



Ebenezer
Bible Fellowship Church

Congregational Budget Meeting December 8, 2013

Opening & Prayer- Sr. Pastor Tim Gibson called the meeting to order and opened with prayer.

Roll Call-

- Deacons Present: Rob Christiansen, Bruce Eckel, George Hardy, Mark Hardy, Kamba Kalubi, Kevin Kritzberger, Joe Meier, Otis Powell, John Romero, Bob Smith
- Elders Present: Wayne Batten, Dick Bickings, Andy Brimer, Mike Capaldi, Mark Culton, Tim Gibson, Jason Hoy, Shawn Sommons
- Elders Excused: Scott Holwick

Approval of Minutes-

Minutes from the August 18, 2013 Semi-Annual Congregational meeting were provided. **Motion** was made to approve the minutes, seconded and passed.

Budget Review and Vote-

- Treasurer Andy Brimer reviewed the 2014 budget submission using a handout (Attachment #1) and PowerPoint (Attachment #2).
- The floor was opened to questions and a few clarifying questions were asked and answered.
- **Motion** was made to approve the budget as submitted, seconded and passed.

Vote for Elder & Deacon renewals-

- Elder Andy Brimer and Deacon Kamba Kalubi were up for renewal of their terms. Both men were approved by congregational vote using secret ballot.
- Pastor Tim Gibson recognized the following individuals for their service as Deacons and Elders who will no longer be serving in that capacity as of January, 2014: Mike Capaldi (Elder), Bruce Eckel (Deacon), Otis Powell (Deacon), Bob Smith (Deacon).

Jason Hoy's Resignation, Vote & Prayer-

- Pastor Jason Hoy read his resignation letter to the congregation. (Attachment #3)
- Mike Capaldi read the resolution to accept Pastor Hoy's resignation. (Attachment #4)
- **Motion** was made to accept the resolution, seconded and passed.
- The Hoy family joined the Elders and Deacons at the front of the sanctuary for a time of corporate prayer.

Closing & Prayer-

- Pastor Tim Gibson closed the meeting by reminding the congregation of Proverbs 3:9: "Honor the LORD with your wealth and with the first-fruits of all your produce;" and challenged the congregation to live out this principle.
- The meeting was closed in prayer and adjourned.

Respectfully submitted,

Mike Capaldi
Secretary to the Board of Elders

EBFC 2014 Proposed Budget

Attachment #1

2013 Budget Amount

2014 Budget Request

Income

1100 · Offerings / Gifts	895,000	934,278	4.8%
1400 · Interest	1,200	875	
1700 · Memorials	-	-	
1900 · Bethlehem Christian School	8,067	13,010	
Projected Total Income	\$ 904,267	\$ 948,163	4.9%

Expense

2000 · General Church Finance

2100 · General Church Accounts			
Total 2110 · Property & Casualty Insurance	9,350	13,350	
2130 · Conference Administration Exp.	16,500	18,872	
Total 2140 · Taxes	5,000	5,000	
2150 · Bank Fees	100	100	
Total 2100 · General Church Accounts	30,950	37,322	
Total 2300 · Supplies	1,000	1,000	
2700 · Information Technology			
2710 · Internet Connections	800	800	
2720 · Software	500	500	
2730 · Web Services	500	500	
Total 2740 · Computer and Related Equipment	2,000	2,000	
Total 2700 · Information Technology	3,800	3,800	
2850 · Background Checks	1,000	1,000	
Total 2000 · General Church Finance	36,750	43,122	17.3%

