



Annual Report 2015

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A Place to Worship God, Build Believers, Reach the Lost

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Web Site: www.APlaceForYou.org

Sunday Worship Services: 8:45 / 11:15 am
Sunday School: Children & Youth: 10:05 am
Sunday Adult Electives: 10:05 am

Our Purpose:

Worship God with our whole heart
Build believers with the Word of God
Reach the lost with the Good News

Our Vision:

- ...to be a **church** where people are transformed by the truth of God's Word.
- ...to be a **community** of believers unified in worship, prayer, and service.
- ...to be a **fellowship** of people who exercise the love of Christ for one another by our caring, sharing, and encouraging.
- ...to be **reaching arms** for the Gospel through individual evangelism; as well as collectively through our efforts in counseling, church planting and missions.

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

Dr. Tim Gibson, Senior Pastor
Dick Bickings, Pastor of Discipleship
Mark Culton, Youth Pastor
Jeremy Harkins, Worship Pastor
Heather Hunsberger, Worship Assistant/Youth Assistant
Robbin Hunsberger, Office Administrator
Kevin Kritzberger, Facilities Manager
Rachel Marks, Kids Crossing Assistant/Office Assistant
Laura Sommons, Women's Ministry Coordinator

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“And he gave the apostles, the prophets, the evangelists, the shepherds and teachers to equip the saints for the work of the ministry, for building up the body of Christ, until we all attain to the unity of the faith and of the knowledge of the Son of God, to a mature manhood, to the measure of the stature of the fullness of Christ.” Ephesians 4:11-13

Most people want to make an impact on the world around them in a positive way. In ministry my heart is no different. As I look back over 2015 I want more than anything to have made an impact for the glory of God. Of course we know that we are simply servants of the Lord. We are called simply to be faithful in every respect and allow the Lord to bless. The Apostle Paul understood this when he said, “What then is Apollos? What is Paul? Servants through whom you believed, as the Lord assigned to each. I planted, Apollos watered, but God gave the growth. So neither he who plants nor he who waters is anything, but only God gives the growth” (1 Cor 3:5-7). It is hard to measure success in ministry because it has to do with people and their hearts. But overall, I do believe that the Lord has caused much growth in our hearts at Ebenezer in 2015.

The ministry of the Word at Ebenezer BFC focused mainly around the wonderful Old Testament book of beginnings, Genesis. Having preached through several New Testament books, I felt it was important to also preach through an Old Testament book, and there is no better place to start than Genesis. The study was divided into 2 sections. The first series presented was “Answers for Life” from Genesis 1-11 and included 11 sermons. The second series presented was “A Journey of Faith” from Genesis 12-25 and included 16 sermons. The series “Answers for Life” answered fundamental questions that are basic for every Christian to understand. This glorious book taught us about creation, sin, God’s mercy, and so much more. A particular highlight of this series was the message of Genesis 1-2 where God’s Word clearly lays out God’s design for marriage and the clear roles God established at the very onset for the husband and wife relationship. Here is an overview and the questions we covered:

- Genesis 1-2:3 – Where has everything come from?
- Genesis 1:26-28, 2:4-7, 18-22 – Who are we and what is the purpose of our existence?
- Genesis 2:15-25 – What is God’s design for society and how do we relate?
- Genesis 3:1-3 – What is sin and why is it in the world?
- Genesis 3:14-24 – What is sin and why is it in the world? (Part 2)
- Genesis 4 – How does sinful man approach a Holy God?
- Genesis 5 – How do you walk with God in a dying wicked world?
- Genesis 6-8 – How do sinners find God’s mercy instead of God’s wrath?
- Genesis 9:1-17 – How shall the nations live on the earth?
- Genesis 9:18-28 – Guess what survived the flood?
- Genesis 10-11 – Why are there so many nations & languages?

The second series in Genesis began in chapter 12 and followed the journey of faith of Abraham, the great patriarch and father of our faith. The goal of this series was to help us today relate back to Abraham as he journeyed with God in faith. The entire sixteen chapters were such a blessing as we analyzed Abraham’s life and learned lessons for our own life. A particular highlight of this series was the message of Genesis 19 concerning God’s wrath upon the cities of Sodom and Gomorrah. After preaching a sermon on “Sin and the Cities,” I followed up the subsequent week with teaching on Homosexuality and the Church. In light of our cultural degradation and the Supreme Court’s decision to legalize same sex marriage, the teaching of this topic was crucial. I laid out in that particular sermon what the Bible teaches about homosexuality and how we as a Church must respond to homosexuality. The conclusion was that homosexual sin is an abomination to God, inconsistent with the Christian life, but is redeemable under the blood of Christ, like all other sins. Our hearts’ desire is to be a church that provides an atmosphere for all struggling sinners to come and be reconciled with God regardless of their sin issue. I challenged the congregation to read Kevin DeYoung’s book, “What does the Bible teach about Homosexuality?” I actually purchased about 50 of the books and made them available to our congregation. We also chose to adopt the “10 commandments” that DeYoung laid out for Churches concerning this topic.

For the first time, Ebenezer had a combined outdoor service on September 20 under a tent. Afterward we had a wonderful picnic lunch with hamburgers and hotdogs. That day I preached a sermon from the entire book of Ephesians entitled, “We are the Church!” That day, I cast a vision of who Ebenezer is and what we must be for the Lehigh Valley. The main idea of the sermon was, “As the Church, we will be most effective as we remember our identity (blessed & graced), fulfill our mission, guard our fellowship & fight to live transformed lives!”

The following Sunday, September 27, I began a new series in the book of 1 Peter entitled “Standing Firm.” Peter’s letter is designed to equip us with heavenly truths, wartime tactics and spiritual equipment needed to help every believer stand firm no matter what comes our way. I finished preaching through chapter 1 in the months of October, November, and a part of December. Christmas messages were preached during the Christmas season.

My hope and prayer is that the preaching and teaching of God’s Word was a real blessing to God’s people at Ebenezer in 2015. It is exciting to see more and more people interested in simple Bible exposition with practical relevant application. I am continually working on improving my preaching each year, always trying to improve my exposition as well as illustrations. It is my heart’s desire to be the best communicator of God’s

Word as possible giving practical application that really hits home to every listener. When it is all said and done, my main goal is to have those attending EBFC to understand the given Scriptural passage each week. I truly feel that if I simply plant and water, God will give the increase.

One of the highlights of my year was helping Mark Culton lead a mission trip to Cabo San Lucas, Mexico, to visit & assist in ministry our missionaries Art & Vicki Reyes. It was an incredible time with 10 of our teenagers (my three teens included). I feel like it was a valuable time of encouragement for us as well as our missionaries. It was also a stretching time for our kids as they served in putting on a VBS program and we all helped paint the new building at the Church. Many of our teens were able to communicate with the people because they knew Spanish. God provided in so many ways on this trip. I truly thank the Lord and our Church for allowing me to participate in this wonderful trip.

Baptisms are always a highlight of the year. Baptisms show that God is working in people's hearts and bringing about salvation. This year we were blessed to see 33 baptisms and 39 new members added to the Church. Praise the Lord.

So much more could be written, but in short, here are a few highlights that God's grace permitted in 2015:

- 3 New member classes conducted throughout the year
- Tremendously blessed as I attended MacArthur's Shepherd's Conference in California on Inerrancy
- Preached through Genesis 1-25, 1 Peter 1, & Christmas series
- Lead a Kinship Group in my house with approximately 20 in attendance, teaching through Romans.
- Performed 9 funerals
- Performed 2 weddings
- Performed over 50 Hospital & home visitations
- Performed premarital Counseling for 3 couples including 6-8 sessions each
- Over 45 meetings with Church members for prayer/encouragement/counseling
- Over 65 counseling meetings with couples and individuals
- I participated as a member of the board of BFC Church Extension – 4 meetings/year
- I participated as a member of the Transitional Leadership Team (TLT) for Forks Township Church Plant under the direction of Tim Zuck – 6 meetings/year
- I chaired the TLT for Naples, Florida Church Plant under the direction of Jason Filbert
- Over 10 baptism interviews
- Over 10 membership interviews
- Helped Mark Culton lead a week long mission trip to Los Cabos, Mexico with 10 teenagers
- Performed 3 open air baptisms in Monocacy Creek in Bethlehem
- Held staff meetings two times per month
- Chaired the Elder meetings once per month
- Led the teaching time for VBS along with my wife and kids
- Attend monthly Welcome Desserts for newcomers beginning in October
- Held monthly telephone calls with Jason Filbert in Naples, FL for encouragement of Church plant
- Attended the BFC ministerial convention which hosted Harvest USA (discussed sexual issues and our culture)
- Attended the fundraiser for BCS at the Lehigh Valley Shooting Range with Steve McDaniel
- Attended the fundraiser for Fellowship Community at Green Pond Golf Course with Steve Leaser
- Attended a fundraiser golf tournament for missions with Matt Blackton
- Attended the BCS Pastoral Appreciation breakfast at Calvary Baptist Church
- Ran in the 5K race – Run for the Children
- Participated in every men's prayer breakfast – 4/year
- Highlighted Miracle Month in December raising \$23,858 for missions

It is a real joy to serve the Lord at Ebenezer Bible Fellowship Church. I look forward to what the Lord is going to do in 2016. Working alongside our Pastors and staff is extraordinary! Our leadership is solid and the clearly articulated purpose and vision of Ebenezer is fabulous! I love our Church and pray that the Lord will bless it and use it to reach more and more people with the Gospel and that the glory of our great God will be proclaimed throughout the Lehigh Valley!

Serving Christ,
Tim Gibson
Senior Pastor



As I begin this year's annual report, I want to share with you some thoughts from my personal bible study trek through the Old Testament, and stopping at the book of Psalms, I came across this, I-don't-understand-what-is-going-on-around-me Psalm by Asaph, the first Psalm in Book 3, Psalm 73. Here's his problem:

"Truly God is good to Israel, to those who are pure in heart. But as for me, my feet had almost stumbled, my steps had nearly slipped. For I was envious of the arrogant when I saw the prosperity of the wicked. For they have no pangs until death; their bodies are fat and sleek. They are not in trouble as others are; they are not stricken like the rest of mankind." (Psalm 73:1–5, ESV)

I meditated on that a while and said Amen to Asaph for his candid cry of the daily reality that we see around us...but praise God, he does not stay there, listen as he discovers the solution...

"But when I thought how to understand this, it seemed to me a wearisome task, until I went into the sanctuary of God; then I discerned their end. Truly you set them in slippery places; you make them fall to ruin. How they are destroyed in a moment, swept away utterly by terrors! Like a dream when one awakes, O Lord, when you rouse yourself, you despise them as phantoms." (Psalm 73:16–20, ESV) and...

"Nevertheless, I am continually with you; you hold my right hand. You guide me with your counsel, and afterward you will receive me to glory. Whom have I in heaven but you? And there is nothing on earth that I desire besides you. My flesh and my heart may fail, but God is the strength of my heart and my portion forever." (Psalm 73:23–26, ESV)

So, there it is...the seemingly prosperous life of the wicked is short lived, whereas, the righteous have God as their portion, not only in this life, but for all eternity! As a result, this becomes the motivation to fulfill what Jesus Christ commissioned us and equipped us to do; Make Disciples. This command is fulfilled through the two-fold strategy of evangelism and teaching. Thus, our commission is not to add more programs or provide more times to socialize but to involve ourselves in the lives of our people in every age group with a combined emphasis on equipping the saints through solid biblical teaching in our adult electives, youth Sunday school and Tuesday night meetings, children's Sunday School, children's Church and Awana clubs, and various bible studies and events for both men and women, with a renewed focus on the importance of prayer and evangelism, so that those so equipped, would do the work of the ministry.

This work of the ministry was seen several times throughout 2015 with our involvement in serving at the Bridge Ministry, Lynfield Community in South Bethlehem, contacting newcomers, and doing benevolent service to reach the world outside our local church, and several intentional evangelistic events. We also continued to deemphasize the social events side of ministry in order to place a greater emphasis on the fellowship/discipleship side through one-on-one mentoring and Kinship groups.

Also in 2015, we implemented the state mandated background checks for of children's ministry workers who are 18 years-old and above, along with a new computerized check-in system. Both, we believe, will provide the best possible security for the precious children placed in our care.

For 2016, besides what has already been established in our own local church Discipleship Ministries, we plan to maximize the effectiveness of our outreach programs through our evangelism and teaching programs, with an increased presence in South Bethlehem's Lynfield Community, the Bridge Ministry in Easton, and a teaching ministry in the Northampton County Prison. We also would like to develop a pool of children's workers who can step in when emergencies arise, and work on a better way of meeting with and encouraging our existing workers.

