



Semi-Annual Congregational Meeting July 31, 2011

Prayer: Pastor Jason Hoy called the meeting to order and opened in prayer.

Roll Call: Secretary, Mike Capaldi

- Elders Present: Pastor Jason Hoy, Pastor Mark Culton, Wayne Batten, Andy Brimer, Mike Capaldi, Shawn Sommons, Shawn Van Doren
- Elders Absent: Pastor Dick Bickings (excused)
- Deacons Present: Rob Christiansen, Bruce Eckel, George Hardy, Mark Hardy, Joe Meier, John Romero
- Deacons Absent: Kamba Kalubi, Kevin Kritzberger (excused), Jason Lee (excused), Rob Lofthouse, Eric Sherer (excused)

Approval of Minutes from Prior Congregational Meetings: Secretary, Mike Capaldi

- After reviewing the minutes, a motion was made to approve the minutes for the January 31st, 2011 Annual Congregational Meeting, seconded and approved.
- After reviewing the minutes, a motion was made to approve the minutes for the April 10th, 2011 Special Congregational Meeting, seconded and approved.

Financial Report:

- Co-Treasurer, Andy Brimer, reviewed the Financial Report for the first half of 2011. (Attachment #1)
- The general summary is that we praise God for his provisions thus far in 2011.
- As a matter of update Co-Treasurer, Mike Capaldi, shared with the congregation the decision to support Keith Strunk (former Member, Elder and Pastoral Intern) with a lump sum of \$22,500. This gift is in recognition of Keith's call to Pastor the Cape May, NJ church plant beginning in August, 2011. Keith sends his sincere gratitude and love to the EBFC congregation for their support of him.
- A few questions were asked about Keith and Cape May and were answered by the Elders and Jason Hoy.

Deacon Report:

- Deacon and Property Committee Chair, George Hardy provided an update on Capital Improvement projects; such as the recently completed Sanctuary renovation.
- George thanked the Property Committee and Decorating Committee for their work throughout the project. Special thanks were given to Kevin Kritzberger and Otis Powell for their efforts.
- George reminded the congregation of the continued need for giving to the Building Fund so that other facility needs can be met. For example, the fellowship hall roof may need to be replaced soon.
- George praised God for the way He worked to allow a local church to come and take the pews and blue carpet to be used in their building and that the timing was perfect for our needs as well.
- Upcoming projects include: Lady's Room vanity upgrades and some ceiling repairs.

Vote on Nominating Committee Members: Wayne Batten, Elder & Nominating Committee Chair

- The following names were presented to the congregation to serve on the Nominating Committee: Wayne Batten, Donna D'Imperio, John Elston, Dennis Flanagan, Kevin Kritzberger, Shelley Penchick
- Committee Members were voted by secret ballot.
- All nominated individuals were approved by majority vote to serve on the Committee.

Pastoral Reports:

- Mark Culton, Youth Pastor opened by reading Matthew 28:18-20
 - Mark spoke of the need of youth to be connected to the purpose of the church, referencing 2 Timothy. He also shared the need for the youth activities to be even more connected with parents.
 - Mark reviewed his goals set at the beginning of 2011 and provided a summary of progress to-date for the year.
 - Mark took a few questions from the congregation and answered them accordingly.
- Jason Hoy, Interim Sr. Pastor and Pastor of Congregational Care opened by reading from Ephesians 4.
 - Jason thanked his fellow Pastors and staff for their support thus far in 2011 which has proved to be a difficult time. He referenced those who are no longer with us and that he misses them. He also appreciated the opportunity to lead in this capacity.
 - Jason spoke of the recent Elders Retreat and Carl Cassel's support and thanked the Elders and Deacons for their leadership.
 - Jason expressed the desire to keep up with people's needs as best possible.
 - Jason praised God for enabling him to pass the credentials process for the BFC denomination.
 - Jason told the congregation that we will likely tweak the service times again. New service times would likely be 8:45-9:50, 10:05-11:00 Sunday school, and 11:15-12:20.
- Dick Bickings, Pastor of Discipleship submitted a written report since he was away at a training conference (Attachment #2).