3000 · Discipleship Ministries

3100 · Kids Crossing			
3110 · Nursery	70	50	
3120 · Early Childhood	45	50	
Total 3130 · Children's Ministry	7,850	7,400	
Total 3140 · Special Programs	4,000	4,000	
Total 3160 · Special Event	250	125	
Total 3170 · Kids Crossing Leadership	300	300	
Total 3190 · Equipment/Supplies	170	100	
Total 3100 · Kids Crossing	12,685	12,025	
3200 · Student Ministries			
3210 · LV Unite	50	-	
3211 · Equipment & Furnishings	200	200	
3212 · Parent Support	600	400	
3213 · Mentoring	50	150	
Total 3220 · High School Ministry	3,900	4,300	
Total 3230 · Middle School Ministry	2,350	2,550	
Total 3200 · Student Ministries	7,150	7,600	
3300 · Adult Ministries			
3310 · Family Life			
3313 · Adult Electives			
33131 · Classes / Material	2,100	2,100	
33133 · Equipment	900	900	
33134 · Training	600	600	
3313 · Adult Electives - Other	100	100	
Total 3313 · Adult Electives	3,700	3,700	
Total 3310 · Family Life	3,700	3,700	
Total 3320 · Men's Ministries	1,400	1,400	
Total 3330 · Women's Ministries	2,050	3,300	
3340 · College Ministry	100	100	
Total 3350 · YACS	175	175	
Total 3300 · Adult Ministries	7,425	8,675	
3400 · Discipleship Support			
3410 · Assimilation	300	400	
Total 3420 · Library	1,700	1,700	
Total 3400 · Discipleship Support	2,000	2,100	
Total 3000 · Discipleship Ministries	29,260	30,400	3.9%

2013 Budget Amount 2014 Budget Request

5000 · Evangelism Ministries			
5400 · Training Programs, Videos, etc	300	300	
5600 · Community Outreach			
5620 · Community Mailings	1,500	-	
5630 · Candy Carnival	150	1,000	
Community Events		1,500	
Materials		1,000	
5600 · Community Outreach - Other	850	-	
Total 5600 · Community Outreach	2,500	3,500	
Total 5000 · Evangelism Ministries	2,800	3,800	35.7%
6000 · Missions			
6110 · Bible Fellowship Homes	3,500	3,500	
6111 · Pinebrook Conference Center	3,500	3,500	
6112 · Victory Valley	3,500	3,500	
6113 · Ebenezer Special Missions	40,350	40,050	
6116 · Missionary Speakers & Confer.	2,400	8,000	
6117 · Church Extension	21,500	29,500	
6200 · Bible Fellowship Brd of Mission	69,292	72,300	
6000 · Missions - Other	600	600	
Total 6000 · Missions	144,642	160,950	11.3%
7000 · Deacon Ministries			
Total 7100 · Utilities	41,000	41,730	
Total 7300 · Maintenance	23,500	25,280	
Total 7400 · Supplies	7,400	7,650	
Total 7500 · Transportation	2,250	2,250	
7600 Capital Improvements			
7700 · New Equipment	750	500	
7800 · Activities			
Total 7810 · Prime Timers	1,400	1,250	
7850 · Community Concerns	500	650	
7800 · Activities - Other	1,500	750	
Total 7800 · Activities	3,400	2,650	
Total 7000 · Deacon Ministries	78,300	80,060	2.2%
8000 · Worship			
Total 8200 · Guest Ministries	300	300	
Total 8300 · Equipment	3,100	1,600	
8500 · Music Materials	100	100	
8600 · Worship Administration	1,100	1,350	
8700 Music Seminars		1,200	
Total 8900 · Music Ministries	1,400	1,300	
Total 8000 · Worship	6,000	5,850	-2.5%

