



EBENEZER
BIBLE FELLOWSHIP CHURCH

Annual Report 2018

Published January 25, 2019

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

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EBENEZER

BIBLE FELLOWSHIP CHURCH

Church Phone: (610) 868-5501

E-mail: Office@APlaceForYou.org

Web Site: www.APlaceForYou.org

Sunday Worship Services: 8:30 / 11:15 am

Sunday School: Children & Youth: 10:05 am

College Fellowship Hour: 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

Jeremy Harkins, Worship Pastor

Mike Notary, Youth Pastor

Kristy Hard, Office Assistant

Heather Hunsberger, Worship Assistant/Youth Assistant

Robbin Hunsberger, Office Administrator

Kevin Kritzberger, Facilities Manager

Jennifer Schanely, Children's Ministry Director

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 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 mature manhood, to the measure of the stature of the fullness of Christ. Ephesians 4:11-13

It is a joy to fulfill my calling here at Ebenezer Bible Fellowship Church. My goal as the Senior Pastor is to see that the congregation grow up into maturity in the fullness of Christ. The main tool that the Shepherd of the Church has to accomplish that task is the Word of God. While I am simply an overseer, the Good Shepherd Jesus Christ uses His word to sanctify and edify His flock. It is my joy to preach God's Word to the congregation here each week. 2018 has been a great year. There have been many blessings in our congregation. We have seen the congregation grow not only spiritually but numerically.

Seeing the congregation grow spiritually is often difficult to measure. But I do believe that the Saints here have grown in several ways including doctrinal knowledge, love for each other, commitment to evangelize & reach out to the community, and faithful in giving. Prayer has also been a strong emphasis this year and I see the congregation taking a more active role in seeking the Lord's help, strength and guidance.

The major theme of this year's preaching was from the Gospel of John. The previous year had been devoted to the Old Testament and preaching through Genesis. Beginning in January of 2018, we began expositing the great Gospel of John. The emphasis of this study is the person of Christ and John's great evangelistic theme of believing in Christ. The series was entitled, "That You May Believe" which comes directly out of the purpose statement of John (20:30-31).

Following is a list of the sermons preached at Ebenezer in 2018. They were all expository in nature, simply explaining portions of God's Word. I'm thankful to my fellow pastors who stepped in and preached for me while I was away on vacation or mission trips. Our pastors have been faithful preachers when called upon.

The year started with the following 3 sermons:

- 1) Genesis 49-50 – Three Coffins (Lessons for Dying in Faith) – Last sermon in the 16-part series "Joseph: A Story of Divine Providence"
- 2) God's Cure for a Sleepy Church, Part 1 (Nehemiah 1)
- 3) God's Cure for a Sleepy Church, Part 2 (Nehemiah 8), preached by Pastor Dick Bickings

On January 28 we began the Gospel of John Series: That You May Believe – John 1:1-9:12 (37 sermons in this series for 2018):

- | | |
|------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------|
| 1) John 1:1-5 – The Word of God in Ages Past | 20) John 5:25-29 – The Powerful Voice of Jesus |
| 2) John 1:6-13 – The True Light of the World | 21) John 5:30-47 – Witnesses of Jesus |
| 3) John 1:14-18 – Who is Jesus & Why Should I Believe in Him | 22) John 6:1-15 – Another Miraculous Sign |
| 4) John 1:19-42 – Being a Witness for Jesus | 23) John 6:16-21 – Faith Building Storms |
| 5) John 1:24-34, 4:1-2, Matt 3:1-17 – Understanding Baptism | 24) John 6:22-36 – Bread of Life – Part 1 |
| 6) John 1:35-51 – Discovering Jesus | 25) John 6:36-71 – Understanding Election: The Certain Success of Jesus' Mission |
| 7) John 2:1-12 – The Beginning of Jesus' Ministry: Signs of Glory! | 26) John 6:47-59 – The Bread of Life – Part 2 |
| 8) John 2:12-25 – The Passion & Promise of Jesus: The Display of His Deity | 27) John 7:1-13 – The Pathology of Unbelief |
| 9) John 2:23-3:7 – The Danger of Insufficient Faith | 28) John 7:14-24 – Listen & Look Unto Jesus |
| 10) John 3:1-17 – Understanding the New Birth | 29) John 7:25-36, 40-44 – Seek the Lord While He May be Found |
| 11) John 3:14-21 – The God Who Loves | 30) John 7:37-52 – The Glorious Gospel Invitation |
| 12) John 3:22-36 – Letting Jesus Take First Place | 31) John 7:53-8:11 – Caught in the Act |
| 13) John 4:1-15 – Evangelizing Like Jesus – Part 1 | 32) John 8:12-21 – Light of the World |
| 14) John 4:16-26 – Evangelizing Like Jesus – Part 2 | 33) John 8:21-30 – Avoiding the Worst Disaster Ever: Dying in Your Sin |
| 15) John 4:27-42 – Evangelizing Like Jesus – Part 3 | 34) John 8:31-38 – Grateful to be a True Disciple |
| 16) John 4:23-24 – Becoming a True Worshiper | 35) John 8:33-47 – Time to Get Firm: Who is Your Father |
| 17) John 4:43-54 – Genuine Saving Faith (Father's Day: The Kind of Faith Every Good Dad Needs) | 36) John 8:48-59 – Never See Death (A Christmas Promise) |
| 18) John 5:1-18 – A Pivotal Miracle | 37) John 9:1-12 – Another Miracle: The Blind See |
| 19) John 5:17-24 – The Claims of Jesus | |

