I have realized over the last year that we need to gradually transition our student ministry from more of an activity-based model to a family-based model where discipling relationships are the focus. We are doing our best as staff to shift our attention towards families and engage them more in the process. A big thrust for us is launching the mentoring ministry, which I believe will widen the circle of influence in a teenager's life. One adjustment has been planning a simpler, less cluttered calendar for 2011; our goal is that this will open up more space for substantive discipleship to take place - through more growth group interaction, mentoring relationships, and more family time so families are not quite as busy.

We are not “there” yet, but I believe we are taking great strides to streamline the ministry so that we are spending most of our energies on what matters most. Please join me in praying that God will raise up a generation of students who are true disciples of Jesus Christ with a faith that lasts!

Some of the things God has accomplished through us this past year are:

- The launching of a mentoring ministry which has been successful with a few and is now being released to the wider congregation.
- A growing awareness of a need to partner with parents and minister to them. This endeavor will have exponential effects on our students.
- A productive mission trip to both Northern Ireland and the Republic of Ireland. Despite challenges I believe God was glorified, the gospel was shared, and we left having blessed the missionaries.
- Our youth staff has grown even closer through staff meetings and a staff retreat.
- Our Invert group (student leadership) has grown through a retreat and is starting to pray and dream about what passions God has given them for service.
- A unifying between the middle school and high school ministries – most of the programs continue to be separate, but we are seeking to bring the groups together a number of times throughout the year.
- My wife and I taught a sexual purity course with separate groups for guys and girls. I believe it was effective in calling all of us to a purer lifestyle that honors Christ.
- An increasing unity with the other evangelical churches and their youth ministries through Lehigh Valley Unite.
- Several teenage guys growing in their ability to put together a Bible lesson and then teach it to our youth group. This has been neat to see students doing the ministry, even teaching.

Some of the goals that we have for the coming year are:

- Guide the mentoring ministry to become a focal point of our student ministry.
- See growth groups become an even more significant force for discipling our students - this may involve small groups on a weekly basis in the summer.
- Have a successful mission trip to New Mexico where God is glorified
- Further develop our volunteer MS and HS staffs – this will involve a 2 day training conference as well as another retreat.
- Further develop our student leadership – this will also involve another retreat. I want to see our Invert students start to serve our community with passions that God has given them instead of just responding to needs I make them aware of.
- Build synergy by seeing our youth parents and youth staff become more connected.

Our purpose statement:

Our student ministry seeks to partner with parents as we equip students to become more like Jesus.

Thank you to all those who partner with us as we seek to fulfill this high calling.

Opportunities to serve with the student ministry:

In our ministry we are praying that God will raise up -

Male middle school staff

Male high school staff

Please let me know if you are interested, and we can talk more about what this involves.

Respectfully Submitted,
Mark Culton,
Youth Pastor

Support Groups

“Carry each other's burdens, and in this way you will fulfill the law of Christ. - Galatians 6:2

As David Powlison would say, the church needs to “reclaim the cure of soul’s ministry.” He says, “According to the Bible, caring for souls – sustaining sufferers and transforming sinners – is a component of the total ministry of the church, however poorly the contemporary church may be doing the job. The Lord whose gaze and will the Bible reveals lays claim to the cure of souls.” My vision and goal for the congregational care ministry at EBFC is to close the gap between the Christ of Scripture and every facet of life lived, including the “care of souls.”

Support groups are one way to do this. And I am thankful that our church recognizes that this is a vital ministry for the church of Jesus Christ. Too many churches are running away from the things that we hit head-on in our church. Things like addictions, depression, bi-polar, suffering, divorce, grief, pregnancy loss, etc. are being addressed from a biblical perspective where we try to “comfort the disturbed and disturb the comfortable.” The God of the Bible really does have something to say about the various diagnoses and issues that we all face. Our task is to make the “teaching about God our Savior attractive” in this area.

I am grateful for all the people who share my vision. Peggy Cook, Chet Lehman, and Shawn Sommons have blessed many people in our *DivorceCare* and *Griefshare* groups. Not only do our people come to these groups, but folks from the community have come as well. What a wonderful opportunity to share the gospel of Jesus Christ and the hope that the Redeemer brings to lives that have been shattered by divorce or loss of a loved one.

I praise God for the availability of Chris Erland and Karin Newell for the women who have experienced pregnancy loss. They have been a blessing to many. I know they do a lot of informal ministry, to which I am grateful for.

Another vision that the pastoral staff has is to equip our kinship group leaders to engage in the “cure of souls” ministry. We had a Sunday school class for kinship leaders which included a component on counseling. We would love to see the core ministry outside of Sunday mornings be the kinship groups where much “one anothering” ministry can be done.