	2013 Budget Amount	2014 Budget Request	
9000 · Office Expenses			
Total 9100 · Office Supplies	16,850	16,485	
9200 · Training and Conferences	500	500	
9300 · Advertising	2,600	1,700	
9400 · Office Equipment	600	600	
Total 9000 · Office Expenses	20,550	19,285	-6.2%
10000 · Congregational Care Ministries			
Total 10200 · Mercy Teams	500.00	500.00	
Total 10300 · Counseling Assistance	1,750.00	2,750.00	
Total 10000 · Congregational Care Ministries	2,250	3,250	44.4%
11000 · Compensation			
11010 · Payroll Expenses	19,001	19,001	
Total 11100 · Senior Pastor	114,557	116,930	
Total 11200 · Congregational Care Pastor	80,226	81,915	
Total 11300 · Discipleship Pastor	82,033	83,726	
Total 11400 · Youth Pastor	61,405	64,431	
Total 11600 · Women's Ministry Coordinator	12,986	17,680	
Total 11700 · Worship Coordinator	34,295	34,981	
Total 11800 · Other Compensation	2,700	2,700	
Total 12300 · Bookkeeper1	3,280	3,346	
Total 12400 · Office Administrator	53,226	54,346	
Total 12500 · Facilities Manager	62,950	64,348	
Total 12600 · Office Assistant	17,076	11,836	
Total 12700 · Kid's Crossing Coordinator	12,509	12,759	
Total 12800 · Youth Ministry Assistant	19,621	20,931	
Total 12900 · Worship Coord Assistant	10,808	12,515	
Total 11000 · Compensation	586,675	601,446	2.5%
Total Expense	\$ 909,051	\$ 948,163	4.3%

NOTE: If you would like a more detailed version of the proposed budget or if you have any questions, please contact Andy Brimer at treasurer@aplaceforyou.org

Congregational Meeting 2014 Budget

2014 Budget Proposal Meeting – 12/08/13

Points for Discussion

- Overview of 2013
- Process for 2014 Budget
- Review Highlights
- Questions

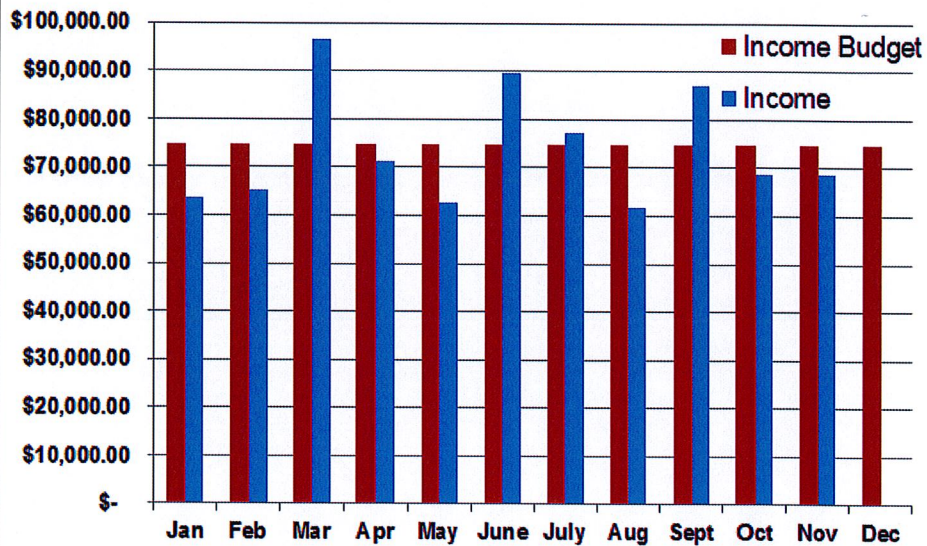
2014 Budget Proposal Meeting – 12/08/13

Overview

- Praise God!
- End of Year Giving
 - General Fund
 - Miracle Month
- Offering Envelopes
- Online Giving