Please continue to pray and ask the Lord what part you might have in fulfilling our vision for 2016, as we continue to be challenged by our volunteer needs, especially in the children's ministries, and Adult Elective teachers. 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)

Respectfully Submitted,
Dick Bickings, Pastor of Discipleship



But those that were sown on the good soil are the ones who hear the word and accept it and bear fruit, thirtyfold and sixtyfold and a hundredfold. ~ Mark 4:20, ESV

This past year we went through the book of Mark with the HS students. We were each challenged to study and evaluate Jesus Christ for ourselves, asking whether we really believe that He is the Son of God, and whether we are willing to follow Him with our whole life. One of my concerns as of late is how many of the current students in our ministry will have **lasting** fruit - that continues into their adulthood, when they get married and raise families. We cannot solely focus on present results - how many kids are in the youth room or how polite they are or even how much Bible knowledge they have. Don't misunderstand me - I would love a youth room overflowing with polite kids who know their Bible! But our deeper concern must be - are our students following the Son of God with their heart, soul and mind? Are they growing as disciples, submitting the messiness of their life to Jesus so that they are truly being changed from the inside out? We labor with this primary goal in mind - and we talk about it a lot as a youth staff. This is why our growth groups and mentoring continue to be something we focus on.

May God do a mighty work in our students from the inside out, producing authentic fruit that will last!

Some things God accomplished through the student ministry this past year:

- An organically growing partnership with parents. I am adjusting to life as a parent of a teenager, and my natural interactions are with youth parents more than ever. Beyond that, I really think that this thinking has spilled into every youth volunteer on our team. Some of our volunteers are youth parents, but those that are not have embraced a heart for parents, and it has been invigorating to see this.
- A great Sno Glo for MS and HS where the focus of the weekend was "Life is found in Jesus" from the book of Colossians.
- 21 days of prayer uniting teens and adults in our church ("Pray21"). One of the things we did for the first time was create a devotional for each day of Pray21, written by our youth volunteers. I think this was a really neat way to minister to our students and those who prayed with our students.
- Had a great Dare 2 Share trip in D.C. where we learned how to better share our faith.
- A local mission trip to South Bethlehem (Light in the City). This was the second year in a row ministering to our neighbors in Lynfield, and it is exciting to see the doors God has opened and how the ministry continues to expand there.
- A foreign trip to La Playita, Mexico with our missionaries the Reyes. Pastor Tim, Margie Cruz and I led a team of 10 teenagers as we worked on the new church building and ran a VBS for the church there. It was an incredible time of ministry and growth for each of us, not to mention a blessing to get to know Art and Vicki Reyes!
- A great "Kickback" where our theme was "Carpe Diem" - living for God today with the future in mind.
- We continued our monthly "Illuminite," but have moved to alternating between MS and HS months - to keep a tighter focus and be more effective.
- Our youth staff continues to grow closer through joint staff meetings, a staff training weekend, and a staff retreat.
- Our Invert group (student leadership) grew smaller over the last couple years, and because of a need to re-evaluate and re-focus, we disbanded temporarily, with the goal of refinement and re-launch.
- We continue to value our weekly small group time, where growth group leaders are able to connect with their students and personalize what they are hearing in teaching time.
- In our high school ministry we studied through the book of Mark, and some of Ecclesiastes. We also did a 2 part series on sexual purity and homosexuality.
- Continued through our cycle of the Core Truth curriculum, focusing this past year on "Spiritual Warfare" and "Community of Believers (the Church)".
- Continued to use the SS curriculum called "The Gospel Project" with MS and HS.
- We continue to have growth group leaders walk through several years of ministry with a specific group of students. I believe this has opened the door for deeper mentoring. We have even had one leader continue with her students from MS into HS ministry.
- Quarterly "Family Nights" at youth group. One of these was a specific night with the goal of helping parents think about paying for their child's college.
- I had the opportunity to be on a few school campuses this past year - Easton, BCS, LVCHS, and Lehigh University
- Start pre-marital counseling with one couple.
- Continuation of a bi-weekly parent email newsletter. I have heard good feedback on this, and I believe it is an effective way to talk to parents.
- Met with numerous teens and parents of teens.

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

- Continue to discuss the mentoring ministry so it grows and becomes more of a focal point again. I am not sure what it looks like, and maybe it is more student by student than an organized launch. Some of the greatest fruit I see is through the mentoring ministry. We are always looking for more good mentors, and I am praying that God raises up even more.
- Have mission trips to S. Bethlehem, PA as we do 2 weeks of ministry this summer - Light in the City and whatever else God leads us to do the other week.
- Continue to follow the Lord's leading about follow-up ministry in the Lynfield community. This is an ongoing discussion in which the Carlstroms are an integral part.
- Further develop our volunteer MS and HS staff – they are the life-blood of our student ministry! We will be attending a day of training again (perhaps with CPYU) and plan to take a staff retreat this year.
- Re-work and develop our student leadership – we need to evaluate the best way to prepare and unleash our students in leadership roles.
- Build synergy by seeing our youth parents and youth staff become more connected.
- Continue to develop and fine-tune our Illuminite ministry so that it reaches unchurched teens.
- Continue exploring ways to partner with parents - perhaps more themed family nights with helpful speakers.

Our Purpose Statement:

Our student ministry seeks to partner with parents as we disciple students for God's glory.

Our context: partnership with parents

Our focus: discipleship of students

Our goal: the glory of God

Our Numbers:

Tuesday Youth Group - 50 students

MS Boys Sunday School - 10

MS Girls Sunday School - 7

HS Students Sunday School - 17

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

Youth Staff:

Pat and Carol Barry

Beth Chen

Jen Culton

Henri Darby

Rick Frazier

Swannie Griffin

Mark and Suzi Hardy

Erin Harris

Heather Hunsberger

Dave and Kris Lissy

Growth Group Leaders:

Pat and Carol Barry

Beth Chen

Jen Culton

Henri Darby

Rick Frazier

Swannie Griffin

Bob Guadagnino

Mark and Suzi Hardy

Erin Harris

Heather Hunsberger

Dave and Kris Lissy

Heidi Meeks

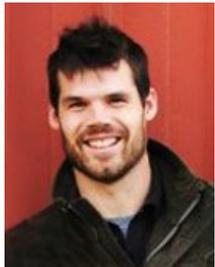
Andy Van Winkle

Opportunities to serve with the student ministry:

- In our ministry we are praying that God will raise up -
- MS girls' SS teachers
- male and female mentors
- male and female growth group leaders and youth staff (the goal would be 2 leaders for every grade - boys and girls)
- HS SS teacher
- those who feel led to contribute to the youth scholarship fund - this enables students to get to activities when finances are tight and encourages them to memorize Scripture for the Bible Challenge.
- those who will PRAY!!

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

Respectfully Submitted,
Mark Culton,
Youth Pastor



“You shall love the Lord your God with all your heart with all your soul and with all your mind” (Matt. 22:37)

Bob Kauflin, in “Worship Matters” says, “While it is simplistic to say that worship is love, it’s in fact that what we love most will determine what we genuinely worship.”

Responsibilities Include:

Worship Ministry

College Ministry (*See College Ministry Report, p. 22*)

Worship Ministry Includes:

Worship Team:

Typically every Wednesday night practice is started with a short devotional or reading of scripture. We then prepare and practice the worship for Sunday’s service and finish the night with a time of prayer. Our prayer time is necessary in helping us, as a team, to stay unified by knowing and bearing each other’s burdens and in seeking direction and wisdom from the Spirit.

Before our Sunday services, we usually have a time of prayer in the conference room with a challenge from scripture. This helps us to prepare our hearts for worship. Over the course of the year we have gone through various passages of scripture as well as Bob Kauflin’s “Worship Matters” and John MacArthur’s “The Ultimate Priority on Worship,” focusing our attention on what worship is and what worship is not. Praying and meditating might seem obvious and routine within a church in preparation for Sunday services, but you would be surprised how easy it is to lose sight of WHY and WHAT we are preparing for worship and HOW to evaluate our motivation behind the worship.

Worship Shepherding:

Part of the ministry of shepherding is also individual meetings with our praise band members, group get-togethers, hospital visitation, and various texts and phone calls. There are over 30 people and their families who are actively involved in some form of the worship ministry.

Simulcast/Sound/Media:

This year we hit the ground running with our Simulcast program. The program officially started in mid-July and since, Jason Lee has done an incredible job of raising up volunteers and training them. Kevin Gascho, Bob Beebe, and Ken Stanley and others have really helped in many ways behind the scenes making sure all details are done with excellence. We have consistently simulcasted the 1st service since July. We have heard positive feedback from many who were unable to be a part of our service for various reasons. The simulcast has been a benefit not only for those who cannot attend but also as a tool for evangelizing to family and friends.

Part of my sound and media responsibilities have also been helping with funerals and weddings as needed. I also helped with sound for various worship events such as: the Veterans Service and the “Hymn Sing.”

Teaching:

Since the summer I have had the opportunity to teach the YACS bible study, Youth group, as well as the TNTers and Sparks in Awana. It is a privilege to have the opportunity to teach every age from the living and active Word of God.

I am so very thankful for the worship, sound room, simulcast team, offertory musicians, and sermon CD ministry in their leadership and consistent involvement on a regular basis. What a joy it is to work with such a gifted group of individuals who grasp what it means to worship God in SPIRIT and in TRUTH.

Respectfully Submitted,
Jeremy Harkins,
Worship Pastor



I thank God daily for allowing me to serve Him here at Ebenezer Bible Fellowship Church. We had another active year here at EBFC due to the fact that this facility is used quite heavily for God's kingdom work. We had several capital improvement projects scheduled this past summer and I want to thank all of you for your patience during that time. You can see a list of those projects under the Property Report. We continued to repaint many areas in the building and upgraded many items throughout.

I would like to thank Bethlehem Christian School for providing me a cleaning assistant to help perform a much needed deep cleaning in all of the classrooms during this past summer. I would like to thank as well the many volunteers that so graciously gave of their time to serve their Lord. This year we had 22 volunteers serving which averaged 11 hours per week. 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 also want to thank those of you who volunteered to be on the snow removal crew. It was the second straight year of continuous snow and very cold temperatures and the help that was received was much appreciated.

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

Philippians 3:14
I press toward the mark for the prize of the high calling of God in Christ Jesus.



It has been my pleasure to serve as the Office Administrator for 11 years now! I am grateful for a wonderful work environment, and love helping congregants & visitors throughout the day.

General responsibilities include: reception, correspondence, newsletter, bulletin, room reservations, church sign, literature racks, graphic design, advertising, permanent records, data base admin, web site admin, copier & office equipment admin, phone system admin, online calendar admin, check writing, assisting the Senior Pastor, HR support, Prayer Requests.

Notes from 2015:

For the second year in a row, I have continued to provide a significant increase in support to ministry leaders. Here are many of the projects I assisted with in 2015:

- Updating Webpage for Sermon Video
- Online Registrations – create web forms (with payment option) for many events and ministries
- Emergency Evacuation Maps – for each room
- Missions Month –3 Flyers, Posters, Publicity, PPT Presentation, etc
- Easter Postcards – mailing 11,500 to our neighbors inviting them to our Good Friday & Easter services
- 318 Evangelism Station in Foyer – logo/poster/counter/prayer cards/invite cards
- The Well – new graphics/logo/brochure for the Women’s Ministry
- VBS – Nametags, Bulletin Board, Posters, Flyers, Parking, etc
- Work Crew for Nelson Randolph – organized a crew to go help clean his vandalized warehouse
- Bible Bee – Extra Publicity, Graphics, Flyers, Training
- Welcome Ministry – providing new/useful reports, invitations, invite cards, publicity
- Salute to Veterans – Write Letters, Print Certificates, Help with displays
- Run For the Children – web form/paper form/website/publicity/registration/results/admin
- Christmas Gift Tree – tags/sign-out/publicity

Goals for 2016:

- New banners for front porch & sanctuary
- New pew pads (keep papers from falling out everywhere)
- New signs for front doors
- Evaluate email newsletter appearance
- Evaluate Communication Request Form system for ease & effectiveness
- Seek improved online registration form & payment systems
- New Web-Based Database – help with details of getting it online and user-friendly
- Better Facebook Presence
- New Logo
- New effective advertising method
- New phone system – work with Property & Tech teams to replace our aging phone system

A huge thanks to Rachel Marks, our Office Assistant who helps in nearly all aspects of this work, and to the volunteers who help with office tasks including: Norma Hall (wedding coordinator), Kim White (web site), Tom Murphy & Mark Hardy (tech support).

Respectfully Submitted,
Robbin Hunsberger,
Office Administrator



Kids Crossing Children's Ministry was blessed to have a productive year in 2015 filled with continual growth. I am constantly blessed by the wisdom & leadership of Pastor Dick and his diligence to disciple and equip children in biblical truths. We have worked together to maintain and strengthen our children's ministry programs by maintaining regular contact with volunteers & parents through email & Facebook updates, department meetings, and meetings. I greatly appreciate the many volunteers in Kids Crossing children's ministry and their desire to see children grow in their love and knowledge of Christ.

We continue using the "Gospel Project" material by LifeWay on Sunday mornings for Cross Time Sunday School and Children's Church. We are in our 3rd year of having Awana on Wednesday nights. We sent 30 kids to Victory Valley for Winter Blast weekend retreat and Day Camp. I coordinated registration, transportation, and scholarship money for both events. I enjoy mentoring my small group of T&T girls on Wednesday nights for Awana during the school year. For VBS, I coordinated the missions rotation & helped at Nelson Randolph's warehouse; this was our 2nd year using LifeWay's VBS material. I created a new template for photo ID badges and distributed them to new volunteers. The Resource Room was reorganized this summer, thanks to several faithful volunteers!