That’s what ministry in the body of Christ is all about.

Resting in His love, which is better than life!
Jason Hoy, Pastor of Congregational Care

Technology & Web Site

Elder Ministry

Purpose: The Technology Team is charged with planning, purchasing, installing, and maintaining the IT (information technology) systems at Ebenezer.

Responsibilities: Our team is responsible for supporting our Staff with the tools they need to serve the church and the Lord with the most efficient and up to date systems possible. These responsibilities include, but are not limited to:

- Hardware and software support for 20 workstations
- Maintaining network and internet connections
- Web Site – www.aplaceforyou.org
- Troubleshooting and problem solving
- Technology planning for the future needs of a modern Church

In 2010: Overall 2010 was a year of tweaking and maintenance... The Sound Room workstations have been replaced and its software has been streamlined and modernized. The staff benefitted from an upgrade to the latest Office software. Wireless network accessibility and security has been improved. In the interest of data security, select workstations now have their data backed up remotely (off site). Kim White and her Web Team were hard at work developing the recently introduced webpage at “Aplaceforyou.org”.

In 2011: We will continue to help our staff serve our Lord in providing an efficient, reliable and secure computer network. There will be several network hardware upgrades coming online, including a hardware firewall, a remotely located back-up hard drive, and a new network server. We also continue to maintain and improve our website; “Aplaceforyou.org”.

Challenges: Our biggest challenge continued to be troubleshooting network, hardware, and software issues during business hours. When the network is down, staff productivity can grind to a halt. This makes it imperative that solutions be found as quickly as possible, so finding a team member available at the time a problem occurs is imperative, yet often difficult.

Respectfully Submitted,
Tom Murphy,
Chairman, Technology Team

Transportation Committee

Deacon Ministry

Kevin Kritzberger, Swannie Griffin, Kevin Hardy, Fred Parris

During 2010, we saw a slight increase (over 2009) in use of the church vehicles (2008 Ford Omnibus, assembled by Eldorado National; and a 1997 Ford E-350 Econoline van). This year, the increase is mainly attributed to growth in the High School youth group, as well as continuing increase in attendance at Kids crossing camps/retreats. The need for rental vehicles was able to be slightly reduced as ministries began to maximize the use of volunteer drivers and their vehicles. Rental vehicles are used (in addition to EBFC's vehicles) when the ministry in need of transportation which requires more seating than EBFC's vehicles provide, and when it is impractical for multiple volunteer vehicles to be driven.

2010:

- EZ-PASS was installed on both vehicles.
- Both vehicles were washed and waxed (thanks to the Youth Mentoring Program).
- The van had multiple maintenance issues this year; thanks to Don at Hillside Auto for his continued service and generosity in providing service with significant savings to the church.
- Continued research and discussion of the timetable for replacement of the van, in the near future. This is due to the increase in maintenance issues that has reduced the perceived reliability of the vehicle; increasing rental costs are also a factor.
- Transportation Fund (for purchase of additional/replacement vehicles) is now over \$14,000.
- If you desire to contribute to this fund, simply write "Transportation Fund" along with the amount given, under the "Special" section of an offering envelope.

Thanks to Kevin Kritzberger, Swannie Griffin, Kevin Hardy, and Fred Parris, for their service and insight in 2010.

(No additional volunteers are needed for this committee at this time.)

Mark Hardy
Transportation Chairman

Ushers

Deacon Ministry

Again this year, we have been blessed with men who have a desire to serve the Lord. The ushers at the church are dedicated men who not only work on their assigned crews but also fill the void where needed on other crews. This year there were a couple of men who no longer could serve due to other commitments which has caused a couple of crews to be short staffed. God has provided and has continued to provide. We will continue with ministry moments and look at networking to fill the voids where needed. A meeting in October was held with head ushers and ushers to go over the evacuation and to communicate security concerns along with usher needs. A request came asking for a speaker system in the back hallway near the classrooms so that the ushers could hear the sermon for the week. This speaker system has been added and this has been met with much appreciation. We continue to be the eyes and ears of the church.

Respectfully submitted,
John Romero

Ebenezer's Women's Ministry's focus is to equip, empower, and encourage women so they can reach their God-given potential to serve their Lord, their family, and their community. Our goal is to help women feel accepted and minister to them right where they are in their walk of life. This is done by:

1. **Leading** women to know who Christ is as their Savior, to know how to build their entire lives on God and His Word, and to live their lives out of that relationship.
2. **Helping** women to discover their God-given gift and find their place in ministry.
3. **Teaching** women how to reach out to other women.