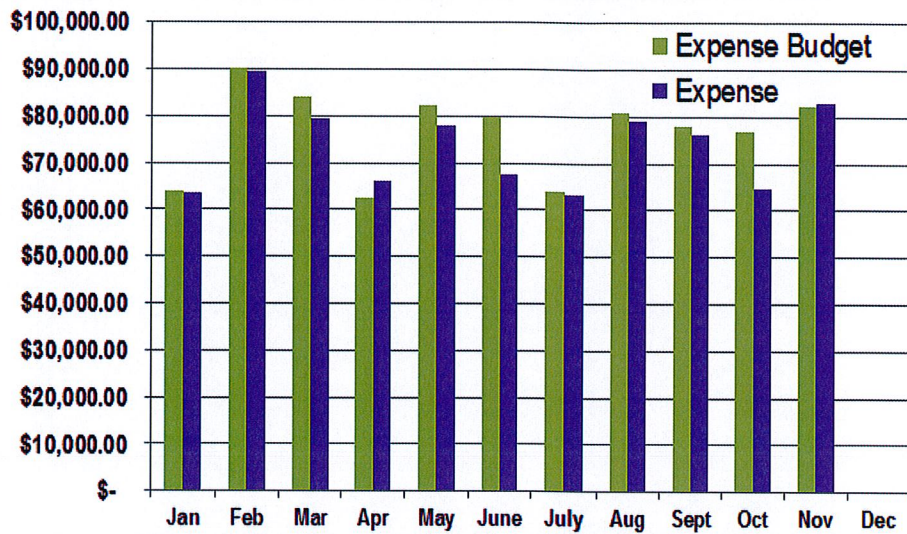
2014 Budget Proposal Meeting – 12/08/13

2013 Income vs. Budget



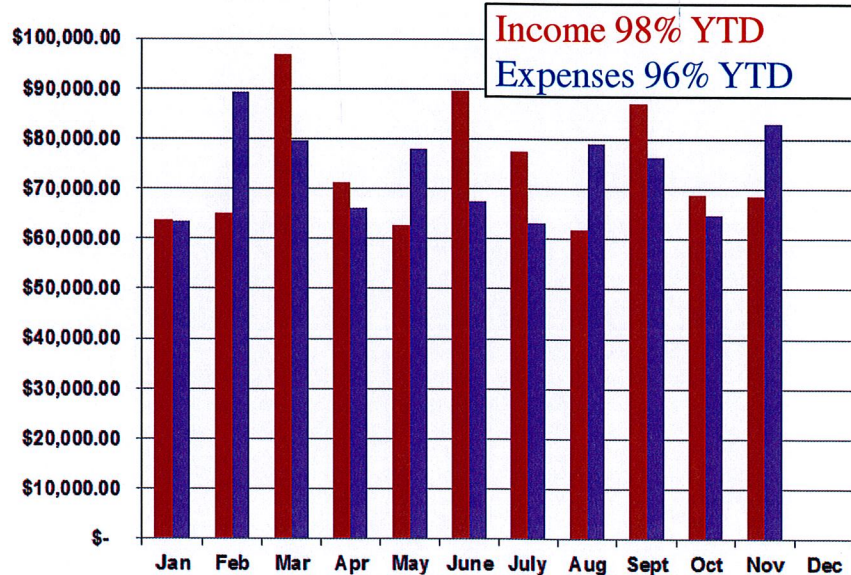
2014 Budget Proposal Meeting – 12/08/13

2013 Expenses vs. Budget



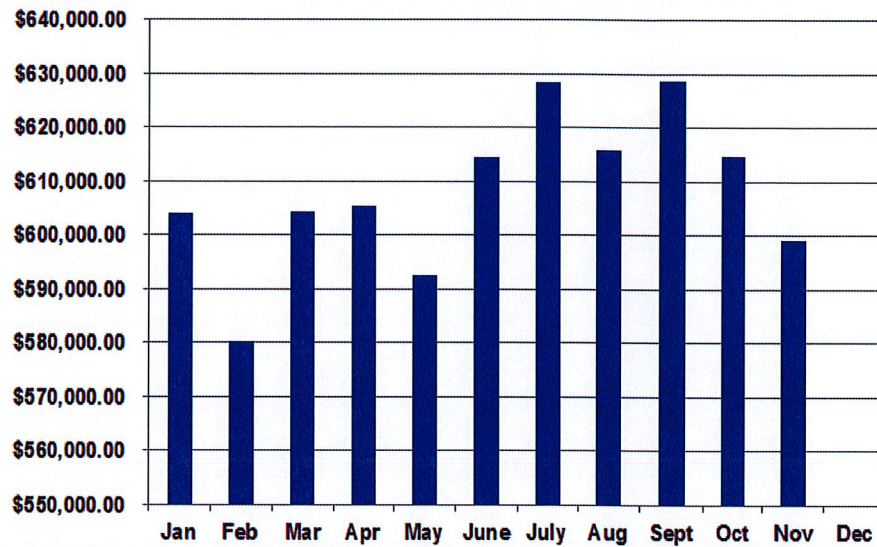
2014 Budget Proposal Meeting - 12/08/13

2013 Income vs. Expenses



2014 Budget Proposal Meeting - 12/08/13

2013 Assets



2014 Budget Proposal Meeting - 12/08/13

ASSETS**30-Nov-13*****Assets - Checking/Savings***

18000 · Checking (KNBT)	435,849.26
18002 · CDs (KNBT)	67,134.49
19000 · Savings (M&T Bank)	90,672.13
19001 · Checking (M&T Bank)	5,375.67
Total Checking/Savings	599,031.55

TOTAL ASSETS**599,031.55**

* as of 11/30/13

2014 Budget Proposal Meeting - 12/08/13

LIABILITIES***Current Liabilities***

901 · Building Fund	31,253.19
902 · Capital Improvement Fund	-21,454.50
903 · Transportation Fund	18.00
904 · Scholarship Fund	2,744.50
905 · Faith Promise	4,233.18
907 · Benevolence Fund	17,853.53
908 · Music Fund	49.20
911 · Year End Accruals	8,480.16
912 · Run For The Children	2,358.01
914 · HRA	1,259.86
915 · Youth Summer Missions	105.73
100 · Payroll Liabilities	6,711.71