One big change with Kids Crossing is the new state-required background checks. While Ebenezer BFC required volunteers 18 & older to have clearances, Pennsylvania now requires volunteers to have several clearances that are issued through the state. Since our previous clearances were invalid due to the new requirements, we needed to have all our volunteers who worked with minors complete new clearances. This was quite a feat considering the number of volunteers who serve with children & youth ministries, VBS, Lynfield, and Candy Carnival, in addition to elders and paid staff. State deadlines and fees changed several times over the course of a few months, making this a difficult process to understand and implement. I am very thankful for the information & templates passed along through Lancaster Bible College. I put much time into researching, creating forms, contacting volunteers, implementing new policies, running clearances, and distributing information to the BFC denomination. And I am very grateful that clearances are now valid for 5 years, giving us several years until the process needs to be repeated! :-)

On a personal note, I continue to see God's goodness and faithfulness in my life, ministry, and marriage over the past year. His joy has continued to be our strength as we have grieved and grown despite the loss of our baby Gabe in July 2013. The promise and hope of Heaven changes everything for believers, and we are comforted by the unchanging truths of God's character and His Word. I have been able to encourage several women over the last year who have also lost precious babies. Dan & I are grateful that God gives beauty for ashes, and we look forward in great anticipation to what our future holds with our upcoming adoption. Although we don't know when God will bring our baby into our lives, we trust His timing and provision – and believe we will bring our baby home in 2016! We are very thankful for the love, prayers, & support of our church family during this exciting time!

"Posterity will serve Him; future generations will be told about the Lord. They will proclaim His righteousness, declaring to a people yet unborn: He has done it!" – Psalm 22:30-31

Respectfully Submitted,
Rachel Marks
Kids Crossing Assistant



Ebenezer's Women's Ministry has experienced many exciting changes to meet the needs of today's woman. Our 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 loved and ministered to right where they are in their walk of life. This is done by:

- **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.
- **Helping** women to discover their God-given gift and find their place in ministry.
- **Teaching** women how to reach out to other women.

Psalm 92:1,4,5 " It is good to give thanks to the Lord to sing praises to the Most High. You thrill me, Lord with all you have done for me! I sing for joy because of what you have done. O Lord, what great miracles you do!"

I am so very thankful for the opportunity to be on staff at Ebenezer and have the privilege to minister to the women here at this church. It is hard to believe that another year has gone by. I have had another year full of meetings with different women, building relationships and encouraging them in their walk with Jesus Christ. I have had the privilege of seeing women accept Christ as their Lord and Savior, and be a part of discipling them in their walk. This aspect of ministry is so thrilling – to see lives be changed and transformed. Leading women in Bible studies is precious time well spent. It is my favorite time and the most rewarding. This also keeps me very accountable with my own walk with Jesus. Women will only be as excited about their Savior as the one who is trying to lead them. God continues to teach me and stretch me in ways I could never have imagined. One of my goals for this coming year is to equip women to reflect godliness in their homes, work, or school.

Respectfully Submitted,
Laura Sommons,
Women's Ministry Coordinator



Worship Ministry

Worship ministry is going strong. Praise the Lord, we have a strong rotation of people on the worship team and sound room crew. It is such a joy to minister with such Godly, humble people who consider it a privilege to serve the Lord with the skills and talents God has blessed them with. In February of this year we began a new chapter in the life of Ebenezer and transitioned into a new model for Worship ministry, one led by a Worship Pastor! It has been a joy to welcome Jeremy Harkins and his family, Lindsay and Luke, into our Ebenezer family! How can we thank him enough for his faithful leadership! I enjoy supporting this ministry so much in the many administrative needs. It was especially wonderful to help coordinate things like the Christmas choir (Nicole Huie did an excellent job leading!), and the Christmas Eve prelude, where young people are able to use their talents in a special way to bring glory to the Lord. I am blessed to have the special privilege of being involved with the worship ministry here at Ebenezer!

Youth Ministry

Youth ministry is also going strong. It is a joy to not only support this ministry administratively but also be a part of the students' lives as a growth group leader (for the high school girls)! It is a joy to see students long to grow in their relationship with the Lord and share with their friends. I love supporting this ministry in the administrative needs too. It is exciting to organize logistics for all the trips as well as help coordinate details for our weekly youth group meetings. We have so many beautiful, vibrant students in our Ebenezer family, it is a joy to be a part of their lives, help them grow personally, and encourage them to pursue the gifts and talents God has blessed them with and learn how to use them for His glory. Pastor Mark and Jen never cease to amaze me. Their passion not only for our students but also for reaching out to the Lynfield Community has been an inspiration to us all! The students have loved participating in things at Lynfield like "Light in the City" in the summer, and the Candy Carnival in the fall, as well as the gift tree this Christmas. It's a joy to see relationships being built between families from Ebenezer and Lynfield. I am blessed to have the special privilege of being involved with the youth ministry here at Ebenezer. I'm excited to see all the Lord has in store for our students throughout this next year!

With love and joy for our Lord!
Heather Hunsberger,
Youth & Worship Assistant

Current Elders and Deacons

Church Leadership

Elders and Their Terms: *(each term is for 3 years unless otherwise indicated)*

2014 - 2016	2015 - 2017	2016 - 2018
Andy Brimer Byron Roth Swannie Griffin* Kevin Hardy*	Wayne Batten Scott Holwick Christopher Jones	Shawn Sommons Patrick Barry Dennis Flanagan

** term began Jan. 1, 2015*

The following men will serve on our Elder Board in 2016:

Tim Gibson – Senior Pastor, Elder Board Chairman, Nominating Committee, Membership
 Patrick Barry – Evangelism
 Wayne Batten – President
 Dick Bickings – Pastor of Discipleship, Membership
 Andy Brimer – Treasurer
 Mark Culton – Youth Pastor, Elder Board Secretary
 Dennis Flanagan – Mercy Ministries
 Swannie Griffin – Missions
 Kevin Hardy – Ministry Assimilation
 Scott Holwick – Adult Elective Teacher
 Christopher Jones – Welcome Ministry
 Byron Roth – Pastoral Relations
 Shawn Sommons – Vice President, Deacon Liaison, Support Groups

Deacons and Their Terms: *(each term is for 3 years unless otherwise indicated)*

2014 - 2016	2015 - 2017	2016 - 2018
Kamba Kalubi Andy Meeks*	Kevin Kritzberger John Romero Rob Christiansen Mark Hardy	George Hardy

** term began Jan. 1, 2015*

The following men will serve on our Deacon Board in 2016:

Rob Christiansen – Ushers, Caregivers
 George Hardy – Property
 Mark Hardy – Deacon Board Secretary, Transportation
 Kamba Kalubi – Ordinances
 Kevin Kritzberger – Deacon Board Chairman, Facilities Manager, Activities, Counting, Benevolence
 Andy Meeks – BCS Liaison, Crisis Management
 John Romero – Vice Chairman, Community Concerns, Crisis Management

Board of Elders

Church Leadership

"Pay careful attention to yourselves and to all the flock, in which the Holy Spirit has made you overseers, to care for the church of God, which he obtained with his own blood." ~ Acts 20:28

Watching over the flock of God and providing leadership for Ebenezer Bible Fellowship was the main emphasis of 2015 for our Elder board. Five new Elders came on board in 2015, giving us a total of fourteen shepherds. Immediately the list of the congregation, both members and regular attendees, was equally divided creating shepherd groups, for which each Elder was to oversee. Each Elder was given a list of congregants to oversee in prayer, and shepherding on a regular basis. Each month the Elders were held accountable for how they have reached out to struggling congregants and prayer support for them. Prayer was a major emphasis of our shepherding. This year we committed the first hour of each meeting to prayer for the flock.

One of the most heart breaking tasks of oversight is disciplining wayward sheep. This year, Ebenezer had 2 men who departed from the clear commands of Scripture to remain pure and faithful to their wives. After following the steps of Matthew 18, the Elders were led to remove these men from our membership role and inform the congregation. The goal of this action was to implore the congregation to go after these men whom we love dearly, exhorting them to repent and follow Jesus. Sadly, these two men refused to repent and we continue to pray for them to be restored in fellowship. While performing this action is heartbreaking, it is very encouraging that the Elders were unanimous in our commitment to the practice of Church discipline according to the authoritative Word of God as found in 1 Corinthians 5. It is also encouraging to our Elder body that the congregation as a whole responded positively to the action taken by the Elders.

Continual training was implemented for both the new and the seasoned Elders. Each month I took the time to cover specific topics to encourage as well as help equip our Elder team for the ministry. Topics that we covered were sexual purity, humility, trusting in Jesus to provide, faith, and many more. We also read and studied two pertinent books for our edification, one on leadership and the other on a pertinent issue. The first book covered the basic roles and responsibilities of Elder leadership. Written by Jeramie Rinne, "Church Elders" was not only great instruction for our new Elders, but a good refresher for our seasoned Elders. The second book read by the Elders was Kevin DeYoung's, "What Does the Bible Really Teach About Homosexuality." In light of the U.S. Supreme Court's decision to legalize same sex marriage on June 26, 2015, I felt like this topic was one, which we must be prepared to confront. Our discussion was insightful, and encouraging as the Elders were unanimous in affirming the Bible's commitment to the union of only a man and a woman in the context of marriage.

Watching over the teaching of the flock was also a major concern for our Elder board. Several members of the congregation had expressed concern about recent teaching of the popular teacher and Bible study leader, Beth Moore. Concern arose over trends seen in her teaching and ministry. The Elders reviewed several articles and teaching segments from Beth Moore. One of the major concerns was Beth Moore's association with Joyce Meyer and Joel Olsteen, whom we view as theologically unorthodox in their view of the role of women in ministry and the Gospel itself. The Elders recommended putting resources on hold while Moore's ministry could be observed over the next 18 months to determine her doctrinal integrity and ministry direction.

One of the major decisions the Elder board made this year was concerning the finances of our ministry, particularly the approval of our Church budget for 2016. The Lord has truly blessed the ministry of Ebenezer with adequate finances through the years, allowing the ministry to accumulate a very nice savings account. However, toward the end of 2015, it was obvious that giving was down slightly and that finances would fall short leaving us in the red (negative) for yearly budget allocations. Based on the giving trends of 2015, the budget for 2016 would need to be cut by about 5%. However, after much prayer and deliberation with both the Elder and Deacon boards, it was decided to move forward in 2016 with a slightly elevated budget over projected incomes, making no immediate cuts for the future. While this may seem contrary to normal business practices, the leaders agreed that the Lord was calling us to trust Him with faith and prayer that He would provide. Of course the savings account allowed quite a bit of wiggle room. While this step of faith was taken, the Elders also discussed a plan that would enable us to re-evaluate our finances in the middle of 2016. If giving trends continued to move in the wrong direction, the Elders would be prepared to make changes in order for the ministry to operate within a balanced budget rather than steadily dipping into the savings account. The Elders agreed that there must be a balance between faith and good stewardship. While the vote was not unanimous, the majority of the Elders and Deacons voted to present the slightly elevated budget to the congregation. It was encouraging that the congregation overwhelmingly approved the budget agreeing with the Elders that our ministry & vision was poised for growth and that we believed the Lord would provide.

Three congregational meetings were held:

Annual Congregational Meeting – January 25; Semi-Annual Congregational Meeting – July 12; Congregational Budget Meeting – December 6

Overall, 2015 was a wonderful year serving the Lord and our congregation with the Elder board of Ebenezer BFC. The new Elders have truly stepped up and put their whole heart into ministry. I sense a real unity and deep desire to minister in a way that pleases the Lord. While we may not agree on every decision, there is also a real humility among the Elders and a desire not only to serve one another, but the body of Ebenezer. There is also a real soberness to our leading as we all realize the importance of leading God's Church. I look forward to serving with these incredibly gifted men in 2016. We pray that the Lord would enable us to continue shepherding the flock, which the Holy Spirit has made us overseers. Please continue to pray for your leaders!

Serving Christ, Pastor Tim Gibson, Elder Board Chairman



Board of Deacons

Church Leadership

The deacon board asks for your continued prayers as we serve the people of Ebenezer in our many areas of responsibility. The deacon board has been shorthanded for over a year now and the men are working tirelessly to meet the needs of the church. Deacons are responsible for the following areas of ministry: activities, benevolence, caregivers, church-school liaison, community concerns, counting offering, ordinances (communion & baptisms), property, safety/security, church vehicles, and ushers. One change for 2015 was that the Technology Team was overseen by the Deacon's Property Committee instead of being overseen by the Elders as it had been previously. The deacons meet on the third Monday of every-other month (odd months), and do a lot of work and service in between meetings. Please refer to the reports from each of these areas for more details.

It is with sadness that I must say that Joe Meier has stepped off the board for this upcoming year. We are extremely grateful for his many years of service and dedication. We will miss him a lot. We are in the process of evaluating the roles of each Deacon, and may be reassigning some of the duties in the next few days/weeks to overcome the shortfall of men. We are hoping the Lord brings a few more Deacons to the board this year, since more help is needed.

Philippians 3:14

I press toward the mark for the prize of the high calling of God, in Christ Jesus.