Missions Conference: Grace for the World (March 11 & 18)

- Titus 2:11-14 - Grace for the World (John Elias, Ministry to the Muslims)
- Genesis 9, 11, Acts 1, 8, 11 – God's People Scattered (Dave Gundrum, Exec. Dir., BFC Church Extension)

Easter Services:

- Hebrews 5:7, Luke 22:39-46, Matt 26:36-46 - Loud Cries in the Garden (Good Friday, March 30)
- Matthew 28:1-15 – Christ is Risen (Easter, April 1)

Outdoor Service: Romans 5:1-2 – Hope for Bethlehem and Beyond (Sept 18)

Thanksgiving Service: Ps 95 – Basic Thanksgiving (Pastor Dick Bickings)

Christmas Series: Christmas Gift

- Luke 1:26-38 – God’s Gift to Man
- Matthew 2:1-18 – Man’s Gift to God
- Isaiah 7:14, & misc OT prophecies – Just as God Promised

Stand Alone Sermons:

- 1 Corinthians 1:20-17 - Understanding Unity (Pastor Mike Notary)
- Psalm 145 – Are They Ready (Pastor Dick Bickings)
- Deuteronomy 6:1-15 – The Love Test (Pastor Dick Bickings)
- Luke 7:11-17 – A Widow Restored (Pastor Mike Notary)
- Psalm 11 – A Reminder of God’s Sovereignty (Dr. David Allen, Exec Dir of the BFC)

Wednesday night continues to be a wonderful time of Bible study and prayer. We have had on average about 30 people attend though the group seems to be increasing in number. In 2018 we focused on the Old Testament finishing up a study through Nehemiah. Toward the end of the year we also completed a 25-part series through the book of James.

Not only does my time consist of studying God’s Word and preaching, but also shepherding which includes many hours of counseling and encouragement to the flock.

I also lead a LEAD class for a couple of new Deacon candidates taking them through Alexander Strauch’s book called “The New Testament Deacon.” We also covered soteriology, ministry philosophy and character development.

There is much more that could be written but here are a few highlights that God’s grace permitted in 2018:

- 3 New member classes conducted throughout the year
- Preached through John 1-9, Christmas series
- Taught a leadership class for Deacons
- Chaired the nominating committee having 2 new Deacons added & 1 New Elder added (3 re-elections)
- Lead a Kinship Group in my house with approximately 26 in attendance, going through RC Sproul’s lectures on Spiritual Growth
- Performed 4 funerals
- Performed 5 weddings
- Performed many hospital and home visits
- Performed premarital counseling for 2 couples
- Many meetings with church members for counseling
- I participated as a member of the board of BFC Church Extension – 6 meetings/year
- I participated as a member of the Transitional Leadership Team (TLT) for Forks Township Church Plant under the direction of Tim Zuck – 4 meetings/year
- I chaired the TLT for Naples, Florida Church Plant under the direction of Jason Filbert – 6 meetings/year
- Over 15 baptism interviews
- Over 25 membership interviews
- Performed 11 child dedications
- Continuing to mentor several couples and provide counseling
- Held staff meetings 2 times per month
- Mentored a pastoral intern meeting approximately 2 times per month
- Chaired the Elder meetings once per month
- Led the Bible teaching segment for VBS (including drama) – 5 days
- Attended monthly Welcome Deserts/Lunches for newcomers all year
- Attended the BFC ministerial convention & BFC Annual Conference
- Participated in the BFC ministerial convention planning committee
- Attended Together for the Gospel (T4G) with several church members
- Participated in every men’s prayer breakfast – 4/year
- Highlighted Miracle Month in December raising over \$25,000 for missions.
- Guest speaker for the Alliance of Confessing Evangelicals conference in Quakertown: “Whatever Happened to Hell?”
- Guest speaker at the BFC ministerial convention: “What is Expository Preaching?”

2018 was a wonderful year with incredible blessings from God. It is truly a joy to serve as the Senior Pastor of Ebenezer. We have an incredible staff who makes this job so wonderful. Overall the Church is doing well. Attendance continues to grow with new people. We see a depth of discipleship taking place here. God’s Word is being preached and obeyed. Lost people are being evangelized. I truly believe we are making an impact into our community. I’m thankful for our elders and deacons who serve so faithfully.

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 Deuteronomy, I am reminded that the core of discipleship begins at home:

“Hear, O Israel: The Lord our God, the Lord is one. You shall love the Lord your God with all your heart and with all your soul and with all your might. And these words that I command you today shall be on your heart. You shall teach them diligently to your children, and shall talk of them when you sit in your house, and when you walk by the way, and when you lie down, and when you rise. You shall bind them as a sign on your hand, and they shall be as frontlets between your eyes.

You shall write them on the doorposts of your house and on your gates.” (Deuteronomy 6:4–9, ESV), and...