Total Current Liabilities	53,612.57

* as of 11/30/13

2014 Budget Proposal Meeting – 12/08/13

Proposed 2013 Capital Expenses

Replace the rest of original metal roof	22,000
Parsonage drainage, landscaping, seeding	3,500
Parking lot crack and curb sealing	3,500
Kitchen Countertops	3,500
Roof repairs over rooms 10-14	5,000

Total 37,500

2014 Budget Proposal Meeting – 12/08/13

Completed 2013 Capital Expenses

New HVAC Equipment for Room #8	4,500
Parsonage drainage, landscaping, seeding*	12,600
Parking lot crack and curb sealing	3,500
Roof repairs over rooms 10-14	900

Total 21,500

*includes consultation for church and parsonage drainage

Budget Process for 2014

- Vision Driven Approach
 - What does God want us to be doing?
 - Prioritize items for 2014
- Projected “Income” for 2014
 - Giving Trends for 2013
- Present a Balanced Budget for Approval



General Fund Income

	<u>2013 Budget Amount</u>	<u>2014 Budget Request</u>
Income		
1100 · Offerings / Gifts	895,000	934,278
1400 · Interest	1,200	875
1700 · Memorials	-	-
1900 · Bethlehem Christian School	8,067	13,010
Projected Total Income	\$ 904,267	\$ 948,163
	2013*	2014
Offerings / Gifts	-2%	4.8%
Total Income	-2%	4.9%