It has now been four years that I have had the privilege of serving as Women's Ministry Coordinator. The past two years have been both challenging and rewarding with our church still searching for our senior pastor. But, God is good and I am so blessed to serve with a wonderful Women's Ministry Leadership Team that has always been my JOY. Our Leadership Team consists of Coordinators and a few Ministry Partners. The Ministry Partners not only come along side the coordinators to ease their labor, but also to be a pool of leadership to the next generation, ensuring that our ministries progress without interruption. The coordinator positions and their matching ministry partners (MP) are as follows (This chart reflects the positions from Jan. '10 – May '10. Changes in position as to date are noted in the Outreach & Inreach Ministry paragraph)

- | | |
|---|---|
| ▪ Women's Ministry – Emma Kramer | ▪ Secret Sisters – Debbi Flanagan / Alyssa Nye |
| ▪ Spiritual Growth – Marianne Roth | ▪ Prime Timers Liaison – Elaine Baker |
| ▪ Hospitality – Colleen Marzigliano /
MP - Debbi Flanagan | ▪ Young Adult Liaison – Christy Eatmon |
| ▪ Small Groups – Beth Hoppes | ▪ MOPS – Doris Lynch / MOPS Steering Team |
| | ▪ Outreach/Inreach – Linda Visco / Bess High |

Women's Bible Studies

In 2010, we once again offered year-round Bible study opportunities. I'd like to thank all our Bible study leaders and facilitators, your diligence and dedication is recognized and appreciated.

Winter/Spring Sessions:

- **The Bethel Series OT**, A systematic overview of the OT, led by Peggy Brimer (cont'd from fall '09)
- **The Bethel Series NT**, A systematic overview of the NT, led by Gail Tshudy (cont'd from fall '09)
- **The book of James**, led by Carolyn Tomlinson at the church (cont'd from fall '09)
- **The books of JEREMIAH & LAMENTATIONS**, led by Elaine Baker in her home
- **Loving Well**, A Beth Moore Bible study offered by Truth for Women (TFW), led by TFW facilitators
- **Mom to Mom: Heart Talk**, A mentoring style focus group for moms, led by Emma Kramer & Vicki Cowley at the church

Summer Sessions:

- **Here, Now, & Then**, A Beth Moore lecture series Bible Study on Revelation, offered by Truth for Women (TFW) and held at EBFC

Fall Sessions:

- **Women of the Old Testament**, A LifeGuide Study, led by Elaine Baker in her home
- **Mom to Mom: Growing Together - Growing a Child = Growing a Mom**, A mentoring style focus group for moms, led by Emma Kramer & Vicki Cowley at the church
- **The Bethel Series OT**, A systematic overview of the OT, led by Peggy Brimer (new group starts)
- **The Bethel Series NT**, A systematic overview of the NT, led by Gail Tshudy (OT class moved up to the NT class from '09/'10 class)
- **Anointed, Transformed, Redeemed: A Study of David**, A Deeper Still Conference Bible study featuring Beth Moore, Priscilla Shirer, & Kay Arthur, facilitated by Emma Kramer, Carolyn Tomlinson & Jane McWilliams
- **Pleasing God**, A LifeGuide Topical Study, led by Linda Tona in Barbara Bok's home

Outreach & Inreach Ministry

This new area of ministry was implemented in the fall of 2009. Linda Visco moved from her position as Hospitality Coordinator into coordinating this new area, and Colleen Marzigliano stepped into the Hospitality Coordinator position.

We define **Outreach** as community focus with the purpose of service projects and support of community organizations such as Truth for Women, Care Net, Young Lives and The Nehemiah Wall. **Inreach** is Ebenezer-focused towards women visitors and newcomers within the church body. In late fall of 2010 we separated these two ministries to run as independent initiatives. Linda Visco took on the Coordinator position of Inreach and Bess High moved into the Coordinator position for Outreach. (Outreach Committee members: Pam Reinholz, Sandy Barron, & Chris McGrath)

For quite a few years we have supported **Truth for Women** and have helped with both the 2009 and 2010 Fall Fashion Show & Silent Auction as well as been a host church for their Bible studies. We have also been a big supporter of **CareNet** for many years church-wide. This past February of 2010 we added a new ministry to women here in the Lehigh Valley, **Young Lives** which is a part of **Young Life**, which we have been supportive of church wide for many years.

In February we helped Jenny Johnson, Director for **Young Lives**, with a luncheon held for the **Young Lives** mothers. We provided crocks of soup for the meal and childcare during the meeting time that was led by Jenny for the moms.

In November Women's Ministry held a church-wide collection for toiletry items and books. The toiletry items were donated to an organization called **Grandmother's Closet** who distributes to homeless shelters in the Lehigh Valley and the books were donated to **Truth for Women, Young Lives & The Nehemiah Wall**.