“When your son asks you in time to come, ‘What is the meaning of the testimonies and the statutes and the rules that the Lord our God has commanded you?’ then you shall say to your son, ‘We were Pharaoh’s slaves in Egypt. And the Lord brought us out of Egypt with a mighty hand. And the Lord showed signs and wonders, great and grievous, against Egypt and against Pharaoh and all his household, before our eyes. And he brought us out from there, that he might bring us in and give us the land that he swore to give to our fathers. And the Lord commanded us to do all these statutes, to fear the Lord our God, for our good always, that he might preserve us alive, as we are this day. And it will be righteousness for us, if we are careful to do all this commandment before the Lord our God, as he has commanded us.’” (Deuteronomy 6:20–25, ESV)

I am reminded that most of what we do here as a local church should be to equip families to do what God has ordained them to do in the home. The church is only as strong as its individual families, and those families are only as strong as they adhere to the scriptures to guide them. It is with this truth, that I present to you those things done for the glory of God in 2018.

The glory of God was seen in the following highlights from 2018:

- Increased involvement in serving the *Lynfield Community* in South Bethlehem, through our VBS program, Candy Carnival, men’s and women’s bible studies, and for 2019, a Sunday morning worship service is planned.
- Continued men’s prayer group on Saturday mornings with an average of 7-8 men, encouraging men to be leaders in praying for their families, their church, and their country.
- Continued growth in our *Kinship* groups, bringing families together in intimate fellowship.
- Increased growth in our Awana ministry, involving family members to help as needed.

The children’s ministry leaders continue to direct our children toward spiritual growth as children learn the scriptures chronologically in their age appropriate Sunday School (Cross Time) classes, using *The Gospel Project* curriculum, and by memorizing scripture and learning biblical doctrine in the *Awana* program, and a Bible memory program geared for Kindergarten – 8th grade.

Our Children’s Ministry leadership had a significant change in the fall of 2018, as we said good-bye to Rachael Marks who had been our Kid’s Crossing Assistant for 12 years, and transitioned to enjoying her role at home as a mother of three children. We subsequently welcomed Jennifer Schanely to take on the new role of Children’s Ministry Director.

The Student Ministries (HS & MS Youth Groups) continued to grow under the faithful teaching and discipleship of Pastor Mike Notary and his team.

The adult ministries sought to equip our adults toward spiritual growth in 2018 through biblical expositional teaching in the Adult Sunday School Classes (Adult Electives), quarterly men’s breakfasts, two Thursday morning men’s bible studies, Saturday morning men’s prayer time, various women’s bible studies, and our Senior Fellowship.

For 2019, our emphasis in Discipleship Ministries will be to implement a new ministry philosophy called “Families Together.” This philosophy will take our existing discipleship ministries and refocus them to equip our families in their biblical roles in the home. In other words, helping our families understand what the scripture teaches on what we as husbands and fathers, wives and mothers, and children are to become.

Please continue to pray and ask the Lord what part you might have in fulfilling our vision for 2019, as we continue to be challenged by our volunteer needs, especially in the children’s ministries, and a church wide vision to reach our Bethlehem community. 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



Vision for MERGE Youth Ministry:

We continue to reference the name of our ministry, MERGE, as we challenge youth to become active members of the Body of Christ, both locally at EBFC and in God's Church universal. All the current research suggests that the youth who stay involved in the church upon graduation have been those who have served regularly, been challenged by sound teaching of God's Word, and have been regularly exposed to the Gospel in their homes.

We believe: In order for youth to truly be united to the church, they must embrace the necessity of the church in their life while the church embraces the necessity of youth in its life. Youth are not the future of the church; they are an integral part of the church today as we serve the Body of Christ together.

Discipleship Opportunities:

Weekly MERGE Ministry Meetings: Every Tuesday night (excluding the 1st Tues. of the month) youth gather for our regularly scheduled MERGE Ministry. During this time, we participate in a gathering game or activity, transition to a time of musical worship, and then a time of expositional preaching from God's Word. We end the evening in breakout growth groups in order to provide a time of discussion and reflection.

Monthly Growth Groups: The first Tuesday of each month are Growth Group Nights for MERGE Ministry. Our growth groups are broken down by gender and grade. Volunteer leaders are assigned a growth group that they follow through MS or HS. We have seen many blessings in our youth through building lasting relationships with their growth group leaders.

G3 Student Leadership: G3 exists to challenge youth to "gather, grow, and go." It is essential for youth to *gather* together in fellowship, accountability, and study. During these times we should be *growing* both corporately and individually. As we grow we should *go* to the world with the hope of Christ. Last spring concluded our 1st Student leadership course. We spent time studying the book, "Gospel Growth," a resource from New Growth Press. 4 Seniors graduated this summer before we took a break. In the fall we kicked off student leadership for the school year and are working through "Gospel Identity" from New Growth Press.

Bi-Monthly Youth Staff Dinners: Jenn and I have continued meeting with our volunteer youth staff every-other month in order to encourage, challenge, and grow in faith together. We have seen the benefit of spending time together as we pray for the youth, discuss future studies, and plan for upcoming events.

Annual Youth Staff Retreat: We were blessed to be able to participate in our second Youth Staff Retreat this fall at my family's cabin in Laporte, PA. It was a wonderful time of stepping away from the busyness of life in order to slow down, get to know more about each other's stories, and pray for our ministry. This year we looked at Ed Welch's book "Side by Side."

Study Opportunities:

1 Corinthians: We spent the majority of 2018 studying Paul's letter to the church in Corinth. The unifying theme of the study was "From Isolated Infancy to Christ-like Community." Paul's continual challenge to this dysfunctional church is to grow in maturity in their understanding of the Gospel in order to grow in community with one another. While it could have been easy to look at the Corinthian church with critical judgmental eyes, a deep examination of our own hearts showed that without God's grace through Christ, we struggle in the same ways.