For His Glory,
Kevin Kritzberger,
Chairman



Activities Committee

Deacon Ministry

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. Some winters we plan ski outings, bowling nights and some years a Valentine's Banquet. In the spring and fall we sometimes plan camping trips and hikes. During the summer we plan day trips to the beach. We also help assist our kitchen committee during our church picnics and all-church dinners.

On the sports end of this committee we have an organized softball team and a dart baseball team. I want to thank Mike Leaser for helping to bring back the men's intramural basketball program which meets every Thursday night. We have seen as many as 15 men come out so far.

This year we have continued our partnership with Athletes for Christ (which is now called "Athletes for the Cross") for several programs. All of these programs are designed to have an emphasis not only on physical strengthening and sport knowledge but spiritual growth as well. We look forward to these programs growing and the impact on the lives they are touching.

- Kinder Soccer – This began as one program for 4-6 year olds in the spring, and then we added an additional one in the fall for 4-8 year olds. We saw as many as 20 kids participate and about a third of them were from the community.
- Kinder Basketball – The kinder basketball program, targeting boys and girls ages 4-6, is starting up again this winter. For the first year, we've added a 7 & 8 year-old program, and now have a total of 35-40 participants!
- ZUMBA – The ladies ZUMBA fitness classes are continuing on Monday and Thursday nights.

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.

Committee Members:

Mike and Donna D'Imperio, Lamont & Judy Seyfried, Rob Christiansen, Sharon Kritzberger

For His Glory,
Kevin Kritzberger,
Chairman



Adult Electives

Discipleship Ministry

Adult Electives are our Adult classes that are offered at 10:05 Sunday mornings. On average this year we had around 120 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 BFC.

Review of 2015:

In 2015 we had 7 classes, with one of them being an “extended” offering. Also this year we tested a single class offering during the summer that would be of interest to many and allow people to ‘miss’ classes without feeling like they would be lost when they returned. Lastly we continued to improve our recording and posting of classes but need some additional methods to help simplify the process.

Spring 2015 Jan 11—May 10	Summer 2015 May 31—Aug 23	Fall 2015 Sept 13—Dec 20
James Ezekiel (Part 3 of 3) Following Jesus in a Post-Christian Culture	Feasts of the Bible	Ecclesiastes Networking Basic Theology

Planning 2016:

As we go into 2016 please continue to pray throughout the year for the following:

- Additional teachers to be trained, and be leaders.
- For wisdom and focus for the teachers’ studies.
- For the message to penetrate the hearts of the hearers and result in changed lives to the glory of God.

We are currently planning on the following improvements in 2016:

- To bring on at least 4-5 more teachers
- To maintain multiple offerings of different levels in Bible book studies and additional topical studies
- Continue to assess the best options for Summer sessions
- Seek to continue improving our class recordings with better equipment and tools
- Offer seminars on how to teach, and how to study the Bible during non-Sunday hours.

Spring 2016 Jan 10—May 1	Summer 2016 May 15—Aug 21	Fall 2016 Sept 18—Dec 11
Pastoral Epistles 1 Corinthians	Evangelism Topic (TBD)	Numbers Family Topic 2 Corinthians

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 Bickings	Joe Maddock
Andy Brimer	Richard Mastronardo
Kevin Hardy	Tim Zuck
Scott Holwick	



In His Service,
Richard Mastronardo,
Leader of Adult Electives

Benevolence

Deacon Ministry

We want to thank heartily the members and attendees EBFC who contributed \$21,678 to the Benevolence Fund. The Benevolence Committee approved and distributed \$20,594 to those in need both inside and outside our congregation. At the end of December, we have a balance of \$16,257 in the Benevolence Fund. In 2015, EBFC gave financial assistance to many families.

Besides helping out financially, we have provided financial counseling. 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.

In 2015 we again gave out food Gift cards at Christmas. Also at Christmas time, we provided Christmas dinners to several families in the Lynnfield section of Bethlehem. 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. Thank you very much for your support.

The members of EBFC and the Benevolence Committee are following God's principle that he laid out for His chosen people in Deuteronomy 15:7-8, "'If among you, one of your brothers should become poor, in any of your towns within your land that the Lord your God is giving you, you shall not harden your heart or shut your hand against your poor brother, but you shall open your hand to him and lend him sufficient for his need, whatever it may be.'"

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

I would like to thank the members of the Benevolence Committee for their time and dedication in serving our Lord and the EBFC congregation in this capacity. It certainly is a privilege and an honor to serve with each one of them.

Benevolence Committee Members:

Kevin Kritzberger, Steve & Diann McDaniel, Keith Beyer, and Joe Meier

In Christ,
Joe Meier,
Chairman



Caregivers

Deacon Ministry

The Caregivers ministry is focused on serving widows, widowers, single parents and individuals who have short-term or long-term special needs within our church family. During the 2015 year the Deacon board committed to making the Caregiver ministry a focus of all the deacons. Our goal is to be cognitive of and address the needs of our congregation as well as continually follow up with identified congregants who would be blessed by the ministry.

Caregiver volunteers have served several of our shut-ins through planned visitations, moving of household items, and completing snow removal and yard maintenance as well as consulting in decisions that our members face. As in the past, our requests to serve congregants have come from referrals from pastors and office staff, Kinship leaders, family members, fellow church members, as well as the prayer request updates. If you are aware of a need from our congregation please bring it to the attention of one of our deacons.

We continue to talk to others about the vision of Caregivers in coming alongside of those during a time of need. We are looking forward to the Lord's direction in this ministry for 2016. We continue to seek servants available to meet the needs and walk alongside Ebenezer's widows, widowers and single parents and those with special needs within our church family. Please consider serving as well as praying that more members of our congregation would volunteer to serve in this ministry. Also, please prayerfully consider a member of our congregation who might benefit from having this ministry group volunteer to serve them.

Respectfully Submitted,
Rob Christiansen,
Chairman



Children's Ministry: Kids Crossing

Discipleship Ministry

Awana:

We are in our third year of AWANA at Ebenezer and God is continuing to bless our ministry in teaching the kids the Word of God. AWANA stands for "approved workmen are not ashamed." Our goal is to disciple these young children to be followers of Christ who memorize the Scriptures and are not ashamed of the Gospel. The kids in AWANA have memorized over 2000 verses combined in 2015. Praise The Lord! They are hiding God's Word in their hearts!

AWANA meets on Wednesday nights throughout the school year from 6:30-8:00. It is available to children ages 3-5th grade. We welcome new children to our program at any point in the year.

David and Kristen Lissy did a wonderful job as AWANA commanders for two years. However, they felt that God was leading them to serve in the area of youth ministry, so have moved into that area of service. I prayerfully considered and accepted the role of AWANA commander beginning in the fall of 2015. However, it is with much help and assistance from Pastor Dick Bickings and Rachel Marks that I am able to lead this ministry. I thank the Lord for their diligent work and oversight.

Aside from Scripture memory, which is the heartbeat of this ministry, the children also participated in a game time and a Bible study/devotional each night. Each year our Elders devote themselves to teaching the children. This is a wonderful opportunity for the children to meet and get to know the leadership of Ebenezer. In the first semester of 2015, the Elders taught a series entitled, "What Jesus Demands from the World" from the Gospels. In that series, the Elders taught the children what Jesus teaches: that we must be born again, repent, love, listen, take up your cross, fear God, believe and so much more. The series which began in the fall semester covered the "I am" statements of Jesus found in the book of John. Each of these series was designed to keep the person of Christ in front of the kids as well as the Gospel!

We averaged 57 kids at AWANA each week in 2015. We have approximately 25 volunteers of adults and teenagers who do an amazing job of helping the children with Scripture memory as well as encouragement during game time and listening to the lessons taught by the elders. We also have 3 wonderful secretaries that assist me in so many areas each Wednesday night. This ministry could not exist without the work of these volunteers. As the AWANA commander, I am extremely grateful to them all. Thank you.

I am thankful to Ebenezer for allowing the children's ministry to offer AWANA to the kids. Please continue to pray for AWANA that children would come and hear the word of God proclaimed, that many would be saved, and that the children would continue to memorize scripture. May our Lord always be glorified in this ministry.

For His Glory,
Julie Gibson
Awana Commander



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. The program took place January 18 through May 10, 2015.

Seventeen children successfully completed the Bible Memory Program this year. Ten 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 five chose the \$70.00 camp scholarship to Victory Valley Camp. Nine 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.

The program ministered to 11 families in the church this year. We are encouraged to hear how this program affects not only the students memorizing the Word, but also the families involved. There are several families who have been faithful over the years to be involved and have their children complete the program. It is our hope and prayer that in the coming year there will be an even greater participation of families and more children to "hide God's word" (Psalm 119:11) in their hearts.

In His Service, Lori Bernhardt and Robin Laudenslager



Children's Church:

The Children's Church program provides weekly classes for children age 4-Kindergarten during the second service on Sunday mornings. We are continuing to use "The Gospel Project" worship material by LifeWay. Volunteers serve on an 8 week rotation where they teach for 2 weeks and have 6 weeks off.

For the coming year, we have an immediate need for 1 team with a teacher & assistant. We would love to have more teens and parents involved in this program. As always, we appreciate your feedback and would love to have you consider being a part of this ministry!

Respectfully Submitted, Rachel Marks
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 continue to serve on a rotating schedule which allows them to attend Adult Electives since they have every-other month off.

We continue to use "The Gospel Project" material by LifeWay. We enjoy its chronological, comprehensive approach that builds continuity between the various age groups, along with a weekly "Christ Connection" that ties in the themes of Christ and redemption throughout the entire Bible. We have heard great things from teachers and parents who have said that kids truly understand the material and what they learned each week.

As seems to be the norm, just when we think we have enough volunteers, we find ourselves needing to recruit more workers. We have had several volunteers either step down this year or express that they will be stepping down in the coming spring. We are trusting God to provide for our volunteer needs with our openings for 5-6 volunteers.

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



Early Childhood:

During 2015, the Early Childhood Department was able to bless and minister to families from our church and visiting families with children aged 2-3 years old. During our time together, children play, read stories and enjoy time with each other and our volunteers. We worship God through lively songs and hymns. We spend time in prayer, Scripture reading and memorization. We continue to use the Lifeway Church Resource as we teach during both services and the Sunday School hour.

Praise the Lord for faithful and available believers who volunteered to serve and bless these families! As always, I am truly blessed and thankful for all the volunteers (11 adults and 5 youth) who continue to give their time and open their hearts to these precious children and their growing relationship with Jesus.

We are always looking for more helpers (either as substitutes or permanent volunteers) so please consider being a blessing to these little ones and their families. You will be blessed in return.

Respectfully submitted,
Anne Christiansen



Nursery:

It has been my pleasure to minister as the nursery coordinator again this year. The Nursery is a vital ministry at Ebenezer Bible Fellowship Church. Our purpose is to provide a safe, fun, and loving environment, where we introduce God's love to the youngest of our children's ministry. Our ministry continues to grow. The nursery is available for much more than just during Sunday worship. We provide childcare for many different bible studies, programs and events throughout the year.

I would like to thank the property committee for their help in allowing us to purchase some needed furniture.

It takes many volunteers to have a successful ministry like nursery. We currently have 30 individuals who faithfully serve. I want to thank all of them for giving of their time and talents to better His kingdom.

In His Service,
Sharon Kritzberger, Nursery Coordinator



College Age Ministry

Discipleship Ministry

The college age ministry kicked off with a “get-to-know you” dinner in our home where we had roughly 15 students in attendance, the beginning of July. From there we started meeting regularly in our home right after the 2nd service every Sunday. This was a way for us to really get to know the young people while most were home from college. During the summer we had 6-10 attending regularly. We worked our way through Tim Keller’s “Reason for God” book and video series. The curriculum was well-liked and fostered really great conversation and application. As a follow-up to the “Reason for God,” we are now half-way through another series by Tim Keller called the “Gospel in Life.” Obviously our regular attendees during the school semesters are lower than they are in the summer months. Lindsay and I have taken opportunities during the school year to foster closer relationships with the students who are local. We currently have Adam and Jess Whitmer and Swannie and Deb Griffin helping to lead the group.

Vision & Goals

Looking back on this first year of being here, I feel privileged to build relationships with these college age adults. Within the past year we have been able to cry out to God together; we have been able to be real and honest with life’s struggles. I don’t think you can find that in a program-centered ministry, not with the college age. That is not to say we need to throw all of that out, but we need to make sure we know these young people and their struggles. When I say struggles I mean spiritual identity, sins being buried and not exposed, heart aches and pain never expressed. I feel that the body of Christ should be a clear demonstration of helping in these ways. I think we get so caught up with “building our numbers” that we tend to forget the need that in order to bring students to the realization of their sin, it is necessary that we are individually and intentionally walking through life with them, providing a safe, honest, and open line of communication that naturally leads to addressing the heart issues and struggles of life. When we ask why such a drop in church involvement of our college age generation, we need to stop forcing them to attend church, but rather help them understand why they are so vital and instrumental to the body of Christ. Otherwise they will see it as a dead-end ritual. All this to say God is sovereign, but we need to be ACTIVE roles in the lives of our young people. This means sacrificing time & energy to walk through the gospel and be honest with our life story to help reconcile them back to God or deepen their relationship with God, depending on where they’re at in the journey. As we have just been starting this ministry it is growing not in numbers necessarily but in the depth of relationships that are being cultivated for the glory for God.