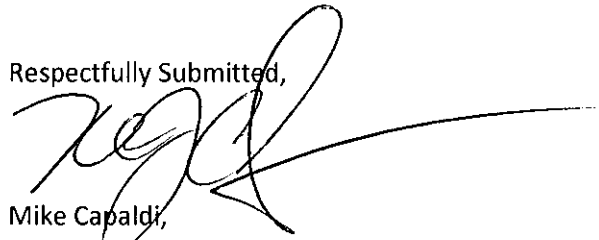
Senior Pastor Update:

- Pastor Jason Hoy introduced the topic by recapping his sermon earlier in the day on the book of Titus. His reasoning for selecting the text was its appropriateness to this decision and to highlight that our "character, conviction and conduct" should be based on the text.
- Elder Mike Capaldi who was appointed by the Elders to serve as Committee Chair for the hiring/search process led the remainder of the discussion.
 - Mike provided a brief historical sketch of what has happened since the resignation of Pastor Brian Cooper in August, 2008.
 - Mike provided insight into the decision-making process that led the Elders to the decision to proceed with a hiring process that allows us to include Pastor Jason Hoy as a serious candidate along with opening the search up to external candidates.
 - For a detailed review of the basis for this decision, please see meeting minutes from the June 17-18, 2011 Elders Meeting/Retreat.
http://aplaceforyou.org/upload/Elder-Meeting-Minutes_06-17-2011.pdf
 - The updated Senior Pastor Job Description was provided (Attachment #3)
 - After Mike's opening remarks, a question and answer period followed. A wide range of questions and comments were voiced by members that spanned the continuum of support for Jason to assume the role without a search, support for a search that includes Jason, and concerns whether or not Jason is the one God has for this position. Other topics included timing, methods for search and committee member makeup.

- The following people were nominated by the Elders prior to this meeting to serve as committee members: Mike Capaldi, Shawn Sommons, Rich Mastronardo, Ian Thompson, Tom Galloway, Erin Stephens, Shelly Carlstrom and Gail Tshudy. The members who were present voted on these individuals by secret ballot. All eight members were approved by the congregation.
- At the request of a member, Pastor Jason Hoy was asked to share his heart about the decision and how he feels about it personally.
- After nearly one hour of discussion, this portion of the meeting was concluded and Mike Capaldi committed to the congregation that this process would follow three guiding principles:
 - 1) The process will be above reproach with transparent communication throughout
 - 2) We will strive for face-to-face communication in the event that members desire to give input, which is highly encouraged
 - 3) The process should be bathed in prayer and we will ask for everyone's participation in praying for our process.

Adjournment: Elder, Shawn Van Doren closed the meeting in prayer and it was adjourned.

Respectfully Submitted,

A handwritten signature in black ink, appearing to read 'Mike Capaldi', with a long horizontal line extending to the right.

Mike Capaldi,
Secretary to the Board of Elders, EBFC

Mid-year Congregational Meeting - July 2011

From: Treasurers, Mike Capaldi & Andy Brimer

- ▲ We praise God for His continued faithfulness to us!
- ▲ Giving for June was 91% of the budgeted forecast.
We are at 99% year-to-date.
- ▲ Expenses for June were 94% of the budgeted forecast.
We are at 88% year-to-date.
- ▲ We recommend that we remain diligent with current spending
and our assessment of any major financial decisions in the
coming months.
- ▲ In preparation for the 2012 budgeting process, we will be
considering ministry requirements and/or event expenditures
along with prioritization of those items as it relates to the vision
and mission of EBFC.

Pastor of Discipleship Semi-Annual Report

Ministry Staff

"For nothing will be impossible with God." (Luke 1:37 ESV)

This verse is so simple as a concept, yet so profound in its reality. As I face challenges in ministry, some that I have never undertaken before, this verse has been projected on the open screen of my mind. In context, Mary had not only been told she would have a son though a virgin, but that her aged cousin Elisabeth was also going to bear a son. These things are humanly impossible! Yet God is the God of the impossible. May I never view God and His work from the feeble plateau of my perspective, but willingly submit with the same response that Mary gave the angel, "Behold, I am the servant of the Lord; let it be to me according to your word."