Sexual Purity Series: While working through our 1 Corinthians study we paused for a month to focus on a Sexual Purity Series. Paul addresses the sexual immorality of the Corinthian church in chapter 5 so there was a natural transition to start our Sexual Purity Series. Our series addressed sexual purity in relation to pure hearts, pure relationships, and Christ's perfect redemption.

The Gospel Project: Our Sunday School hour utilized the Gospel Project resources provided by the church. The exciting aspect of the study is that the entire children's ministry is also working through the same passage with age-appropriate lessons. Last year's themes addressed were God's Letters to His People, The Coming of our Lord Jesus Christ, and In the Beginning, a look at the book of Genesis.

Events:

Planet Wisdom: In the spring we took 24 youth and 8 leaders to Planet Wisdom in Washington DC. This year's theme was "supernatural" which focused on the work and role of the Holy Spirit in our lives. Youth participated in worship, study, and small group discussions. Our time together provided great vulnerability, fellowship, and a personal challenge to live through the power of the Holy Spirit.

VBS: This summer many of our HS and MS youth served during our VBS week. Many participated in the skits, music, and preparing/providing snacks and drinks to the children.

Light In the City: The week following our VBS program at EBFC, we had an opportunity to take an adapted version of the program to the Lynfield Community in South Bethlehem. Once again our MS and HS youth helped "staff" this program. Through the Heyer Trust funds we were able to provide t-shirts, drawstring bags, and Bibles to all the participating children. We were humbled to see God work in amazing ways as His Word was proclaimed and Christ was glorified.

Dominican Republic Trip: 7 youth participated in EBFC's mission trip to the Dominican Republic. Pat and Carol Barry led the trip which allowed youth to participate in service projects and evangelism in the towns of --Consuelo and Consuelito.

Candy Carnival: We were able to take EBFC's annual Candy Carnival to the Lynfield Community this year. This was yet another opportunity for our youth to reconnect with the children in that community. Youth volunteered manning the games, providing refreshments, supervising rides, and hanging out with the Lynfield children.

Run for the Children: Youth helped as course guides, refreshment coordinators, clean-up crew members, and runners. And of course, they provided their youthful volume and enthusiasm as they cheered on race participants. Once again, we won the award for most total participants either serving or running in the event.

Operation Christmas Child Packing Party: Youth helped coordinate our annual EBFC packing party this year. They provided items for these shoeboxes by contributing items from 4 different categories over a 4 week span at weekly MERGE meetings. We were able to collect and pack 277 boxes to be sent overseas with the message of the hope we find in Christ.

Illuminite: Henri Darby led a group of student leaders as they put on a monthly Illuminite event on Friday nights. Moving into 2019 we are considering adjustments to these outreach events in the future.

Statistics:

- Regular Youth Participants in MERGE Ministry: 50-60 students
- G3 Student Leadership Participants: 15 Students: 8 Girls and 7 Boys
- Volunteer Youth Staff Members: 16 Adults: 8 Females and 8 Males
 - Female Leaders:**
 - Carol Barry
 - Beth Chen
 - Beth Smith
 - Suzi Hardy
 - Heidi Meeks
 - Kris Lissy
 - Mila Gummo
 - Heather Hunsberger
 - Male Leaders:**
 - Pat Barry
 - Randy Shelly
 - Bobby Guadagnino
 - Swannie Griffin
 - Griffin Meeks
 - Dave Lissy
 - Henri Darby
 - Josh Gummo
- MS and HS Sunday School Volunteer Teachers: 5 adults: 4 Males and 1 Female
 - Male Teachers:**
 - Tom Galloway
 - Pat Barry
 - Shawn Sommons
 - Swannie Griffin
 - Female Teacher:**
 - Sandy Galloway

Respectfully Submitted,
Mike Notary,
Youth Pastor





What a privilege it has been to serve Ebenezer through the ministry of music! It is a true blessing to walk through life and bear each other's burdens as we prepare music, study God's word, and pray. I am thankful to be entrusted with the responsibility of developing and overseeing the facets of music ministry at our church and continuing to disciple and live life with my brothers and sisters in Christ. Thank you for allowing me to minister to the lives of the church family through music and college age ministry!

Throughout the year I have had the opportunity to meet consistently with a number of the worship team members for accountability, prayer, and encouragement. This is such a joy to mutually be encouraged in the relationships within the church body. I continue to be stretched in learning the changes with livestream and our new lighting system in the sanctuary and I am thankful for a team that is growing in experience and can serve in these integral parts of our media ministry. In handling the oversight of Sunday morning, I am incredibly thankful for those who have been diligently working hard to make all the facets of the service come together. From sound room to our music team it takes quite a group of volunteers to serve so that the service flows to the glory of God.

It has also been a joy to finish our Wednesday night practices with a challenge from God's word and time of prayer. On Sunday mornings we meet before both services and continue our scripture reading and prayer focused on God's work being accomplished through our music team and the congregation as a whole, so that God is ultimately glorified through our morning services. My responsibility in leading our congregation in corporate worship is to select songs and arrange them in a way that is honoring and glorifying to God. There are many preferences within the beauty of the diversity of our church. I take a lot of time to pray and study the word in preparation for the songs we sing in our corporate services. I look for songs that take the focus off of us and place them on the character of who God is in light of His Word. Whether these songs are praise songs or hymns (Ephesians 5:19 & Colossians 3:16), the essence of the music is the message.