We will be helping **Young Lives** out again for their February 2011 luncheon.

We made a new contact with a ministry called **The Nehemiah Wall** (A ministry to women newly released from prison). In addition to the book donations as stated above we also donated funds provided through benevolence to purchase two winter coats for two of the women residents. We also ran a "Need for Donations" in our church e-newsletter for items to help with some of the household needs of the ministry.

Each of these organizations are ministries to and for women of the Lehigh Valley. It is our desire to build relationships with these organizations and the women they minister.

Women's Special Events

Our special events are geared to provide women from our church and community with the opportunity to come together in a large group format to connect with other women for fellowship, fun, encouragement, and with the hopes that women will start to make natural connections with one another that would lead to deeper relationships with one another and also open the door for lifestyle mentoring amongst our women. Our Special Events for 2010 were:

- **February:** Sweet Talk Café (Open Mic)
- **May:** Ladies Spring Brunch (Catered by Bob Wingrow)
- **July:** Ladies' Summer Fellowship (Held at Debbi Flanagan's home)
- **October:** Comedy Café (Chonda Pierce)
- **December:** Ladies' Christmas Fellowship (Held at Debbi Flanagan's home)

Women's "Together We Grow" Small Groups

The purpose of our small groups is to offer women the opportunity to participate in small group fellowships designed to cater to the varying interests among our women. We are always open to ideas for new small groups and encourage women to contact Beth Hoppes, our Small Groups Coordinator, with these ideas. The small groups offered at this time are: Cooking Together, Walking Together, Let's Have Coffee Together, Reading Together, Knitting Together (also called Stitches of Love), Golfing Together, Crafting Together, Homeschool Moms' Fellowship, and Single Sisters. These small interest groups each have their own coordinators.

Networking

One of the best ways to enhance an individual Women's Ministry is by networking with other Women's Ministry leaders to help and learn from one another. It is my desire to build relationships with other women's ministry leaders in the Lehigh Valley to better understand how we at EBFC can reach out beyond our walls to reach others for Christ through our ministry both individually and corporately. I have participated in Truth for Women's networking since May of 2007. We have organized quarterly meetings with women's ministry leaders and other women involved in women's ministries in the Valley to share our hopes, dreams, and ideas of how to develop, improve, and grow our ministries. We have learned from one another about the events, seminars, retreats, Bible studies, and various other activities going on across the Valley.

Mothers of Preschoolers (MOPS) - Respectfully submitted by Doris Lynch

MOPS International exists to encourage, equip and develop every mother of preschoolers to realize her potential as a woman, mother and leader in the name of Jesus Christ.

MOPS stands for Mothers of Preschoolers. MOPS International exists to meet the needs of every mom - urban, suburban and rural moms, stay-at-home and working moms, teen, single and married moms - moms with different lifestyles who all share a similar desire to be the very best moms they can be! MOPS recognizes that the years from infancy through kindergarten are foundational in a mother-child relationship and are filled with unique needs. MOPS helps moms through relationships established in the context of local groups that provide a caring atmosphere for today's mother of young children. Our group here at Ebenezer reaches out to more than 45 moms, more than half of whom do not attend Ebenezer. We meet on the 1st and 3rd Thursdays each month from September through May.

We have over 70 children in our MOPPETS program led by approximately 21 wonderful helpers who teach our children about Jesus, love them and care for them. MOPPETS is still our biggest struggle and greatest need. Trying to find volunteers to help in each of our classrooms is an area we continually lift in prayer. However, God is good and the workers we have are faithful. New this year was the addition of a room specifically dedicated to homeschooled children. This room is comprised of approximately 5 children.

Our current theme is "Momology: The Art and Science of Mothering" and our theme verse is "Even there your hand will guide me, your right hand will hold me fast." Psalm 139:10

We are learning how children change the relationships we have with our husbands, our friends, their siblings, and with God. We are learning to share MOPS wherever we go so no mom is alone.

This year we have had and anticipate having service projects throughout the year. To date, we have had moms praying faithfully for each other under the idea of a prayer warrior/sister and look ahead to preparing a gift for Young Lives and a book drive in the Spring of 2011. To date, we have had a very successful science fair where we showcased alternative school choices, along with the Cops 'N Kids reading room, and MOMS-In-Touch. We continue to have fine and engaging speakers come and share God's word and offer solid teachings on marriage and parenting.

We have 19 moms in leadership positions. Six of whom are discussion group leaders, four assistant discussion group leaders, and nine steering members.

In January, two members of the steering team and two other MOPS leaders plan to attend the council meeting being held at Faith Evangelical Free Church in Allentown,. We look forward to possible attendance at the April MOPS Leadership Summit in Lancaster.