Some events which have been great opportunities for others to come and join us were: “Get to know you” kick-off party at our home, a pool party at the Heric’s, and our College Fellowship Christmas party.

Between Lindsay and myself, we have been discipling 10 college age on a regular basis. We continue to send out emails and texts to our college students asking for updates, praises, and prayer requests going on in their lives. Please pray for these young men and women for true intimacy with Christ and a Holy fear of God as we continue to grow & groan with them and help in equipping and teaching them on living out their faith.

Respectfully Submitted,
Pastor Jeremy Harkins
College Ministry Leader



Community Concerns

Deacon Ministry

Community Concerns

We continue to look for and reach out to our community when needed. No major issues or problems have been brought to my attention this year. We have had great success in reaching out to our brothers and sisters in the Lynnfield area. With a summer project and our Christmas gift tree, all were great successes.

Bridge Ministry

This ministry continues to serve and feed both Spiritually and Physically the homeless and those who are in need in Easton. Around Thanksgiving time one of the co-founders of the ministry, Tim Burke, made a very hard decision to move to Colorado with his wife to be closer to family. His move went well, but he is missed. The ministry continues under the direction of Chip and others who stepped up to help serve. A letter went out to all Kinship Group Leaders informing them of the need at the Bridge. To date we had three groups come out to help with the preparation and serving of a meal along with giving a message. This ministry is all about serving, and helping others less fortunate with the important goal of leading them to Christ and spreading the great news of the Bible.

Respectfully Submitted
Your Brother in Christ
John Romero



Crisis Management

Deacon Ministry

“And we prayed to our God and set a guard as a protection against them day and night.” - Nehemiah 4:9

Security

The Security ministry has spent this year enhancing the comprehensive Emergency Response Plan, introduced in 2014, to address current trends of violence occurring at houses of worship so that Ebenezer Bible Fellowship Church can better fulfill its Purpose - “to worship God with our whole heart; build believers with the Word of God; and reach the lost with the Good News.”

Violence directed at places of worship has steadily increased over the last 5 years. On average, the nation has seen a 20.15 percent increase per year. Paul, in his epistle to Romans, tells us that although we are one body in Christ, we have many members, each with different gifts according to His Grace. God has blessed Ebenezer Bible Fellowship with members who have come forward, and shown an interest in providing a secure and safe environment for all its members. We want to thank all who have helped with developing this plan and the 17 individuals who make up the Security Team here at Ebenezer.

Fire/Safety

During this past year Ebenezer Bible Fellowship Church underwent a Bethlehem Township inspection. This included policies, evacuation plans and maps, fire safety, electrical safety and awareness, along with being within the guidelines and policies of the Bethlehem Township. The inspection gave us praise, which included our policies and evacuation drills conducted with office, school and evening ministries. It also gave us insight on policies and issues which needed to be worked on. We were given dates to be in compliance with these issues that the Township felt needed to be fixed or rewritten. Due to the efforts of all involved we met those dates and were given a good rating by the Township official.

Medical

A team of skilled medical individuals from our congregation comprises a First Aid Responder Team that is available to render emergency medical aid at Ebenezer. We also have First Aid Stations located in the Nursery, Kitchen and on the coat racks in the lobby and near the gym. These medical boxes are inspected & stocked periodically throughout the year and are available to the congregation for its use.

Respectfully Submitted,
Andy Meeks & John Romero,
Crisis Management Co-Chairman



Evangelism

Elder Ministry

When Abram heard that his kinsman had been taken captive, he led forth his trained men, born in his house, 318 of them, and went in pursuit as far as Dan. ~ Genesis 14:14 (ESV)

In 2015 we established a new Evangelism Ministry called the “318 Ministry Team.” At Ebenezer we believe that evangelism is a command that we all must fulfill. Our 318 Ministry is intended to support our church vision to be “reaching arms” through individual evangelism by providing ongoing training and resources to support Ebenezer saints to be the reaching arms of the Gospel. As described in Genesis 14:14, Abram realized Lot was lost, so he organized and trained his kinsmen with urgency for the rescue. Similarly, we believe rescuing the lost requires the same urgency and training. Our mission is to build our own team of 318 “kinsmen” and to create “cultural urgency” for rescuing the lost by equipping ourselves to share the Gospel through everyday evangelism. We have used the curriculum “The Way of the Master” for evangelistic workshops that are offered every-other month to create a focus on evangelism the way Jesus did in the New Testament. We have also created a 318 Evangelism Resource Station where we have made various evangelistic materials and Gospel tracts for the taking in the church foyer.

Our goal is to encourage and equip church members to engage people all around them sharing their faith and what God has done in their lives whether it be sharing with friends, family, co-workers, neighbors and to also be engaged with the multiple outreach programs available at Ebenezer.

In 2016 we will continue to offer ongoing evangelism workshops and make resources readily available at our resource station. Please look for upcoming workshop information at the 318 Resource Station, as we look to build our team of 318. We will also be planning a few 318 events in 2016 and will be looking to add a few members to our ministry team. If this is of interest, please don’t hesitate to contact me.

Respectfully Submitted,
Patrick Barry



Greeters

Elder Ministry

The team consists of 25-30 Greeters who serve faithfully once monthly, prior to and following each service, helping others to feel welcome, orienting them toward classes, making introductions, and offering information about current ministries and programs.

This year we implemented a new procedure, keeping the Visitor Card in the Black Registration books, which are passed along the pew at the start of each service to allow each Visitor time to complete the card. The Pastors announced Visitors could go to the Welcome Center after the service for a free Bible or Book.

Our theme for last year was “Set Apart for Service.” This year, we will be learning scripture referencing the Power of God by encouraging the team with verses included in their weekly, monthly, and quarterly schedules and reminders.

Lastly, we love to hand out chocolates on special holidays to sweeten the occasion and make others feel special. :)

Faithfully Serving,
Patricia Lofthouse



Kinship Groups

Discipleship Ministry

Laurie and I would like to say that our Lord has continued to bless and move this program forward in such a powerful way.

Our five main Kinship objectives for 2015

1. To inform the congregation how important it is to be part of a Kinship group through a Ministry Moment, and to get as many people as possible "plugged in" to Kinship groups.
2. To develop more leaders, which will help facilitate more Kinship groups in the future.
3. To make existing groups healthier by meeting one-on-one with the current leaders on an annual basis.
4. To raise up a Kinship leader for the much-needed in-house church group.
5. To update the Kinship resource list and distribute to all leaders.

In 2015, I am very excited to announce that all five objectives were met. The Lord blessed this program with increased Kinship leadership, and increased participation. We added three new leaders: Pastor Jeremy, John Mead, and Bob Penchick. Kinship participation increased by 24% as we added 58 "new" adults (and 14 children) into Kinship groups this past year. We did however lose a number of people due to various reasons (life changes, moving away, death, etc.). We also have 14 potential new leaders/co-leaders in various stages of training -- praise the Lord!!! We were able to meet this past year one-on-one with each Kinship leader, which was a big help in communicating with the leaders and assessing their needs. We met all the challenges that came our way in 2015 with increased leadership, additional groups, more participation, and fulfilling the special need for an in-house church group that now has 17 members! We praise the Lord for his provisions! Amen!! Here are some key facts from our 2015 Kinship Groups:

Kinship Leaders / Co-Leaders (adults / children)

Wayne Batten (9 / 0)

Pastor Dick Bickings / Rich Mastronardo (20 / 13)

Andy Brimer / Dan Hutchinson (10 / 11)

Dennis Flanagan (12 / 0)

Tom Gallaway (11 / 0)

Pastor Tim Gibson (13 / 6)

Bob Gill / Neil Cowley (9 / 0)

Kevin Hardy (13 / 3)

Pastor Jeremy Harkins (11 / 1)

Scott Holwick (11 / 9)

Chris Jones / Kevin Gasho (10 / 12)

John Mead (17 / 0)

Andy Meeks / Pat Barry (14 / 13)

Bob Penchick (8 / 0)

Byron Roth (14 / 0)

Bob Smith (11/0)

Shawn Sommons (10 / 0)

Currently We Have

- 17 total Kinship groups
- 3 new groups formed, including one that meets at the church
- 8 groups with children / 9 groups without children
- 271 total people in groups (203 adults and 68 children)
- 12 adults / 8 children - average per group (groups with children)

I would like to personally thank the Kinship leaders for their diligence and vision for this most important ministry!

Respectfully Submitted,
Bob & Laurie Gill



Liaison - Church/School

Deacon Ministry

BCS Mission Statement:

"We are a non-denominational, Bible believing Christian school. This school exists to assist parents in their responsibility of training their children by providing a complete educational program that is biblically sound, Christ-centered and of excellent standards. BCS is committed to equipping students for Christian living by instilling biblical principles of self-discipline, individual responsibility, personal integrity and good citizenship. We are located on two campuses in the Lehigh Valley, and are hosted by each of those churches: Ebenezer Bible Fellowship Church and Calvary Baptist Church."

The purpose of the Liaison Committee is to maintain a healthy, vibrant relationship between the Church and BCS; and to expose members of the Church to the opportunity of a Christ-centered education, here at our own facilities. The Committee consists of members from both the Church and the School: Pastor Dick Bickings, Kevin Kritzberger (EBFC Facilities Manager), Otis Powell (EBFC), Steve McDaniel (EBFC & BCS Financial Director), Sharon Kritzberger (EBFC & BCS Preschool Director), Carol Aversa (BCS Principal), Laura Harris (BCS) and myself.

BCS is a blessing to our Church in many regards; sharing resources and equipment with our ministries as the need is made aware. We thank them for their generosity, as we continue to benefit from things, such as upgrades to the network infrastructure - for example.

Carol Aversa, Principle, Bethlehem Christian School, expresses the following:

"It is a privilege and a pleasure to partner with EBFC. What a fantastic host church you are! Not only are the facilities remarkable, but to know that we have the prayer support as well for our school is a treasure to us."

The 2015-2016 enrollments in preschool – 8th grade remain strong - with approximately 222 total students enrolled between both campuses (Ebenezer & Calvary). In order that the School continue to grow in the ministry of Education, we share BCS's desire that God will move families to prayerfully consider enrolling their children in the 3-4 year old preschool program; that 4 year olds transition and enroll into kindergarten; and that 4th graders transition and enroll into 5th grade (Calvary campus).

I want to thank the entire liaison committee for their work and faithful support of the partnership between EBFC and Bethlehem Christian School. The Committee asks you to continue praying for BCS, that God's work be done and that He be glorified in all things.

Respectfully Submitted,
Andy Meeks
Chairman



Library

Discipleship Ministry

2015 has been our year of recommendations. Every four months, books of a specific theme are displayed. In February we displayed Special Needs oriented material. June highlighted "Marriage and Parenting," where we displayed our books to help those looking for guidance. October we promoted "Staff Recommendations" which featured favorites of the pastors and staff. Pastor Tim has also recommended some reading material during his sermons that help boost our rentals.

For our little readers, our winner of the Summer Reading Program also displayed their recommended book of choice. Last year we featured books from our winner, Megan McLeod and this year we will feature books from our current Summer Reading winner, Andrew Hutchinson.

Also, thanks to a very generous yet anonymous year-end donation we were also able to purchase a new computer.

One final note: none of this could ever happen without the 14 wonderful volunteers God has bestowed upon this ministry. They are as welcoming, knowledgeable and friendly as one could ever hope for.

Please come by and check us out. You will not be disappointed. If you are interested in helping and joining our staff please let me know, we would love to have you.

All for His Glory, Nancy Murphy



Membership and Discipline

Elder Ministry

We thank the Lord that 2015 was another year for many to seek membership in our church. We held 3 membership classes throughout the year with approximately 46 in attendance.

- 399 Members as of 01/01/15
- 398 Members as of 12/31/15
- 525 Average Sunday Attendance for 2015 (including children)

During 2015:

- 39 Members Added
- 37 Members Dropped (moved, transferred to another church, church discipline, or no attendance for over a year)
- 33 Baptisms
- 1 Child Dedication
- 2 Weddings: Byron & Charity Roth, Travis & Becky Lesicka
- 9 Funerals: Kenneth Bernhardt, Hazel Bomba, Susan Brotzman, Dennis Cowley, Roland Lasso*, Barbara Lohse*, Fred Saporito*, Margaret Strohl, Elizabeth Weber. We will miss all of them dearly. (*Member)
- 444 First-Time Visitors
- 219 Received Visitor Letters

This brings our membership total to 398 at the end of 2015. While we have had many move away from our ministry, it is exciting to see how the Lord continues to bring us new people. We continue to provide a simple philosophy of worship here at Ebenezer. While other ministries around us continue to use methods of attraction and even entertainment models, it is our desire to provide a simple worship, and faithful expository preaching which elevates the Word of God and exalts Christ. We truly believe that it is better to be faithful to God than to use gimmicks and man-centered approaches to build our numbers. Our goal and mission at Ebenezer is to be faithful in our worship, faithful in building believers through the Word of God, and faithful in reaching out to the lost with the Gospel of Jesus Christ. We truly understand and believe that if we are faithful to plant and water that God will give the increase (1 Corinthians 3:6-8). We also understand that it is Christ alone who is building His Church.