Praise the Lord for the amazing things He's doing thus far this 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, two 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 I am where the Lord has called me, makes the tough times bearable.

I shall briefly give some of the highlights of God's faithfulness in Discipleship Ministries thus far in 2011.

- Membership Classes: Held 2 different membership classes since January for about 20 people. It was great to see and hear the excitement as we took time to discuss the doctrines of the faith and share the vision and purpose of our local church. Since then, 6 of those who attended have become members and are plugged into our ministry.
- Bible Studies: It has been encouraging to see an increased interest in studying scripture through various men and women's bible studies, but especially the commitment that's been made to a two-year study of scripture called the Bethel Series. This important series has been held for women for 4 years and will continue again this fall. Along with that, we are very excited to announce that Jason Lee and I will be attending the Bethel Series Training institute in Madison WI, from July 26 – Aug. 3. This will provide us with the necessary credentials to offer the same study for both men and women this fall.
- Cross Time Sunday School: Praise the Lord that several holes have been filled in the children's Sunday School classes by those who have stepped up to serve. We now have a full complement of teachers for all age groups!
- Prayer: Several people have committed themselves to pray for the ministry and particularly, the pastors. We have had a fairly good attendance at our Prayer and Praise services held each quarter.
- VBS: We thank the Lord for a successful VBS, not just because we had 170 children attend or 122 volunteers help, but because of the numerous testimonies of children trusting Christ during the group time.
- Men's Discipleship: As a result of our Men's Retreat (aka, "Man Camp") held in March, a real hunger by many men to be godly role models in their homes, jobs, and church, has been evident by their commitment to the 13-week BattleZone™ discipleship program.
- Mentoring: I know of several men who have taken younger men under their wings to mentor them to become disciples of Jesus Christ. There are also a number of people who are involved as mentors for our teens.
- Women's Ministry: We Recently hired our new Women's Ministry Coordinator, Laura Sommons, who we know will provide the necessary leadership to allow this valuable ministry to continue to grow spiritually.

Please continue to pray for discipleship ministries as we move forward with the vision to equip our people to be like Jesus Christ so they, like Him, may serve by doing the work of the ministry both within EBFC and outside our walls.

Blessings,
Dick Bickings,
Pastor of Discipleship Ministries



**Ebenezer
Bible Fellowship Church**

A Place to Believe, Belong and Become

Senior Pastor Job Description

Overview: Major Areas of Responsibility:

1. Teaching – In this role, he functions as our primary preacher, and may take on additional teaching as he deems advisable for the instruction of members and friends, and as his schedule permits. (Sunday School, small groups, seminars, etc.) (60%)
2. Shepherding – This includes many types of short term people matters such as counseling, visitation, etc. (20%)
3. Overall Leadership – (20%)
 - A. He meets regularly with the Elders and various Elder committees to support and insure that our church continues to move in the overall vision and direction set by the Elders. He is welcome to attend any meetings of any of the various committees as an ex-officio member.
 - B. He oversees the Pastoral Staff as team leader and manager, overseeing each person's corporate and personal objectives and progress. Those currently under his care are the Pastor of Discipleship, Pastor of Congregational Care, and Youth Pastor (via the Pastor of Discipleship).
 - C. In his role as administrator, he directs the activity of the other non-pastoral staff, each of whom shall be responsible directly or indirectly to him.
 - D. He shall represent EBFC at denominational meetings, local pastoral gatherings, attend community events as a leader of the church, etc.

To accomplish this work it is anticipated that, on average, he will invest 55 – 58 hours per week into the ministry, which is akin to a very active church member with a full-time job and church responsibilities.

Purpose:

To provide spiritual leadership and oversight for the congregation, staff, and lay leaders through pulpit ministry, mentoring, and pastoral care.

Relationships:

1. To the Board of Elders – He shall be accountable to the Board of Elders and the Pastoral Relations Committee as an adjunct to the Board of Elders for his personal relationship and responsibilities with the church.

He will serve as the Chairman of the Board of Elders.

He shall teach elective courses as he may deem advisable for the instruction of members and friends, and as his schedule permits.