Each year our steering team experiences various changes. At this time, I would like to recognize Tracy Snyder for all her hard work and dedication to the MOPS ministry during her years of involvement. Her contributions to the MOPS steering team were greatly appreciated.

Our current steering team is Doris Lynch - Coordinator, Heather Elston- Discussion Group Coordinator, Anne Christiansen – Hospitality Coordinator, Cheryl Hutchinson- Finance Coordinator, Jody Bogar – Service Coordinator, Jill Rathmell - Creative Activities Coordinator, Leah Weikel – Publicity Coordinator, Vicki Cowley – MOPPETS Coordinator and Mentor, and Lisa Pyles - Mentor.

Volunteer Needs in Women's Ministry: We are always in need of childcare volunteers for two of our important and ongoing ministries, ***MOPS*** and ***Mom to Mom***. Both of these ministries are geared to minister to our women who are mothers. It is important for us to provide childcare for both of these meetings so our moms can have this time free from worry about the care of their children. The more childcare volunteers that we have the more able we are to spread the commitment times amongst all of the volunteers. Childcare is an absolute necessity for these particular ministries. Please contact Emma Kramer if you would be willing to help us out with this particular need and would like some more detailed information. We cannot thank our present childcare volunteers enough for their hearts of service and the time that they give to our children for our moms. They are truly a blessing and we hope that they always know and feel our deepest gratitude for the time that they donate to this need in our Women's Ministry.

I want to thank my church family for their support and confidence in me by allowing me the opportunity to serve the women of our church.

Respectfully Submitted by Emma Kramer, Women's Ministry Coordinator

Worship Committee Members

Rick Davis – Committee Chair

Jennie Flicker – Worship Coordinator

ADULT CHOIR & ORCHESTRA:

The choir meets faithfully every Wednesday for practice and sings an anthem approximately every other Sunday during the school year. We've had a bit of a turnover, so if you're interested in giving choir a try, let us know! The ministry is open to anyone in 9th grade or older.

The choir led the Good Friday service as well as the Easter Sunday service.

The Orchestra accompanied worship on Easter Sunday as well as a Sunday in December for Christmas.

One of the highlights of the year was having 28 students sing with us on December 19th to lead the congregation in worship. Working with them was a joy, and it was neat to have these students be able to share their gifts with the congregation.

The Choir Committee currently consists of the following Choir Members: Sonia Albright (accompanist), Beth Bozes, Jennie Flicker (chair), Nicole Huie, and Doug Pyles (co-chair).

SOUND ROOM:

The sound room crew serves on a rotational basis to cover the Sound Room on Sunday mornings and during other services/events. We have struggled to find the coverage for some of these services. So, we're still welcoming volunteers.

Dale Sine duplicates CDs of Sunday morning services on a weekly basis. We appreciate his service in this ministry! Sermons are still available on the church website for download.

Sound Room Committee meets as needed. Current members are Bob Albright, Jennie Flicker (chair), Zack Hamilton, and Jim Hans.

WORSHIP TEAM:

The Worship Team faithfully meets every Wednesday evening to prepare the music for Sunday mornings. The Worship Team Committee meets as needed and is a great support to the ministry – seeking God's heart in our worship of Him. This Committee is currently made up of Jennie Flicker (chair), Matt Flicker, Jim Hans, John Huie, and Dan Hutchinson.

Any instrumentalist who would like to audition is welcome to contact us!

WORSHIP COORDINATOR:

Worship Ministries sponsored the Main Street Christmas Caroling outreach again. What a blessing it was to hand out information about our church, a Christmas book, and free hot chocolate to passersby. Every three months, I coordinate the music for a service at Fellowship Manor alongside LeRoy Wilcox. This has also been an opportunity for some of our children, youth, and college age students to serve the Lord and bless others with their talents. In September, Worship Ministries sponsored Jews for Jesus in the presentation of the Feast of Tabernacles. Heather Hunsberger, Worship Assistant, holds together many worship details. She is a blessing!

"Let the name of the Lord be praised, both now and forevermore." Psalm 113:2

Respectfully Submitted,
Jennie Flicker,
Worship Coordinator

Young Adult Ministry (a.k.a. YACS)

Discipleship Ministry

The Young Adult Ministry is one that faces a fluid membership as individuals transition out of College, into a workplace, on to the start of a family, or off to pursue whatever passions God has fired us up to do. But even as young adults have come and gone in the last year, this ministry is still fulfilling the desire to grow, comfort, excite, and attract young adults for the sake of Christ.