It is a sad day in the Church when members refuse to repent of open and blatant sin. God's Word is clear in Matthew 18 and 1 Corinthians 5, that the Church is not to tolerate "sexual immorality, greed, idolatry, reviling, drunkards, or swindlers." (1 Corinthians 5:11) It is clear that those who practice these things will not inherit the Kingdom of God (1 Corinthians 6:10). While it is not popular in our society to hold people accountable, and certainly not popular to practice what we call Church Discipline, God's Word has commanded the Church to do so by "purging the evil person from among you" (1 Cor 5:13). After much prayer, and after following the clear steps in Matthew 18, Ebenezer practiced Church Discipline on two members within our congregation who refused to repent of blatant sin as listed in 1 Corinthians 5:11. After preaching on the topic from 1 Corinthians 5, the Elders presented the names publicly to the congregation as required in Matthew 18, which says that we are to "tell the Church." Both individuals were warned repeated times that this action was certain if they refused to obey God's Word. Once the members were removed, the Elders challenged the congregation to go after these individuals and implore them to repent and return to the fellowship. We continue to pray that these individuals may be granted repentance, and return to Ebenezer for full restoration, forgiveness, and love.

The Elders continue to keep watch over the flock here in Bethlehem. Each of our 14 Elders has been given a group of members and attendees to keep in contact. It is our heart's desire to provide pastoral care to every attendee of Ebenezer, in hopes that we all will produce fruit in keeping with repentance (Matt 3:8) and continue to persevere in faith, love and holiness giving evidence of the regenerating work of the Holy Spirit in our lives.

Serving the Lord,
Tim Gibson, Senior Pastor



Men's Ministry

Discipleship Ministry

The Men's Ministry exists primarily to disciple men to become devoted followers of Jesus Christ. In order to do this we focus our efforts on training men how to be the godly leaders and examples that Christ commanded in their homes, jobs, society, and church. This training is done in the following ways:

- Bible Studies – Weekly Men's bible studies were held throughout 2015:
 - ◇ Saturday mornings – "The Bethel Series" (for men & women), taught by Dick Bickings (January – May)
 - ◇ Tuesday evenings – "The Bethel Series" (for men & women), taught by Jason Lee
 - ◇ Thursday mornings – 6:15 am, taught/facilitated by various men in the group
 - ◇ Thursday mornings – 9:00 am, taught/facilitated by various men in the group
- BattleZONE – 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. For 2015, the Lord opened an exciting opportunity to teach BattleZone in Northampton County Prison's "PEAK" program, where we were able to encourage, train, and disciple 20+ incarcerated men.
- Breakfasts – Well-attended men's breakfasts were held quarterly, providing fellowship, teaching, worship time, and prayer. A faithful crew of men cooked (directed by Bob Guadagnino) and set up (directed by Jim Travisano) for this event very early each Saturday morning. We also were privileged to have Mark Florentine and George Hardy help us in the kitchen in December. The worship time was led by various worship leaders, such as, Randy Shelly, Abram Gibson, and Pastor Jeremy Harkins. The theme of this year's teaching time was entitled "Motivated Men," which looked at four ways we as men are to be motivated, using 2 Corinthians 5 as our guide.
- 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.

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

Respectfully Submitted,
Dick Bickings, Pastor of Discipleship



Mercy Ministry

Elder Ministry

We are in the starting stage of having an outreach ministry to the elderly and shut-ins called Special Touches. Special Touches will be reaching out to the shut-ins and the elderly first, and also the widows and anyone who asks. The Kinship groups will lead in this outreach in the form of adoption. Each kinship group will choose from a list that will be provided.

The kinship group and individuals from the group are to make a connection to the shut-in person(s):

- Get to know the person.
- Pray with them and for them. Let others know what or how to pray for the shut-in.
- Get to know their spiritual needs. If there are any needs in this area the Elders will help. (Example: communion)
- Get to know their physical needs. If there are any needs to be met the Deacons can help meet these needs.

If you are not in a kinship and want to be active in this ministry please contact me. I do need help in this ministry. Please Contact me.

Respectfully Submitted,
Dennis Flanagan



Ministry Assimilation

Elder Ministry

You my brothers were called to be free. But do not use your freedom to indulge the sinful nature; rather, serve one another in love. Gal. 5:13

There are different kinds of spiritual gifts, but the same Spirit is the source of them all. 5 There are different kinds of service, but we serve the same Lord. 6 God works in different ways, but it is the same God who does the work in all of us. 1 Cor. 12:4-6

Just as the Son of Man did not come to be served, but to serve, and to give his life as a ransom for many. Matthew 20:28

It was a true blessing to begin serving this year within this ministry. To best understand the different aspects of ministry assimilation and what the vision should be moving forward, I met with the pastors, some of the staff, and Andy Brimer – who had previously served in this ministry. Those meetings were extremely helpful in giving me a big picture and clear vision of how to begin to proceed.

The vision of ministry assimilation is to help believers be fruitful and fulfilled in a meaningful place of service using their unique God-given passions and gifts in alignment with the ministry needs at Ebenezer. As you can see from the verses above, serving is a biblical command for all believers. Much in the same way we are charged to give of what the Lord has blessed us with financially, we are also charged to serve as living sacrifices, holy and pleasing to the Lord. Only believers become a holy priesthood: clothed with Christ's righteousness and *equipped for service!* In other words, we have been **saved to serve!** We serve for His Glory and to edify (build up) others, all the while being transformed by Christ.

Most believers know they SHOULD serve. And hopefully most of them really WANT to serve. But many of them are just not sure HOW they can serve in a way that makes them fruitful and fulfilled. Therefore, a large part of ministry assimilation is the Networking Discovery class which involves 3 steps:

1. A Discovery phase (typically four, 2-hour sessions) which dives into the areas of your God-given passion, spiritual gift(s), and unique personality profile.
2. After completing the class, there is a one-on-one consultation which is designed to assist you in finding a meaningful place of service according to your ministry fit.
3. Lord willing, the result should be meaningful service and character development - *being transformed by Christ while serving for His Glory and edifying others!*

We offered this class twice in 2015 – once in late spring on Wednesday nights and again this past fall during the Sunday School hour. I had the privilege of shadowing Andy as he taught the class in late spring and then I had the opportunity to teach the majority of the class this past fall. Between both times it was offered, we had almost 20 individuals work through the curriculum with us and many are already effectively serving in specific areas at Ebenezer.

As I have had some time to gain a deeper understanding of this ministry this past year and pray over future direction, some goals for 2016 would include:

1. Continue to be closely involved with plugging Networking during the membership classes. I have found face-to-face discussion with new potential members really helps get the conversation going about effectively serving at Ebenezer.
2. Develop a tighter process of following up with members that aren't serving yet and faithfully encourage them to begin considering how they may serve at Ebenezer while going through the Networking process.
3. Develop deeper connections with ministry leaders and church leaders to encourage them in referring individuals to work through the Networking process first and foremost. Individuals can easily "jump in" or get "pulled in" to serving within a specific ministry but that may not be where they are properly equipped to serve and in the end may not be very effective.
4. Develop some tools that will help strengthen the awareness and importance of our ministry assimilation process.

Please speak with me if you're interested in working through this process and also pray that we, as a church body, would be faithful stewards with what the Lord has blessed us with, longing to hear from our Master, "Well done, good and faithful servant."



In His Service, Kevin Hardy

Missions Committee

Elder Ministry

Committee Members:

Carol Barry	Doug Chen
Wayne Batten	Pastor Tim Gibson
Betsy Calwonsen	Swannie Griffin
Tom Carlstrom	Shelley Penchick

Committee Meetings:

The committee usually meets once a month on the first Monday of each month at 7:00 pm. Other special meetings are held as required to meet deadlines for specific projects.

2015 Missionary Support Through Budget Giving:

Bible Fellowship Church Board of Missions:

BFCBOM Administrative Support	2,400.00
Elias, John and Karen - Lehigh Valley Muslim Outreach Coordinators	2,400.00
Ethnic Church Planting	1,600.00
Head, Jim and Lynne - World Team	7,600.00
Istrate, Daniel and Ann, Romania	4,800.00
Knaub, Kim - Tanzania	3,600.00
Koval, Kyle and Rebecca - Team Expansion, Ancona, Italy	3,600.00
Messick, Matt and Kristy - World Venture, Ecuador	7,800.00
Missionary Retirement Fund	2,200.00
Moyer, Duane and Joetta, Director BFCBOM	2,400.00
Pastoral Scholarship Initiative, Scott and Moffit-Africa	2,800.00
Reyes, Art and Vicki - Team, Mexico	6,500.00
Riddell, David and Rebecca - World Team, France	7,480.00
Solt, Lillian, United World Mission, Costa Rica	6,320.00
Widman, Scott and Joanna - BCM, Northern Ireland	3,000.00
Weinhofer, Colby and Theresa - Pioneers, Japan	1,800.00
Ziegenfuss, Carrie - Tanzania,	7,200.00
Zikanovi, Ondra and Melissa - Team, Czech Republic	1,200.00

Bible Fellowship Church Agencies:

Church Extension	33,000.00
Fellowship Homes	3,600.00
Pinebrook Bible Conference	3,600.00
Victory Valley Camp	3,600.00

Special Missions: (Not from the BFC Board of Missions)

Bovard, John and Joanie - Youth for Christ, Lehigh Valley	2,300.00
Carenet Lehigh Valley	4,800.00
Child Evangelism Fellowship, Lehigh Valley	2,000.00
Fodale, Mark and Shannon - Disciple Makers, Lehigh Valley	2,250.00
Hanna, Ed and Christy - CRU, Lehigh Valley	6,000.00
Napier, Al and Nancy - Navigators, Italy	8,300.00
Poysti, David and Ute - European Christian Mission, Germany	3,400.00
Russian Christian Radio	3,400.00
Trans World Radio	2,800.00
Tshudy, Dale - Fellowship of Christian Athletes	1,800.00
Truth for Women - Lehigh Valley	1,000.00

Missions Giving through Faith Promise:

Matthew Reyes, summer mission trip to Philippines	500.00
Tory Bonners, Greater European Mission, summer mission trip	1,000.00
Max Whylings, Program Director, Haycock Camping Ministries	2,000.00
Messick Family, ministry request for abandoned children	100.00
Church Extension Ministries, assist Mexico BFC to travel to annual conf.	200.00
Awana Clubs International, prison ministry project	60.00
BFCBOM, Reyes Ministry, rebuilding church in Mexico	6,180.00
Church Extension Ministries, Kids Camp at BFC in Mexico	1,250.00
Ed and Christy Hanna, Emergency Medical Assistance	2,000.00
Care Net, books for training and banquet sponsorship	750.00
CEDCAS, Lillian solt, flood relief ministry	1,000.00
Longneck DE Church Plant	500.00
Forks Township Church Plant	500.00
Care Net, emergency financial assistance	4,000.00

Missions Giving through Miracle Month:

Additional offerings of \$22,550 were given during December 2014 and distributed in January 2015.

Missions Conference 2015 – March 8-15 “Awaken to God’s Glory and The World’s Needs”

March 8

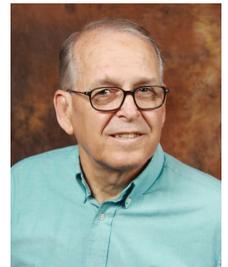
- Morning Worship Services – Donald Kunsman, BFCBOM
- Joint Class for Adults – John Studenroth, Chaplain to College Professors
- Joint Class for High School & Middle School – Mark Fodale with Disciple Makers
- Joint Sunday School Class for Grades 1-5 – Nelson Randolph, BFCBOM short term trip coordinator
- Class for Age 4 - Grade K – Dominican Republic Mission Team from EBFC
- Evening – International Potluck Dinner, EBFC Team to Costa Rica with Chris & Beckie Merrick

March 11—Wednesday Evening Prayer Walk

March 15

- Morning Worship Services – David Gundrum, Director BFC Church Extension
- Joint Class for Adults – Bill Early, Trans World Radio
- Joint Class for High School & Middle School – Chico Schlonecker with Push the Rock
- Joint Sunday School Class for Grades 1-5 – Ed & Christy Hanna, CRU Lehigh Valley
- Class for Age 4 - Grade K – EBFC Costa Rica short term mission team

Respectfully Submitted
Wayne Batten, Chairman
For the Missions Committee



Pastoral Relations Committee

Elder Ministry

The 2015 Pastor Relations Committee (PRC) was composed of Elders: Wayne Batten, Shawn Sommons and Byron Roth.

The purpose of the PRC is to:

- Encourage the pastors in their endeavors to minister to the congregation
- To promote good relationships between the pastors and the congregation.

To accomplish this purpose we:

- Meet regularly with each of the pastors and conduct a yearly review to go over issues and discuss their desires for further growth and discuss how we can encourage and support them and their families.
- We are also open and welcome to questions/comments from the congregation as it relates to our pastors. Please do not hesitate to contact us.

At Ebenezer, the PRC also fills the role of supporting the entire staff in personnel matters such as creating/updating employee policies as well as other matters related to personnel.