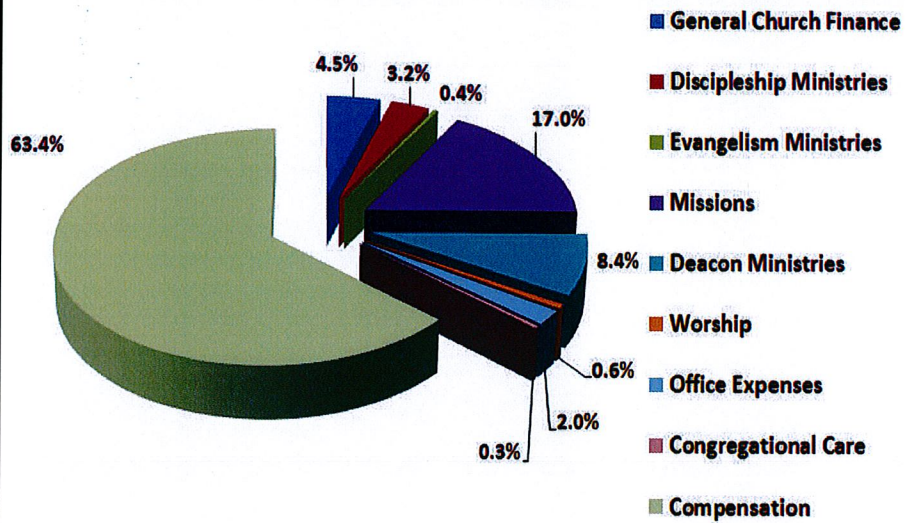
*Budgeted versus Actuals through November 2013

2014 Budget Proposal Meeting – 12/08/13

2014 Budget Proposal

Income	
Offerings / Gifts	934,278
Interest	875
BCS/ Other Building Use	13,010
Total Income	\$948,163
Expense	
General Church Finance	43,122
Discipleship Ministries	30,400
Evangelism Ministries	3,800
Missions	160,950
Deacon Ministries	80,060
Worship	5,850
Office Expenses	19,285
Congregational Care	3,250
Compensation	601,446
Total Expense	\$948,163

2014 Budget Proposal Meeting – 12/08/13



2014 Budget Proposal Meeting – 12/08/13

General Church Finance

2013 Budget Amount 2014 Budget Request

2000 - General Church Finance		
2100 - General Church Accounts		
2110 - Property & Casualty Insurance		
2112 - Workman's Compensation	2,500	2,500
2113 - Youth Group Insurance	850	850
2110 - Property & Casualty Insurance	6,000	10,000
Total 2110 - Property & Casualty Insurance	9,350	13,350
2130 - Conference Administration Exp.	16,500	18,872
Total 2140 - Taxes	5,000	5,000
2150 - Bank Fees	100	100
Total 2100 - General Church Accounts	30,950	37,322
Total 2300 - Supplies	1,000	1,000
2700 - Information Technology		
2710 - Internet Connections	800	800
2720 - Software	500	500
2730 - Web Services	500	500
Total 2740 - Computer and Related Equipment	2,000	2,000
Total 2700 - Information Technology	3,800	3,800
2850 - Background Checks	1,000	1,000
Total 2000 - General Church Finance	36,750	43,122

2014 Budget Proposal Meeting – 12/08/13

Discipleship Ministries

	2013 Budget Amount	2014 Budget Request
3000 · Discipleship Ministries		
Total 3100 · Kids Crossing	12,685	12,025
Total 3200 · Student Ministries	7,150	7,600
3300 · Adult Ministries		
Total 3310 · Family Life	3,700	3,700
Total 3320 · Men's Ministries	1,400	1,400
Total 3330 · Women's Ministries	2,050	3,300
3340 · College Ministry	100	100
Total 3350 · YACS	175	175
Total 3300 · Adult Ministries	7,425	8,675
Total 3400 · Discipleship Support	2,000	2,100
Total 3000 · Discipleship Ministries	29,260	30,400

2014 Budget Proposal Meeting – 12/08/13

Evangelism Ministries

	2013 Budget Amount	2014 Budget Request
5000 · Evangelism Ministries		
5400 · Training Programs, Videos, etc	300	300
5600 · Community Outreach		
5620 · Community Mailings	1,500	-
5630 · Candy Carnival	150	1,000
Community Events		1,500
Materials		1,000
5600 · Community Outreach - Other	850	-
Total 5600 · Community Outreach	2,500	3,500
Total 5000 · Evangelism Ministries	2,800	3,800