Leadership Team: The leadership team currently consists of Beth Chen, Janet Kichline, and Rachel Norris with Lisa Harrison and Doug Chen assisting. The leadership team meets on a monthly basis to plan studies, identify needs, pray for the ministry, and generally seek to keep up the momentum of the group's spiritual growth. 2011 will see the addition of a mentoring group—initially consisting of Ian and Heather Thompson, Doug and Lisa Pyles, and Beth and Doug Chen. The Mentor group aims to get involved in all levels of YACS, including leadership meetings, and provide pastoral and prayer support. Ian and Heather Thompson have become the liaison between the church and YACS.

Thursday Night Study: The heart of this ministry is the Thursday Night Bible study - during which we pray, worship God through song and Bible study. The Thompsons have hosted our group at their home for the year. Our average Thursday night attendance has been around 18 young adults. We have mainly used YACS members for teaching this year but appreciated Swannie Griffin leading the Truth Project series. We also completed the Crazy Love DVD-based series. We start 2011 with a series of studies on 1st & 2nd Peter using YACS members and guest speakers including Dick Bickings, Rick Davis, Brian Harris, and Scott Tomlinson.

Service: During the fall there was a work team at the Spade Inn, before Christmas we were able to go Christmas caroling at Good Shepherd, and for Christmas we were able to fund and pack Christmas dinner boxes for families in need.

Social Events: While Thursday nights help us focus on the Word, the highly social nature of this body of believers is what makes this group incredibly strong. We mesh so much socially that we can't help but sharpen each other, care for each other, and attract new friends that would otherwise not give church a second thought. Our fellowship continues to make us a strong body as we in turn reach out to others as a body of Christ. Robyn Paul is in charge of social events.

Retreats: Our major events this year included a Winter Retreat to Spade Inn (Kempton, PA) and the Summer Retreat at Ocean Grove, NJ in August - in both cases around 30 – 40 attended. We have started to invite other BFC young adult groups to join us in these. We are increasing our co-operation and co-ordination with other BFC Young Adult groups in 2011.

Sunday Ultimate Frisbee: This activity continues to be popular. Throughout the spring, summer, fall, and even into winter months, faithful young adults have been relentlessly hosting Ultimate Frisbee for any youth, adults, believers, or strangers who want to come. When 20-30 people show up EVERY WEEK to play a friendly game in freezing cold weather (without even bothering to keep score!!!), you know you have a great ministry opportunity. It's been a doorway for non-believers to get plugged into our young adult social events, Bible Studies, and also into the church... and people ARE getting involved.

Growth and Needs: As we continue to see high numbers of participants, please pray for an increase in mature men who can be spiritual leaders in this group. Pray that all YACS will see their gifts and talents in the light of service to the church.

Respectfully Submitted,
The Young Adult Leadership Team:
Beth Chen, Janet Kichline, Rachel Norris, Lisa Harrison, Doug Chen, and Ian Thompson

*Addendum to
2010 Annual Report*

EBFC Financial Report for the Year 2010

Congregational Meeting – January 30, 2011

Summary:

Our general fund income of \$941,678.91 was below anticipated budget by \$106,321.09 (90%) due to a decrease in attendance during the year.

Fortunately, the budgeted expenses were \$136,636.97(87%) below budget, due to fiscal restraint and the fact that we were not paying a senior pastor.

Paying off the mortgage on our church building has been a real blessing. Continued giving to the building fund will enable major renovations to the sanctuary to begin this year.

Designated fund giving remained strong through 2010, resulting in good balances in most categories.

Ebenezer's financial status is very strong and our outlook is stable. This is evidenced by the \$55,070.51 increase in assets from last year. Though \$139,105.41 of the cash-on-hand is designated funds, the remaining balance is adequate to handle any foreseeable emergencies that might occur this year.