This year we have had the privilege of adding some wonderfully talented singers and musicians. When bringing in new members I evaluate their ability to play or sing, but most importantly I look at the matters of the heart. Are they growing in their relationship with Christ and do they understand that the gifts and abilities that they are given are an offering to God?

I have had the opportunity, on a number of occasions, to visit those who are in the hospital and pray and encourage them in the midst of physical or mental hardship. It blesses and deepens the relationships that I have with our church family and that in turn grows me in my relationship with God.

What a joy to be a part of summer missions in Bethlehem and beyond. Music plays a part in Vacation Bible School week as well as Light In the City (in Lynfield). I am thankful for those leaders who invested themselves in ministry to the kids. These outreaches cultivated relationships and planted many gospel seeds in the lives of the children and their families. In addition to these summer missions, I was able to participate in a trip to the Dominican Republic in the beginning of July. I had the opportunity to do a worship workshop with those who serve in music in the church of Consuelo. It was a rich time of sharing testimonies of how God's power moves in their lives and how music is the gateway to express these deep promises of God.

What a blessing to see so many marriages established through our church! I was privileged to officiate my first wedding in February for Emily Barry Brown and her now husband Ben Brown! I have had the joy and privilege of leading in the annual Pastoral Ministerium at Pinebrook as well as participating with the worship team for the BFC Annual Conference and helping with page duties as well.

The BFC Board of Youth and Young Adults (BYYA) is a group I have been a part of for over a year now to continue to plan ways to minister to our young people with other leaders in the Bible Fellowship Denomination. It was a blessing to teach the Sparks and TNT's in Awana throughout the year as we walked through understanding the basics of the Bible.

On a more personal note, Lindsay and I are officially outnumbered with the addition of our beautiful son Aspen Jude on April 12th. He is a mover and a climber and a sweet blessing. Thank you for all your prayers and support for our growing family!

Respectfully Submitted,
Jeremy Harkins,
Worship Pastor

Children's Ministry Director—Jennifer Schanely

Ministry Staff



"When he (Jesus) saw the crowds, he had compassion for them, because they were harassed and helpless, like sheep without a shepherd." Matthew 9:36.

This verse is an encouragement and challenge to me as I prepare for the year ahead. My prayer is that those volunteering in children's ministry would:

- Look at children with compassion, realizing that they are image-bearers of their Heavenly Father
- See them as harassed by the world and the devil; helpless to save themselves
- Help lead them to the truth, so that they might be changed by the Gospel through acceptance of Jesus as their Savior

I'm so thankful for all the help that has been given to me as I stepped into the role of Children's Ministry Director mid-September 2018. It is a blessing to work under Pastor Dick, and glean from his wisdom and guidance in the decisions we make together. Rachel Marks has also been a great help in answering many of my questions, as well as leaving me a wealth of information through her many years of service here. I am humbled and grateful for the opportunity to serve, and find great joy in ministering to children and families at Ebenezer!

One of the first tasks I started with in October was to make sure that all Children's Ministry Volunteers had picture ID badges. Each volunteer should wear their badge as it identifies them to parents as approved volunteers who have also completed all background check requirements.

In October, I also completed "Ministry Position Descriptions" for Sunday School, Children's Church, and Early Childhood teachers and assistants. These descriptions are available for people to see current needs, as well as the requirements for each position. There continues to be a need for teachers and subs in many areas of children's ministry. If you would like further information on opportunities to serve, please contact me.

I regularly send reminders to teachers and volunteers of their schedule, as well as providing supplemental material for their lessons. It is a blessing to have so many children's ministry volunteers – both teens and adults who regularly serve in Kids Crossing, Awana, and VBS.

I am so blessed to have experienced coordinators who help serve in the various children's ministries of the church:

- Sharon Kritzberger – Nursery Coordinator
- Debbie Flanagan – Early Childhood Coordinator
- Julie Gibson – Awana Coordinator
- Cindy Lasso – VBS Coordinator

We continue using the "Gospel Project" material by LifeWay on Sunday mornings for Cross Time Sunday School and Children's Church. There are currently around 60-70 children who come on Sunday mornings for nursery-5th grade classes.

We have around 75 children who attend Awana on Wednesday nights, and see many of our church kids, as well as children from outside our church who come. Julie Gibson does a wonderful job as Awana Commander, while Pam Boyle leads Cubbies (preschool age children), I lead the Sparks (grades K-2), and Pastor Dick leads T&T (grades 3-5). We couldn't continue to do this program without our amazing children's ministry volunteers and their efforts to love to guide the children in truth.

We sent 13 kids to Victory Valley, our BFC camp, for the Winter Blast weekend retreat last February. Pastor Dick drove 11 kids to the Day Camp in August, and a few students spent the week at their overnight camp. Victory Valley's ministry provides opportunities for children to hear God's Word in God's creation through Godly role-models. It also provides an opportunity for the children of our church to build relationships together.

VBS was a wonderful week this summer of sharing the Gospel and God's love through song, drama, Bible stories, crafts, games, and missionary speakers with the 140 children who attended.

I have continued maintaining background check requirements for all children & youth ministry volunteers. I also regularly organize and stock the resource room.