2014 Budget Proposal Meeting – 12/08/13

Missions

	2013 Budget Amount	2014 Budget Request
6000 · Missions		
6110 · Bible Fellowship Homes	3,500	3,500
6111 · Pinebrook Conference Center	3,500	3,500
6112 · Victory Valley	3,500	3,500
6113 · Ebenezer Special Missions	40,350	40,050
6116 · Missionary Speakers & Confer.	2,400	8,000
6117 · Church Extension	21,500	29,500
6200 · Bible Fellowship Brd of Mission	69,292	72,300
6000 · Missions - Other	600	600
Total 6000 · Missions	144,642	160,950

2014 Budget Proposal Meeting – 12/08/13

Deacon Ministries

	2013 Budget Amount	2014 Budget Request
7000 · Deacon Ministries		
Total 7100 · Utilities	41,000	41,730
Total 7300 · Maintenance	23,500	25,280
Total 7400 · Supplies	7,400	7,650
Total 7500 · Transportation	2,250	2,250
7600 Capital Improvements		
7700 · New Equipment	750	500
7800 · Activities		
7810 · Prime Timers		
7811 · Prime Timers - Special Events	150	150
7812 · Prime Timers - Service Projects	150	-
7813 · Prime Timers - Luncheons	1,100	1,100
Total 7810 · Prime Timers	1,400	1,250
7850 · Community Concerns	500	650
7800 · Activities - Other	1,500	750
Total 7800 · Activities	3,400	2,650
Total 7000 · Deacon Ministries	78,300	80,060

2014 Budget Proposal Meeting – 12/08/13

Proposed 2014 Capital Expenses

Replace the metal roof over the sanctuary	14,000
Equipment for service simulcasting	10,000
Replace HVAC for serving room/kitchen	7,500
Replace the garage doors in the parsonage	3,000
Total	34,500

Worship

	2013 Budget Amount	2014 Budget Request
8000 · Worship		
Total 8200 · Guest Ministries	300	300
Total 8300 · Equipment	3,100	1,600
8500 · Music Materials	100	100
8600 · Worship Administration	1,100	1,350
8700 Music Seminars		1,200
Total 8900 · Music Ministries	1,400	1,300
Total 8000 · Worship	6,000	5,850

Office Expenses

	2013 Budget Amount	2014 Budget Request
9000 · Office Expenses		
Total 9100 · Office Supplies	16,850	16,485
9200 · Training and Conferences	500	500
9300 · Advertising	2,600	1,700
9400 · Office Equipment	600	600
Total 9000 · Office Expenses	20,550	19,285

2014 Budget Proposal Meeting – 12/08/13

Congregational Care

	2013 Budget Amount	2014 Budget Request
10000 · Congregational Care Ministries		
Total 10200 · Mercy Teams	500.00	500.00
10300 · Counseling Assistance		
10301 · Counseling Supplies	250	250.00
10300 · Counseling Assistance - Other	1500	2,500.00
Total 10300 · Counseling Assistance	1,750.00	2,750.00
Total 10000 · Congregational Care Ministries	2,250	3,250

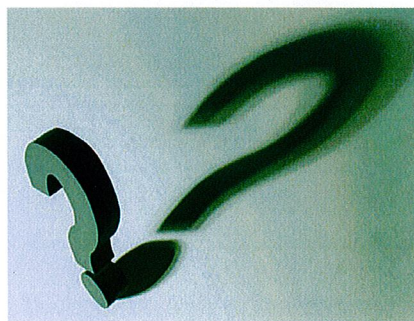
2014 Budget Proposal Meeting – 12/08/13

Compensation

	<u>2013 Budget Amount</u>	<u>2014 Budget Request</u>
11000 · Compensation		
11010 · Payroll Expenses	19,001	19,001
Total 11100 · Senior Pastor	114,557	116,930
Total 11200 · Congregational Care Pastor	80,226	81,915
Total 11300 · Discipleship Pastor	82,033	83,726
Total 11400 · Youth Pastor	61,405	64,431
Total 11600 · Women's Ministry Coordinator	12,986	17,680
Total 11700 · Worship Coordinator	34,295	34,981
Total 11800 · Other Compensation	2,700	2,700
Total 12300 · Bookkeeper	3,280	3,346
Total 12400 · Office Administrator	53,226	54,346
Total 12500 · Facilities Manager	62,950	64,348
Total 12600 · Office Assistant	17,076	11,836
Total 12700 · Kid's Crossing Coordinator	12,509	12,759
Total 12800 · Youth Ministry Assistant	19,621	20,931
Total 12900 · Worship Coord Assistant	10,808	12,515
Total 11000 · Compensation	586,675	601,446

2014 Budget Proposal Meeting – 12/08/13

Questions?