In His service,

Dick Albright, Treasurer

EBENEZER BIBLE FELLOWSHIP CHURCH - 2010 FINANCIAL STATEMENT

BALANCE SHEET REPORT / COMPARISON

ASSETS	31-Dec-10	31-Dec-09 \$ Change
Assets - Checking/Savings		
18000 · Checking (KNBT)	402,180.88	179,528.22
18001 · CDs (KNBT)	66,305.83	190,000.00
19000 · Savings (M&T Bank)	140,961.65	180,309.86
19001 · Checking (M&T Bank)	10,270.50	14,610.27
Total Checking/Savings	619,718.86	564,448.35
TOTAL ASSETS		
	619,718.86	564,448.35
LIABILITIES		
Current Liabilities		
901 · Building Fund	66,438.86	6,546.91
902 · Capital Improvements	10,338.00	0.00
903 · Transportation Fund	14,275.00	10,880.00
904 · Scholarships	3,602.41	3,286.08
905 · Faith Promise	17,508.65	14,788.11
907 · Benevolence Fund	13,798.34	13,049.41
908 · Music Fund	1,136.45	2,207.45
910 · Angel Food Ministries	1,126.68	804.98
911 · Year End Accruals	0.00	10,736.62
912 · Run For The Children	700.23	402.98
914 · HRA	4,464.61	1,375.77
100 · Payroll Liabilities	5,713.22	4,719.66
Total Other Current Liabilities	139,105.41	68,800.93
Long Term Liabilities		
810 · Building Mortgage	0.00	50,984.84
Total Long Term Liabilities	0.00	50,984.84
Total Liabilities	139,105.41	119,785.77
EQUITY		
900 · Retained Earnings	852,741.38	600,010.28
Net Income	35,750.87	252,731.10
1000 · Opening Bal Equity	-407,878.80	-407,878.80
Total Equity	480,613.45	444,862.58
TOTAL LIABILITIES & EQUITY	619,721.82	564,648.35

Richard Albright
Date 1/25/11

GENERAL FUND - BUDGET vs. ACTUAL

Income	Dec YTD	Budget	Variance	%YTD B
1100 · Offerings / Gifts	935,338.47	1,042,500.00	-107,161.53	90%
1400 · Interest	4,190.44	4,300.00	-109.56	97%
1700 · Memorials	2,080.00	1,200.00	880.00	173%
1900 · BCS / Bldg Use	70.00	0.00	70.00	
Total Income	941,678.91	1,048,000.00	-106,321.09	90%
Expenses				
2000 · General Finance	96,302.42	115,815.00	-19,512.58	83%
3000 · Discipleship	35,186.44	50,825.00	-15,638.56	69%
5000 · Evangelism	3,800.56	4,000.00	-199.44	95%
6000 · Missions	149,737.04	149,995.00	-257.96	100%
7000 · Deacon	98,094.44	129,315.00	-31,220.56	76%
8000 · Worship	6,853.05	12,200.00	-5,346.95	56%
9000 · Office/Admin	20,448.57	26,665.00	-6,216.43	77%
10000 · Congregational Care	2,467.62	9,300.00	-6,832.38	27%
11000 · Compensation	511,915.56	563,327.67	-51,412.11	91%
Total Expense	924,805.70	1,061,442.67	-136,636.97	87%
Net Ordinary Income	16,873.21	-13,442.67	30,315.88	
Net Fund Transfer between Accts.	-26,715.00	0.00	-26,715.00	
Net Income	43,588.21	-13,442.67	57,030.88	

DESIGNATED FUNDS

Income	Expenses	Net
901 · Building Fund	22,257.20	59,891.95
903 · Transportation Fund	0.00	3,395.00
904 · Scholarships	5,471.33	316.33
905 · Faith Promise	34,898.00	2,720.54
907 · Benevolence Fund	40,531.40	748.93
908 · Music Fund	75.00	-174.00
OTHER FUNDS		
902 · Capital Improvements	11,408.00	10,338.00
910 · Angel Food Ministries	3,886.00	321.70
911 · Year End Accruals	0.00	-10,736.62
912 · Run For The Children	3,511.00	227.25
914 · HRA	10,180.77	3,088.84
Total Other Current Liabilities	185,324.88	118,645.66

EBFC Financial Report for the Year 2010

Summary:

Our general fund income of ~~\$941,678.94~~ **\$944,169.40** was below anticipated budget by ~~\$106,321.09~~ **\$103,830.60** (90%) due to a decrease in attendance during the year.

Fortunately, the budgeted expenses were ~~\$136,636.97~~ (87%) **\$123,789.18** (88%) below budget, due to fiscal restraint and the fact that we were not paying a senior pastor.

Paying off the mortgage on our church building has been a real blessing. Continued giving to the building fund will enable major renovations to the sanctuary to begin this year.

Designated fund giving remained strong through 2010, resulting in good balances in most categories.

Ebenezer's financial status is very strong and our outlook is stable. This is evidenced by the ~~\$55,070.54~~ **\$64,776.66** increase in assets from last year. Though ~~\$139,105.41~~ **\$147,672.56** of the cash-on-hand is designated funds, the remaining balance is adequate to handle any foreseeable emergencies that might occur this year.