In 2015, the PRC completed or were involved in the following activities:

- Finalized the hiring of Jeremy Harkins as Worship Pastor
- Recognized the pastors during the pastor appreciation month (October).
- Met with the pastors as needed and during the year to encourage and provide support as needed.
- Provided input and recommendations for the 2016 compensation budget
- Facilitated a review of medical insurance policy options to avoid significant cost growth due to federal medical regulation changes. The review resulted in a decision to maintain our current insurance provider.
- Continued to work on other items that were identified during the HR audit in 2013.
- Began the process of evaluating activities performed by the staff as they relate to our Church vision and utilization of time.

We are truly blessed to have godly men serving as pastors at Ebenezer. As a PRC, we want to encourage you to:

- To participate in pastor appreciation month in October. This is a great opportunity to show our pastors how much we appreciate their ministry at Ebenezer.
- Pray regularly for our pastors and their families.
- Find opportunities to provide encouragement and support to them and their families throughout the year.

If you have any questions on the above please contact the members of the committee.

In His Service
Byron Roth, Chairman
Pastor Relations Committee



Prime Timers

Deacon Ministry

Committee at Year-End (our leadership team):

Bob and Hazel Smith	Ron and Pat DiStefano	Otis Powell
Gordon Baker	Lee and Jean Tress	Donald and Lois Wieand

The Prime Timers Senior ministry provides various types of activities and services. Senior members and friends of Ebenezer (age 50+) have the opportunity to enjoy fellowship, service to and for others, and bond & care for one another. Transportation services are provided to events where needed.

Lunches

Monthly lunches (except for January and February of 2015) were attended by an average of 25-30 seniors. Lunch programs included: the Christian movie “Gifted Hands” in May, and the June picnic lunch at Louise Moore Park with 41 attending. In September we took a tour and had lunch at the (Christian) Fellowship Community. Our Christmas Dinner had 68 attending, and we were blessed by a wonderful program by the children from the Christian school and a musical performance and witnessing by Bruce Heffner.

Special Events

- Theme dinner that was a birthday party celebration for all of our prime timers
- Two movie nights/lunches with an average of 30-35 each movie night.
- Iron Pigs baseball game on Faith night on July 18 (was well attended by 40 people)
- Our yearly trip to Shady Maple was attended by 29 where we enjoyed their wonderful buffet.
- Dinner theatre show, “How to Succeed in Business without Really Trying”, at DeSales University with 34 attending.

Service Projects—Activity continued in this important area

- Samaritans Purse (Operation Christmas Child) – 438 shoe boxes were collected – they contained gifts for boys and girls world-wide. We had 3 wrapping gatherings with PTers and other congregants. The final OCC packing and wrapping luncheon hosted by the youth was very well attended.
- Clothing Drives – 211 large bags of clothing were collected and transported to New Bethany church in Allentown. We have two clothing drives each year, one in Spring and one in Fall for one month each.

The Prime Timers (PTers) ministry is waning and causes us much concern. The leadership team (above) decided that it is time for new leadership, and so we all stepped down. We have many concerns about the future of the PTers. In order to be healthy, we are praying that the PT ministry will become stronger in the coming year with the guidance of our Pastors, Elders, and Deacons, through fresh leaders, and a renewed focus on Ebenezer’s ministry vision & purpose.

The Co-Chairs of the PTers could not have accomplished what the Lord wanted us to do without the leadership of our brothers and sisters in Christ on our team. We are deeply grateful for them. We will continue to pray for the Prime Timers senior ministry and for Ebenezer Bible Fellowship Church.

Ron and Pat DiStefano
Co-Chairs of Prime Timers Committee



Property Committee

Deacon Ministry

Property committee members: George Hardy, Kevin Kritzberger, Otis Powell, and Wayne Batten

Some of the projects completed this year were:

- Replaced the windows on the south side offices
- Replaced the windows on the north side of the gym.
- Repaired the wiring for the south church sign
- Replaced the sanctuary and south/west metal roof, added ventilation and more insulation.
- Repaired masonry work on gym walls and parsonage chimney.
- Added a new rain gutter and repaired old one in the playground area.
- Removed the three Linden trees in front of the church and replaced them with smaller Trident Maple trees that should not damage the sidewalks.
- Removed and replaced concrete sidewalks in front of the church and at the west end of the church due to safety hazards.
- Did a test strip on caulking with backer rods to try and save the gym roof for longer term use. We will monitor over the next couple years to see if it will work.

Mark Florentine has volunteered to be the chairman of the kitchen committee. We are still in need of more volunteers for this committee which helps keep the kitchen orderly, do set-up, service and clean-up for potluck dinners and church social events not being run by another committee.

Planned projects for 2016:

We are planning on repairing cracks, seal coating and relining the parking lots and driveway, repair the sewage pipe under the BCS storage shed in the playground area and replace the HVAC unit in the church library.

Long term capital projects may include:

Replace the lighting in the sanctuary, replace the lighting in the foyer, replace the flooring in the lobby and foyer area, remove room 2 to open up the lobby, replace or repair the fellowship hall roof, expand the parking lot.

We greatly appreciate all those who signed up to take care of the various flowerbeds. It was a tremendous help and they looked great.

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

I would like to add a special thank you to Otis Powell who has saved the church thousands of dollars over the years doing hundreds of hours of volunteered electrical work.

I would also like to thank 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 again on the committee for 2016.

Respectfully Submitted,
George Hardy,
Chairman



Support Groups

Elder Ministry

The Griefshare support group was offered this past fall and had from 6 to 8 participants depending on the week. It was well received and very helpful to the healing process for those who attended. There was no offering of Divorcecare this year due to illness amongst the leadership of that group. We will offer Griefshare again this fall and would also like to offer Divorcecare at some point this year, possibly in the fall. These programs have both been updated recently and are very well done. I would like to thank Betsy Mescavage for her help with griefshare. She has been influential in helping people feel welcome and comfortable in the group. Please pray for these vital ministries of the church!

Respectfully Submitted,
Shawn Sommons



Transportation Committee

Deacon Ministry

Number of trips (use frequency) of the church vehicles in 2015 was slightly higher than in 2014. The need for rental vans slightly increased - 2 rental vans were needed in 2015. Rental vehicles are used (in addition to EBFC's vehicles) when the ministry is in need of transportation which requires more seating than EBFC's vehicles provide, and or when it is impractical for multiple volunteers' vehicles to be driven.

Maintenance

- Mini-Bus [2008 Ford E-350 Super Duty XLT Omnibus, by Eldorado National]:
 - ◇ The A/C system stopped working in July; after an attempt to mitigate the issue with the system failed, the bus was taken to STS in Nazareth. STS diagnosed the issue, and stated that they believed the crack was unrepairable but they would not be able to complete the work, since it was a non-standard custom Carrier unit. The Deacon Board discussed the cost (that the repair would exceed the Transportation's budget), and the repair was deemed necessary. Leibensperger Transportation (dealer bus was purchased from) completed the repair in September. Total cost of the service was \$2,177.
 - ◇ Minor body damage to the entry steps, which occurred during the summer, was also repaired in September, while the A/C repair was being accomplished. The repair estimate was lower than the church's insurance deductible; as a result, no insurance claim was made. Total cost of the body damage repair was \$368.
- Van [2011 Ford E-350 Super Duty XLT]:
 - ◇ No maintenance issues.

Thanks to Kevin Kritzberger and Swannie Griffin for their service in 2014.

Mark Hardy,
Chairman



Technology

Property Committee 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 the Church Staff with the tools they need to serve the Lord and His church with the most efficient and reliable systems possible. These responsibilities include:

- Hardware and software support for 19 workstations
- Maintaining a server network, wireless network and internet connections
- Web Site – www.aplaceforyou.org
- Troubleshooting and problem solving
- Technology planning for the evolving needs of a modern church
- Coordinated infrastructure planning & installation with both the Worship & Simulcast/Streaming teams

In 2015 Achievements Included:

- Continued with improvements to our IT infrastructure, including updating switches to 1 gigabyte components
- Updating software
- Modifying & relocating wireless access points to improve connectivity and speed
- Further improved network & internet reliability
- New PCs or Laptops were provided for the following positions:
 - ◇ Worship Pastor – Initial setup
 - ◇ Worship Assistant / Youth Assistant – Scheduled Replacement
 - ◇ Facilities Manager – Scheduled Replacement
 - ◇ Finance – Scheduled Replacement
 - ◇ Youth Room – Refurbished upgrade from old finance PC
 - ◇ Youth Pastor – Unscheduled damage replacement

Special Recognition is in order for three individuals who really blessed us with their unseen works in 2015:

1. **Mark Hardy;** Despite many other obligations at Ebenezer and to his growing family, he has continued to be invaluable behind the scenes. When there is a problem, he always seems to find a solution. Besides his hands-on efforts, as an airline pilot, he often finds himself “remoting in” from various cities around, and even outside of the country, and finds a fix from afar. Mark’s efforts have also included coordinating IT with the BCS. This action has resulted in the sharing of infrastructure that has been mutually beneficial, both logistically and financially, to the school and the church.
2. **Jason Lee;** for spearheading the simulcast project. Jason went above & beyond in 2015. He spent countless hours researching, installing, testing, and even fabricating his own components. His ingenuity has saved Ebenezer thousands of dollars that would have otherwise been spent on an “official” installation, yet has yielded a truly professional product.
3. **Kim White;** as she continued to modernize and maintain our industry leading website.

Our focus looking into 2016:

- Updating and replacing outdated workstations
- Evolving Soundroom & simulcast provisions
- Wireless connectivity improvements
- Necessary IT improvements to support future telephone system upgrades
- Support the library with their new PC & and further computer optimization

We will also continue to monitor the changing needs of the staff, how the development of newer technologies can be implemented in ways to improve their productivity, and how these improvements can assist the staff & membership to better serve our Lord.

Respectfully Submitted,
Tom Murphy,
Chairman, Technology



Ushers

Deacon Ministry

The Usher Ministry serves Ebenezer every Sunday morning as well as other special services throughout the year. Our ushers welcome guests and regular attenders, provide information and address needs that arise during a service. Some of our main duties are to help people get seated, collect the offering, serve communion, and take an attendance count. The ministry has 34 men and 2 junior ushers committed to serving the Lord by serving our congregation. It is a blessing to serve alongside these volunteers! We still have a need for new ushers. In the near future we have two positions that need to be filled. If you would like to be part of this ministry please contact one of the Head Ushers or myself and I will get back to anyone interested.

Respectfully Submitted,
Rob Christiansen



Welcome Committee

Elder Ministry

"Therefore welcome another as Christ has welcomed you, for the glory of God." Romans 15:7

The goal of the welcome ministry is to warmly receive visitors to our church and represent the love of Christ to them. There are two parts to this ministry: Welcoming and Visitor Follow-up.

Welcoming involves greeting and the Welcome Center. This year we began greeting one another in the service before the music, as a way to recognize and welcome visitors on Sunday morning. The Welcome Center provides a central location for information about our church and its ministries. This year we tried a welcome reception for visitors to come and get coffee and meet the pastors and some of the greeters in room 2. The reception had some success, but after a month of meeting, it was decided to discontinue for the time being and maybe try it again if there was more space available so that we could host it at the Welcome Center.

The other part of welcoming is visitor follow-up. Once someone has come to visit our church, it is important to follow-up that visit, with some form of contact. The contact can be in the form of a letter, a phone call or a personal visit. I have recruited some volunteers for this important ministry and plan to begin in the new year.

Also, as a part of visitor follow-up we have restarted the Newcomer Dessert. The Dessert is to be held on the second Saturday evening each month. We had a successful Newcomer Dessert in October with three new couples attending. There was no Dessert in November or December, but the January Dessert was a great success.

In Christ's Service,
Chris Jones



Women's Ministry

Discipleship Ministry

This year the Women's Ministry team began our year in prayer and seeking God's word for an entire weekend for direction for this ministry. As we prayerfully considered where God was leading and what He really wanted women's ministry to look like here at Ebenezer Bible Fellowship Church, we launched The Well. Based on 1Thessalonians 2:8 "We loved you so much that we shared with you not only God's Good News, but our own lives as well." This is the heart of The Well ministry here at EBFC, to be women who are pouring out the love of Jesus Christ onto the lives of women here, at home, at work, and in the community. I am so very thankful for the women on this team and the heart they have for all of you. Below is a list of our current team:

- Women's Ministry Leader: Laura Sommons (staff position)
- Hospitality: Debbi Flanagan
- Mercy: Dawn Blackton
- Mom to Mom mentors: Lisa Pyles, Linda Feichter
- Team Leader: Alyssa Nye, June Wenagle
- MOPS Coordinators: Courtney Nagy, Jill Rathmell

Well Fed:

Bible Studies: In 2015 we offered a variety of studies to help meet all the different needs women here and outside the church have. I wish more women were involved with this.

- Fall/ Winter : Bethel Series OT taught by Peggy Brimer
- Winter/Spring: Bethel Series NT taught by Gail Tsudy
- Jan-April: Always True by James McDonald, led by Laura Sommons and Vicky Cowely
- Fall: Joseph by Jessie Seneca, led by Laura Sommons
- Fall: 1,2,3 John, taught by Gail Tshudy
- Winter/ Fall: OT Characters at Debbi Flanagan's home
- New this Fall: MOM to MOM study. We are so thrilled to have Lisa Pyles and Linda Feichter who were our mentor moms for this new study. This is a great discipleship ministry and the moms who come (about 14) are enjoying it. This study is a 12 week course and will finish in March.