4. Shepherding – He shall evidence concern for the total ministry of the church seeking to foster and promote the cause of Jesus Christ and His Gospel.

He shall seek to remain informed of the spiritual life and programs of the congregation, and devote himself in accordance with his spiritual gifts to expanding the vision and distinctive ministry that God has given him and the church.

5. Counseling – In order to serve effectively in a pastoral relationship, it will be necessary to have some one-to-one relationship with members and friends to provide counseling in personal problems as required.
6. Visitation – In concert with the Pastor of Congregational Care, he shall oversee the visitation of members in their homes, in the hospital, in nursing homes, etc., and new people who attend the church.
7. Evangelism – He shall encourage participation in evangelistic outreach and missions, since the mandate to evangelize is the responsibility of every Christian; and it is, therefore, assumed that evangelism will be a part of his life and ministry, and will uplift and train others as the needs arise.
8. Christian Education – Through the Pastor of Discipleship, he shall give oversight to the entire Christian Education Program including staff and related committees.
9. Administration – He shall direct the activity of the Pastoral Staff and other non-pastoral staff, each of whom shall be responsible directly or indirectly to him.

He shall implement with the Pastoral Staff, the decisions and policies of the Board of Elders in leading and supervising the ministry and workers of the church.

He shall keep abreast of conditions relating to salaries and benefits of the Pastoral Staff and paid positions and make appropriate recommendations to the Pastoral Relations Committee of the Board of Elders.

10. Other – He shall promote and safeguard the relationship of our congregation to the Bible Fellowship Church and be supportive of all denominational agencies and ministries, and shall take on denominational assignments and responsibilities, in balance with our own church activities.

He shall be concerned with, and ultimately responsible for, the public image of the church in the community and elsewhere, and seek to have the church visible in the community, promoting and upholding a God-honoring reputation.

Faith & Order of the Bible Fellowship Church

Part II – Principles of Order

204-2.3 The Qualifications for the Ministry. The Christian ministry is a divine calling that makes high and holy demands on those who aspire to this work. Although the minister of the gospel preaches Christ and not himself, the personality of the minister is involved in the proclamation of the gospel and the performance of pastoral functions. It is imperative, therefore, to give heed to the qualifications imbedded in the Word of God. To minister effectively to his generation a man must have certain spiritual, personal, physical, and educational qualifications.

Spiritual Qualifications.

- (1) The Christian minister must give evidence of having been born again, of having the assurance of salvation, of being inwardly persuaded that he is called of God to the Christian ministry, and of being willing to make the necessary commitment.
- (2) To minister in the name of Christ one must possess the gifts of the Holy Spirit and have a knowledge of God's plan and will.

Personal Qualifications.

- (1) The minister must have a love for the study of Scripture inasmuch as his primary function is to be pastor-teacher.
- (2) The minister must possess qualities of leadership and administration, together with a willingness to assume responsibility inasmuch as he is an elder who numbers ruling among his duties.
- (3) The minister, being accountable to God, must have a genuine love for people, exercise patience in dealing with them, be receptive to criticism and correction, and remain steadfast in his duties inasmuch as he is an under-shepherd of the flock of God.
- (4) The minister must not be a lover of money inasmuch as he is to be a lover of God.
- (5) The minister must be willing to forgo personal rights and privileges for the sake of ministering to others inasmuch as he is to be an example of a servant.

Physical Qualifications.

The pastor must be a mature man who is physically and mentally fit, being free from impairments that would undermine his ability to minister. His physical and mental fitness should give promise that he will be able to bear the demands of the ministry.

Educational Qualifications.

- (1) All men desiring to be ordained to the ministry of the BFC shall have been graduated from college/university and are encouraged to pursue a seminary degree. The minimum requirement is 3 years of theological training or its approved equivalent. A man may be an applicant or candidate during the period of his training, but the 3 years of theological study shall be completed before he becomes a probationer. Exceptions to these rules may be made for some mature men; however, in no case will a man be recommended for ordination examination before completing the equivalent of 3 years of theological training.
- (2) Candidates for the ministry should be men of broad reading interests, giving evidence of understanding and practical wisdom.