Corrected per Audit Committee
By John Wiegand
02/15/2011

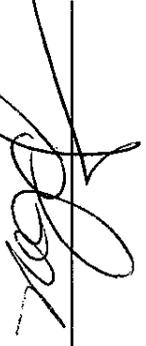
Corrected 2/15/11

EBENEZER BIBLE FELLOWSHIP CHURCH - December YTD 2010 FINANCIAL STATEMENT

GENERAL FUND - BUDGET vs. ACTUAL

		31-Dec-10	31-Dec-09 \$ Change			
ASSETS						
Assets - Checking/Savings						
18000 · Checking (KNBT)		410,075.92	179,528.22	230,547.70		
18001 · CDs (KNBT)		66,305.83	190,000.00	-123,694.17		
19000 · Savings (M&T Bank)		140,997.57	180,309.86	-39,312.29		
19001 · Checking (M&T Bank)		11,845.69	14,610.27	-2,764.58		
Total Checking/Savings		629,225.01	564,448.35	64,776.66		
TOTAL ASSETS						
		629,225.01	564,448.35	64,776.66		
LIABILITIES						
Current Liabilities						
901 · Building Fund		66,638.86	6,546.91	60,091.95		
902 · Capital Improvements		10,338.00	0.00	10,338.00		
903 · Transportation Fund		14,555.00	10,880.00	3,675.00		
904 · Scholarships		3,602.41	3,286.08	316.33		
905 · Faith Promise		17,708.65	14,788.11	2,920.54		
907 · Benevolence Fund		14,198.34	13,049.41	1,148.93		
908 · Music Fund		1,136.45	2,207.45	-1,071.00		
910 · Angel Food Ministries		1,049.46	804.98	244.48		
911 · Year End Accruals		11,542.09	10,736.62	805.47		
912 · Run For The Children		700.23	402.98	297.25		
914 · HRA		125.77	1,375.77	-1,250.00		
100 · Payroll Liabilities		6,074.34	4,719.66	1,354.68		
Total Other Current Liabilities		147,672.56	68,800.93	78,871.63		
Long Term Liabilities						
810 · Building Mortgage		0.00	50,984.84	-50,984.84		
Total Long Term Liabilities		0.00	50,984.84	-50,984.84		
Total Liabilities		147,672.56	119,785.77	27,886.79		
EQUITY						
900 · Retained Earnings		855,140.44	600,010.28	255,130.16		
Net Income		34,290.81	252,731.10	-218,440.29		
1000 · Opening Bal Equity		-407,878.80	-407,878.80	0.00		
Total Equity		481,552.45	444,862.58	36,689.87		
TOTAL LIABILITIES & EQUITY		629,227.97	564,648.35	64,579.62		

2/16/11
Date



		Dec YTD	Budget	Variance	%YTD B
Income					
1100 · Offerings / Gifts		937,788.97	1,042,500.00	-104,711.03	90%
1400 · Interest		4,230.43	4,300.00	-69.57	98%
1700 · Memorials		2,080.00	1,200.00	880.00	173%
1900 · BCS / Bldg Use		70.00	0.00	70.00	
Total Income		944,169.40	1,048,000.00	-103,830.60	90%
Expenses					
2000 · General Finance		96,113.21	115,815.00	-19,701.79	83%
3000 · Discipleship		38,036.82	50,825.00	-12,788.18	75%
5000 · Evangelism		3,650.56	4,000.00	-349.44	91%
6000 · Missions		150,827.04	149,995.00	832.04	101%
7000 · Deacon		104,790.63	129,315.00	-24,524.37	81%
8000 · Worship		6,835.89	12,200.00	-5,364.11	56%
9000 · Office/Admin		21,265.69	26,665.00	-5,399.31	80%
10000 · Congregational Care		2,481.03	9,300.00	-6,818.97	27%
11000 · Compensation		513,652.62	563,327.67	-49,675.05	91%
Total Expense		937,653.49	1,061,442.67	-123,789.18	88%
Net Ordinary Income		6,515.91	-13,442.67	19,958.58	
Net Fund Transfer between Accts.		-27,775.00	0.00	-27,775.00	
Net Income		34,290.91	-13,442.67	47,733.58	

		Income	Expenses	Net
901 · Building Fund		82,349.15	22,257.20	60,091.95
903 · Transportation Fund		3,675.00	0.00	3,675.00
904 · Scholarships		5,471.33	5,155.00	316.33
905 · Faith Promise		35,098.00	32,177.46	2,920.54
907 · Benevolence Fund		44,231.40	43,402.47	828.93
908 · Music Fund		75.00	1,146.00	-1,071.00
OTHER FUNDS				
902 · Capital Improvements		11,408.00	1,070.00	10,338.00
910 · Angel Food Ministries		3,886.00	3,564.30	321.70
911 · Year End Accruals		11,542.09	10,736.62	805.47
912 · Run For The Children		3,511.00	3,213.75	297.25
914 · HRA		10,625.77	11,430.77	-805.00
Total Other Current Liabilities		201,246.97	127,954.58	73,292.47

122,722.80