Some goals I have for 2019 include:

- Evaluating the safety of our current check-in system
- Evaluating our current policies and procedures
- Updating the "Kid's Ministry" website
- Having a children's ministry training meeting for all children's ministry volunteers
- Considering what we can do to more effectively minister to children with special needs in our church
- Being an encouragement and resource to help teachers and volunteers
- Creating a welcoming environment for newcomers, as well as regularly attending children and families
- Assessing if we are fulfilling the mission and goal of the children's ministry at EBFC

For His Glory, Jennifer Schanely, Children's Ministry Director

Facilities Manager—Kevin Kritzberger

Ministry Staff



It truly is a blessing to work here at Ebenezer Bible Fellowship Church. It also is a joy to have a partnership with Bethlehem Christian School. To be able to see the students and staff day in and day out is amazing.

This year we were able to implement our first phase of the access control system, and install all new lighting fixtures and controls in the gymnasium. Due to some technical failures with our occupancy sensors and switches throughout our building, Lutron replaced and upgraded all of our room devices free of charge. We also continued to repaint many areas in the building and upgrade many items throughout including a pallet wall in the foyer.

I would like to thank the many volunteers who so graciously gave of their time to serve their Lord. This year we had 20 people who served, which averaged about 12 hours per week. I also want to thank those of you who volunteered to take care of the flower gardens through the “adopt-a-flower bed” program. They added a lot of color to the outside. What an awesome display of God’s talent being put to good use.

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

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

For His Glory,
Kevin Kritzberger

Office Administrator—Robbin Hunsberger

Ministry Staff



It has been my pleasure to serve as the Office Administrator for 14 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, graphic design, publicity, advertising, room reservations, church sign, literature racks, permanent records, database admin, web site admin, electronic forms & registration, copier & office equipment admin, phone system admin, online calendar admin, check writing, assisting the Senior Pastor, HR support, Prayer Requests.

A few things in the works:

- Website Update (with Kim White)
- Email Newsletter Appearance (with Kristy Hard)

A few projects I’m looking forward to (should improve Office Systems):

- Mobile App Development (Pastor Dick)
- Foyer Renovation (Property Committee)
- New Outdoor Church Signs (Property Committee)

In September the Ebenezer office saw some exciting (and bitter-sweet) staffing changes. Rachel Marks stepped down from her positions as Office Assistant and Kids Crossing Assistant to be a full-time mom! (Rachel & her husband Dan adopted Josh & Jacob on Sept 14, 2018, and baby Nathaniel was born Sept 15, 2018!) Rachel served for 12 years at Ebenezer, and we are grateful for her work! In her stead, we are warmly welcoming Kristy Hard as the Office Assistant, working 4 mornings per week (16 hr/wk), and Jennifer Schanely as the Children’s Ministry Director. This position has new leadership responsibilities and is 20hr/wk. We are grateful for how the Lord is already using both Jennifer and Kristy in the ministry at Ebenezer!

I also want to thank many volunteers who have helped in the office this past year: Charity Roth (attendance), Nancy Murphy (attendance), Lois Batten (sanctuary re-stocking), Dawn Blackton (sanctuary re-stocking), Norma Hall (wedding co-coordinator), Lois Favere (wedding co-coordinator), Kim White (web site), Mark Hardy (tech support), Kirsten Boyle (bulletin stuffing), and Logan Hicks (bulletin stuffing).

Respectfully Submitted,
Robbin Hunsberger, Office Administrator

Office Assistant—Kristy Hard

Ministry Staff



I am very grateful to have been given the opportunity to join the staff here at Ebenezer this September! It is a joy to serve alongside of such a wonderful and supportive staff, and to continue to get to know our congregation in a day to day capacity.

When Rachel Marks made the decision to step away from staff here at the office, it was decided to divide her Children's Ministry and Office Assistant responsibilities. I am privileged to take on her Office Assistant role. I am working in the office 16 hours, 4 days per week to assist with re-stocking the sanctuary and conference room, logging attendance, and helping with office tasks such as the newsletter, Facebook page, web site, mailings, reports, and the directory. Working in the office with Robbin has been a blessing – she is so very gifted in the ways she serves our congregation in both her administrative abilities and her heart for the people here at Ebenezer!

Thank you for the many ways you have made me feel welcome here in the office! I am looking forward to watching the Lord work here at Ebenezer this next year!

For His glory,
Kristy Hard

Worship & Youth Assistant—Heather Hunsberger

Ministry Staff



Worship Ministry

I enjoy supporting this ministry so much in the many administrative needs, and I am also blessed to have the privilege of being a member of the worship team here at Ebenezer. 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.

Youth Ministry

I also enjoy supporting the youth ministry administratively every day. It is exciting to organize logistics for our retreats, events, and trips as well as help coordinate details for our weekly youth group meetings. I also have the privilege (along with Carol Barry and Suzi Hardy) of leading the 9-10 grade girls' growth group! It is a joy to mentor students and help them grow in their relationship with the Lord. We have so many beautiful, vibrant students in our Ebenezer family, it is a joy to be a part of their lives! We have approximately 70 students involved in the youth ministry. I'm excited to see all the Lord has in store for them throughout this next year!

With love and joy for our Lord!
Heather Hunsberger

Women's Ministry Coordinator—Laura Sommons

Ministry Staff



Oh how Jesus longs for us women to come to the well. The well reveals who we are, what we need, and what we are called to do when living water has been poured into our lives. It is my privilege to serve here as your Women's Ministry Coordinator. It is a privilege to pour out the love of Jesus onto the lives of the women of this church. I am humbled at what the Lord continues to reveal about himself and teach me as I lead here. I am so very thankful for the women on this team and the heart they have for all of you. We love studying the word together and fellowshiping together.