2014 Budget Proposal Meeting – 12/08/13

2014 Budget Proposal**Income**

Offerings / Gifts	934,278
Interest	875
BCS/ Other Building Use	13,010
Total Income	\$948,163

Expense

General Church Finance	43,122
Discipleship Ministries	30,400
Evangelism Ministries	3,800
Missions	160,950
Deacon Ministries	80,060
Worship	5,850
Office Expenses	19,285
Congregational Care	3,250
Compensation	601,446

Total Expense **\$948,163**

2014 Budget Proposal Meeting - 12/08/13

Thank You!

2014 Budget Proposal Meeting - 12/08/13

December 6, 2013

To the Secretary of the Board of Elders, the Elders, the Deacons and the Congregation at Ebenezer Bible Fellowship Church,

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. 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. It is right for me to feel this way about you all, because I hold you in my heart...

Philippians 1:3-7a

It has been an immense privilege and joy to partner with you in gospel ministry for the past 8 years. And I am confident that the Lord will continue to use Ebenezer in a mighty way until the day of Jesus Christ. I praise Him for how he has made us a “pillar and buttress of the truth.” As I said in my sermon two weeks ago, I rejoice how our Lord has raised up godly leaders and a godly congregation who seeks to go hard after God.

It is with mixed feelings that I submit this letter of resignation to you. As you know, we have felt God calling us to the Ephrata BFC for quite some time now, and that is exciting, but we also have begun to feel the sting of leaving so many that we love. The Apostle Paul’s sentiments toward the Philippians describe how the Hoy Family feels about you. “It is right for me to feel this way about you all, because I hold you in my heart...” We may be an hour and a half away, but you will always be in our hearts.

My last day at Ebenezer Bible Fellowship Church will be on Sunday, December 22nd followed by two weeks of unused vacation and then I will begin my new role as Senior Pastor at Ephrata Bible Fellowship Church on January 5th. Therefore, my last payroll date at EBFC will be Sunday, January 4th.

Thank you again for the honor of serving you in the various pastoral roles that I have had for the last 8 years. I hope and pray that I have served our Master and you well while I was here. God bless you and keep pressing on until the day of Jesus Christ.

We love you,

Pastor Jason (and the Hoy Family – Jennifer, Hannah, Rachel, Sarah, Lydia)

December 8, 2013

Resolution to accept Pastor Jason Hoy's resignation from Ebenezer BFC

Whereas, Pastor Jason Hoy has served as the Pastor of Congregational Care at Ebenezer Bible Fellowship Church (BFC) faithfully and with excellence for eight years, and

Whereas, Jason has continued to grow and develop as a shepherd in this role as well as during his time as the Interim Senior Pastor, and

Whereas, Jason has been fully credentialed and ordained within the BFC denomination, and

Whereas, Jason has been selected through a formal search process by the Ephrata BFC in which he has received a formal call by that body's Board of Elders that was approved by their congregation, and

Whereas, Jason has accepted the call to become the Senior Pastor at Ephrata BFC on an effective date of January 5, 2014, so therefore be it

Resolved, that the Board of Elders and Members of Ebenezer BFC express our deepest gratitude to Pastor Jason Hoy, his wife Jennifer and their family for their service and friendship to this congregation over the past eight years, and be it further

Resolved, that Ebenezer BFC accepts the resignation from Pastor Jason Hoy during a special congregational meeting on December 8, 2013.