Well Encouraged:

God does not desire for us to walk this journey alone, but to be an encouragement by pouring out the love of Christ onto others. We love to fellowship with one another as women and yet for some reason with the size of our church, there are a lot of women who do not or are not involved with this area of ministry. Can I tell you, that you are missing out on some rich blessings? I encourage you for this coming year to take advantage of the special events and let us pour out onto you. Here is a list of some of the events we offered this past year:

- January: Movie Night - "Moms Night Out"
- March: Game Night at Church
- April: Lunch at Laura's with the Prime Timers/ Priscilla Shirer Simulcast at Hackman's
- May: The Well unveiled with a brunch
- August: Flip Flop/Friendship/Fondue night at Debbi Flanagan's
- September: Meet and Greet Breakfast For BCS Moms - no one attended
- October: Iron Sharpens Iron Conference
- November: Elder/Deacon Wives Dinner
- December: Christmas Open House – Shannon Fodale spoke at the Gibson Home. We were so thankful for the hospitality of Julie Gibson to host us all again this year. We had a Well Giving box and collected some funds so that we were able to bless 5 different women in our church because of all of your generosity.

Other groups to be a part of to be encouraged are as follows:

- **MOPS:** This meets on the 1st and 3rd Thursdays of the month.
- **Homeschooling Fellowship:** Meets at the home of Peggy Brimer on the first Monday of the month.
- **Prayer and Share Together:** Meets the 2nd Monday of the month and is led by Ruth Meier
- **'Tis So Sweet Tuesdays:** We began a new area of fellowship this year called 'Tis So Sweet Tuesdays! This is a small group that meets at my home once a month to study a passage of scripture together and pray with and for one another. We had about 3 or 4 women come out on a consistent basis. This is a night I wish more women would take advantage of. If you work and cannot be committed to a Bible Study that has a little more demand of your time, this is a great time to still be fed in God's Word and be prayed for. This coming January we will begin studying the book of Ruth.

Well Loved:

Outreach: Just as Christ came to serve and not be served, Well Women desire to share from the water of life springing up in them. We give of our time our availability and our possessions.

- **Stiches of Love:** This ministry makes knitted and crocheted items for missions and the needy. Meetings are on the 2nd Tuesday of each month at the home of Susan Bittner.
- **Truth Home:** This local Ministry provides a therapeutic residential home offering dramatically changed lives and hope to victims of sex trafficking. Our ladies partner with them by offering their time and provide gifts and encouragement throughout the year.
- **Card Ministry:** This ministry is a way we can be an encouragement to others and let them know we are praying and thinking about them. This is led by Dawn Blackton.



Respectfully Submitted,
Laura Sommons, Women's Ministry Coordinator

MOPS (Mothers of Preschoolers):

MOPS (Mothers of Preschoolers) is still going strong for the 2015-2016 year! Our theme is "A Fierce Flourishing" and our theme verse is Isaiah 55:12- "For you shall go out in joy and be led forth in peace; the mountains and the hills before you shall break forth into singing, and all the trees of the field shall clap their hands."

We've hosted several events so far this year; Kickoff in September which was held at Louise Moore Park started it off. We have twice monthly meetings on the first and third Thursdays, with such topics as foster care and adoption, infant massage, genealogy, and Christmas meetings; upcoming meetings will include a Sole Hope shoe cutting party, Cupcake Wars, Chopped, and a meeting on marriage and relationships. Our steering committee meets once a month to discuss and plan upcoming meetings and Mom's Nights Out.

We have 29 moms involved as participants, 10 of whom are EBFC members; 6 mentor moms (5 are members), 19 Moppets helpers, and 45 children in the Moppets program.

One new direction we've taken this year has been the changing of coordinators, from Alyssa Nye to co-coordinators Jill Rathmell and Courtney Nagy. It's been helpful to have 2 coordinators to take care of different things as they come up throughout the year.

Our ministry has impacted the moms of preschoolers both in our church and in the community by supporting and encouraging these moms at a wonderful but sometimes difficult, confusing, and lonely time in their lives. We provide a safe place for moms to catch up with other women going through the same things as them, both good and bad. MOPS has helped many women find friends and mentors who can be "helping hands" to other moms. We encourage moms in their spiritual lives as well, with devotionals and prayer each meeting, and discussion group leaders and mentor moms who are strong in their faith and can be available to the moms when needed.

This Christmas, our group helped out a family from MOPS who was in financial need with a Walmart gift card. We also provide scholarships to moms who may not be otherwise able to attend the meetings.

We've had 2 service projects this year; one is a helping hands board where moms can post a need (ie, a babysitter or a ride to a doctor appointment) and another mom or mentor mom can take that post and help a mom out. The other is Sole Hope, a nonprofit organization that makes shoes for children in Africa who don't have shoes to protect their feet from parasites. Our group made dozens of pairs of shoes for this organization at a shoe cutting party in January.

Our Moppets program is strong with extra helpers in each room. What a blessing! The children in Moppets have a fun time while their moms are in the meeting, and also get a Bible lesson in the older kids' rooms.

Along with the meetings we've had so far this year, we'll also be learning about marriage and relationships (Pastor Tim and Julie Gibson speaking), kids with special needs, an Easter meeting (Pastor Jeremy will be speaking), postpartum depression, and a mentor mom panel.

Our steering team includes Laura Sommons and Lisa Pyles (mentor moms), Ashley Gottier (service), Jessica Donnelly (publicity), Jennifer Keys (discussion groups), Andrea Mitcheltree (hospitality), Stephanie Brimer (Moppets), and Venera Beebe (creative activities).



Respectfully Submitted,
Courtney Nagy & Jill Rathmell
Co-Coordinators for MOPS

2015 saw James Vari added to the leadership team—2016 will see Doug Chen leaving the team as he and Beth have new responsibilities with young Noah. The Leadership Team would like to register thanks to Doug for his hard work for YACS over the years.

Thursday Nights:

The hub of YACS is the Thursday night study meeting. In 2015 we studied an overview of Church History (from Polycarp to Bonhoeffer), John's 1st Epistle, and the BFC Biblical Principles of Living. The teachers were members of YACS supplemented by folk from the rest of the church. The weekly study is an important means of discipleship and developing the teaching skills of future church leaders and fathers. We kick off 2016 with a series of studies on the Book of Judges.

Winter Retreat:

The annual Winter Retreat is a special time away for a weekend at the Spade Inn. It's a great time of Bible teaching, fun, reconnecting, and sleep deprivation (largely associated with prolonged games and social interaction). We are so thankful for the team that puts this event together—especially those involved in organizing and preparing the food for the ravenous horde. This year Rich Mastronardo involved everyone in a challenging series of talks. In 2016 the speaker will be Pastor Ron Kohl from Grace BFC in Quakertown.

Social Events:

Members of YACS have a busy social calendar organized by the leadership team and by individuals connecting fun things to do through the YACS e-mail list.

Beach Trip:

The annual beach trip is a memorable, social outing over an extended weekend in Ocean Grove. 2015 saw a large group pack the Ocean Grove Hall Retreat Center.

Christmas Party:

In 2015 YACS reconnected with past members, Kevin and Amy Hardy, when they kindly hosted the Christmas party at their house. A great time was had with games and conversation (including table tennis into the wee hours of the morning).

The YACS Leadership Team:

Ian & Heather Thompson, Doug Chen, Janet Kichline, Dan Marks, James Vari

Respectfully Submitted,
Ian Thompson



Finance

Elder Ministry

The General Fund income for the year totaled \$933,688 (97% of our targeted annual projected income budget amount of \$966,710).

Including the expenditures for Capital Improvements, the total spending was \$1,003,660 (104% of projected expenses of \$966,710).

EBFC's overall financial status throughout 2015 was guarded and we have an optimistic outlook for 2016. Total Cash & Cash Equivalent Assets decreased by about \$56,482 to \$685,463, which includes \$171,840 in Designated Funds.

Thanks to those who served on the Finance Committee in 2015 – Margie Cruz, Debbie Griffin, Joe Meier, Byron Roth and Dale Tshudy.

The budgeting process could not have been accomplished without the assistance of Joe Meier and the cooperation of ministry leaders.

Final thanks go to the unseen yet important work of the Audit Team - Rachael Kuntz, Dale Tshudy, Gail Tshudy and Marge Harris. They reviewed specific aspects of our financial procedures. An external firm, RLB Accountants, is conducting a verification of EBFC's financials for 2015.

Let us prayerfully seek how we worship through our giving and continue to be good stewards in building His Kingdom.

Serving with you,
Andrew Brimer
Treasurer



EBENEZER BIBLE FELLOWSHIP CHURCH - 2015 FINANCIAL STATEMENT

BALANCE SHEET REPORT / COMPARISON

GENERAL FUND - BUDGET vs. ACTUAL

ASSETS	31-Dec-15	31-Dec-14	\$ Change	Income	Dec YTD	Budget	Variance	%BGT YTD
Assets - Checking/Savings								
18000 · Checking (KNBT)	521,645.92	578,252.65	-56,606.73	1100 · Offerings / Gifts	917,052.05	952,852.00	-35,799.95	96.2%
18002 · CDs (KNBT)	67,587.38	67,545.48	41.90	1400 · Interest	570.04	742.00	-171.96	77%
19000 · Savings (M&T Bank)	90,853.65	90,770.55	83.10	1700 · Memorials	1,850.00	0.00	1,850.00	N/A
19001 · Checking (M&T Bank)	5,375.67	5,375.67	0.00	1900 · BCS / Bldg Use	14,216.00	13,116.00	1,100.00	108%
Total Checking/Savings	685,462.62	741,944.35	-56,481.73	Total Income	933,688.09	966,710.00	-33,021.91	97%

TOTAL ASSETS **685,462.62** **741,944.35** **-56,481.73**

LIABILITIES

Current Liabilities

901 · Building Fund	93,189.44	93,730.19	-540.75	Expenses	48,614.63	50,411.00	-1,796.37	96%
902 · Capital Improvements	0.00	0.00	0.00	2000 · General Finance	26,834.39	32,544.00	-5,709.61	82%
903 · Transportation Fund	188.00	118.00	70.00	3000 · Discipleship	5,462.22	9,350.00	-3,887.78	58%
904 · Scholarships	817.50	2,381.50	-1,564.00	6000 · Missions	164,599.88	166,100.00	-1,500.12	99%
905 · Faith Promise	38,263.97	32,400.32	5,863.65	7000 · Deacon	163,896.78	106,700.00	57,196.78	154%
907 · Benevolence Fund	16,257.26	15,172.92	1,084.34	8000 · Worship	11,461.58	7,150.00	4,311.58	160%
908 · Music Fund	174.20	144.20	30.00	9000 · Office/Admin	15,921.41	19,475.00	-3,553.59	82%
911 · Year End Accruals	8,480.16	7,488.33	991.83	10000 · Congregational Care	580.05	5,580.00	-4,999.95	10%
912 · Run For The Children	2,481.19	409.29	2,071.90	11000 · Compensation	566,288.80	569,400.00	-3,111.20	99%
914 · HRA	0.00	0.00	0.00	Total Expense	1,003,659.74	966,710.00	36,949.74	104%
915 · Youth Summer Missions	4,533.88	-320.53	4,854.41	Net Ordinary Income	-69,971.65	0.00	-69,971.65	0.00
100 · Payroll Liabilities	7,454.27	6,825.73	628.54	Net Fund Transfer between Accts.	0.00	0.00	0.00	0.00
Total Other Current Liabilities	171,839.87	158,349.95	13,489.92	Net Income	-69,971.65	0.00	-69,971.65	-69,971.65

DESIGNATED FUNDS

Long Term Liabilities	0.00	0.00	0.00	901 · Building Fund	13,009.00	13,549.75	-540.75	
810 · Building Mortgage	0.00	0.00	0.00	903 · Transportation Fund	70.00	0.00	70.00	
Total Long Term Liabilities	0.00	0.00	0.00	904 · Scholarships	1,680.00	3,244.00	-1,564.00	
Total Liabilities	171,839.87	158,349.95	13,489.92	905 · Faith Promise	59,153.00	53,289.35	5,863.65	
EQUITY				907 · Benevolence Fund	21,677.77	20,593.93	1,083.84	
900 · Retained Earnings	991,473.20	931,656.18	59,817.02	908 · Music Fund	30.00	0.00	30.00	
Net Income	-69,971.65	59,817.02	-129,788.67					
1000 · Opening Bal Equity	-407,878.80	-407,878.80	0.00					
Total Equity	513,622.75	583,594.40	-69,971.65					
TOTAL LIABILITIES & EQUITY	685,462.62	741,944.35	-56,481.73					

OTHER FUNDS

902 · Capital Improvements	67,958.55	67,958.55	0.00					
911 · Year End Accruals	991.83	0.00	991.83					
912 · Run For The Children	3,434.74	1,362.84	2,071.90					
914 · HRA	6,600.00	5,500.00	1,100.00					
915 · Youth Summer Missions	28,486.58	19,046.32	9,440.26					
Total Other Current Liabilities	203,091.47	184,544.74	18,546.73					

Andrew St. Burnier
Treasurer

1/1/16
Date