Current Leadership Team:

- Women's Ministry Leader: Laura Sommons (staff position)
- Mom to Mom Mentors: Lisa Pyles, Laura Sommons
- Worship Coordinator: Alyssa Nye
- Treasurer: Cindy Lasso
- Secretary: Debbi Flanagan
- Hospitality: Linda Visco (leader), Debbi Flanagan
- Retreat Planning Team: Linda Visco (Coordinator), Alyssa Nye, Dawn Blackton, Debbi Flanagan, Cindy Lasso, Lois Favere
- MOPS Coordinators: Amy Hardy & Suzi Hardy (2017-2018), Laura Sommons (2018-2019)

Well Fed:

Bible Studies – In 2018, we offered a variety of studies to help meet all the different needs of women here and outside the church. It is a joy to lead studies and I am thankful for Vicki Cowley and Barb Tinker who led this past year as well. I would love to see more women from our church get involved in Bible Studies. I would love to speak with anyone who has an interest in facilitating a study so that we could have more options and times for women to be involved. There is a brief training time required. One of our biggest needs is childcare for the moms who would like to come to studies. If you have the time or would consider being a blessing in this capacity, this would be a wonderful addition to our Bible study needs. I am very thankful for Beth Chen who has helped on Tuesday mornings this fall and for some of our youth who helped on Monday evenings. Our studies for 2018 were:

- Jan-April: His Last Words (John 11-14)
- Jan- April: Women of the Bible
- Fall: "Ruth" By Nancy Leigh DeMoss Wogelmuth
- Fall: The Parables of Jesus
- Fall/Winter: OT Study
- MOM to MOM: This was led by Lisa Pyles. She is our mentor mom for this study. This is a great discipleship ministry and the moms who come are enjoying it. This study is a 16 week course that started in October and will finish in May. We have about 10 moms and about 10 children.

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. "Welcome to the Well" gatherings have made a huge impact on the lives of the women of our church. We have seen deeper connections made with one another and have been able to move into each other's lives in a more real way. We have not only seen a desire for deeper connections, but we have seen the benefits of the connections made. I encourage you for this coming year that you take advantage of the monthly gatherings and some of the other events we plan as well. Here is a list of some of the events we offered this past year:

- January: Welcome to the Well
- February: Welcome to the Well
- March: Welcome to The Well /Our First Annual Women's Retreat
- June: Connecting Dessert/ Welcome to the Well
- September: Welcome to the Well Kickoff for the Fall
- October: Welcome to the Well at Debbi Flanagan's/ Dinner for Pastors & Elders and their Wives
- November: Welcome to the Well

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

- **MOPS:** This meets on the 1st & 3rd Thursdays of the month. These morning gatherings are where moms of pre-school children can come to a safe place, where their children are loved and cared for. The moms then are able to enjoy a break-

fast and a time of spiritual refreshment as well as a time of relationship building. This is a vital ministry and we have seen women so blessed by coming through our doors into this ministry. We also do service projects for local charities and needs. We also have a blessing table each week where the moms can bring things to be donated to the other moms from the group.

- ◇ Our theme verse for this school-year: “Never let the fire go out. When you hope, be joyful. When you suffer, be patient. When you pray be faithful. Share with God’s people in need.” Romans 12:11-13
- ◇ I am so excited about the opportunity to lead the MOPS team this year. We currently have seven moms on the Steering Team: Amy Hardy (Service Coordinator), Suzi Hardy (Discussion Group Coordinator), Jenn Notary (Treasurer), Jess Donnelly (Promotion), Mary Baker (Moppets Coordinator), Katy Collura (Hospitality Coordinator), and Lisa Pyles (Mentor Mom). This year I have been able to have speakers come who are biblically sound and pour into the lives of our moms. First, and foremost we want our moms who come into our program to hear about the love of Jesus. This was one of my goals this year for this ministry, that every devotion or speaker would have a spiritual message. Each one of the speakers has truly reflected that. We have about 25 moms and 15 moppet workers, and 39 moppet children. We also have 5 mentor moms (including myself).
- **Prayer and Share Together:** Meets the 2nd Monday of the month and is led by Ruth Meier for women who are dealing with emotional issues, or have a family member who is.
- **‘Tis So Sweet Tuesdays:** This group meets once a month to study a passage of scripture together or to do a book study, and pray with and for one another. This year we concluded a book study on Friendship called “Sisters on a Journey,” by Jessie Seneca. In the fall we began reading through Nancy Leigh DeMoss Woglemuth’s book, “Choosing Gratitude.” We currently have 15 women come out on a consistent basis. Linda Visco is the leader of this group in her home.

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 year we asked this ministry to make some things for women in our congregation who are going through chemotherapy. They blessed women with beautiful hats and prayer shawls that they knitted or crocheted. They also made dresses for little children. We are so blessed by this ministry. I know that the members of our congregation who have been hospitalized, have really loved receiving these handmade items and felt very encouraged and loved by them. Meetings are on the 2nd Tuesday of each month at the home of Susan Bittner.
- **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 Lois Favere.

Mentoring/ Connecting:

God has allowed me the privilege of mentoring and connecting with two very specific women. I have enjoyed this area of ministry.

Respectfully Submitted,
Laura Sommons,
Women’s Ministry Coordinator

Current Elders and Deacons

Elders and Their Terms:

2017 - 2019	2018 - 2020	2019 - 2021
Swannie Griffin Kevin Hardy Phil Norris Byron Roth	Scott Holwick Chris Jones Tom Galloway	Dennis Flanagan Bob Gill

The following men will serve on our Elder Board in 2019:

- Tim Gibson – Senior Pastor, Elder Board Chairman, Nominating Committee, Membership, Evangelism
- Tom Galloway – Pastoral Relations Committee
- Dick Bickings – Pastor of Discipleship, Membership, Elder Board Secretary
- Dennis Flanagan – Mercy Ministries
- Swannie Griffin – Missions
- Kevin Hardy – Ministry Assimilation
- Jeremy Harkins – Worship Pastor, College Ministry
- Scott Holwick – Adult Electives
- Christopher Jones – Vice President, Welcome Ministry
- Phil Norris – Senior Fellowship
- Mike Notary – Youth Pastor, Property Committee
- Byron Roth – President, Finance Committee Chairman
- Bob Gill – Kinship Groups

At the end of 2018, Shawn Sommons & Patrick Barry stepped off of the Elder Board. Shawn had served faithfully for over 14 consecutive years. We are so thankful for Shawn’s continued support and wisdom. Patrick had served for 1 ½ terms. Both of these men are going to be greatly missed. We are so thankful for their faithfulness in shepherding God’s people.

Deacons and Their Terms:

2017 - 2019	2018 - 2020	2019 - 2021
Kamba Kalubi Andy Meeks	Rob Christiansen Mark Hardy Kevin Kritzberger Blake Kuntz	George Hardy Mark Florentine Dan Lichtenwalner Gary Walleisa

The following men will serve on our Deacon Board in 2019:

- Kevin Kritzberger – Deacon Board Chairman, Facilities Manager, Activities, Counting
- Rob Christiansen – Ushers
- Mark Florentine – Kitchen/Events
- George Hardy – Property
- Mark Hardy – Deacon Board Secretary, Transportation, Technology
- Kamba Kalubi – Ordinances
- Blake Kuntz – Church Safety
- Andy Meeks – Caregivers
- Gary Walleisa – Benevolence
- Dan Lichtenwalner – BCS Liaison

Robert Penchick stepped off the board of Deacons mid-year for personal reasons. We are thankful for his service and will greatly miss him.

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. I know that after my departure fierce wolves will come in among you, not sparing the flock; and from among your own selves will arise men speaking twisted things, to draw away the disciples after them. Therefore be alert.” Acts 20:28-31

It is a joy to serve as an Elder at Ebenezer BFC. We all realize the huge responsibility that we have to shepherd the Church of God and help lead the Church to fulfill God’s perfect will. 2018 was a great year. Here are a few highlights:

Unity: Overall, the elders have been unified both doctrinally and concerning our vision. We praise God that our men have tender hearts toward the flock and truly desire to seek the Lord’s direction in every situation.

Prayer: Each gathering is devoted to a significant amount of prayer. We pray corporately and in groups for the congregation. We spend a great deal of time praying for the flock.

Shepherding: While it is difficult for our lay elders to find time, every elder is encouraged to pray and encourage the flock on a regular basis. Each elder is given a group of regular attendees and encouraged to make contact for prayer.

Lynfield Ministry: Overall the Elders are fully unified that the Lord has directed us to have a significant presence in the Lynfield community in south Bethlehem. To this end the Elders put together a committee/team who are committed to that area. We have devoted the Heyer estate funds to go directly to the Lynfield ministry. In 2018, the Elders decided to seek whether the Lord would have us establish a permanent presence in that area. With the help of Roy and Malta Ortiz, the church made significant progress in seeing our ministry expand in Lynfield. The Elders agreed that the Lord was leading us to hire someone who could be a permanent pastor to this ministry.

Joint Meetings: Our hearts’ desire is to have open and clear communications with our Deacon board. To this end we had several joint meetings.

Elder Retreat: We had an elder retreat in May. It was a wonderful time of prayer and rethinking our roles as leaders. We were able to go to the Notary cabin up in the Poconos for two days.

Meetings: The following congregational meetings were held:

- Annual Congregational Meeting – January 28
- Semi-Annual Congregational Meeting – August 5
- Congregational Budget Meeting – December 9

Goodbyes: We would like to formally say thank you to Shawn Sommons who finished out his term in 2018. He served as an elder for fourteen consecutive years. He is truly going to be missed. Patrick Barry also stepped off the Elder board for personal reasons. We are thankful that the Lord spared his life as he had a massive heart attack in late 2018. We are going to truly miss the wisdom of these men.

It is a joy to work alongside these wonderful men and have such unity. The Lord has truly given Ebenezer wonderful shepherds. We are certainly not perfect leaders, but we are striving to seek the Lord’s will in every decision and lead in a Christ honoring manner. May the Lord be glorified in years to come and may the Gospel of Jesus Christ spread through the Lehigh Valley because of our ministry here at Ebenezer BFC.

Serving Christ,
Pastor Tim Gibson
Elder Board Chairman



Board of Deacons

Church Leadership

The deacon board would like to ask for your continued prayers as we serve the people of Ebenezer in our many areas of responsibility. The men have been working tirelessly to meet the needs of the church in many ways imaginable.

Deacons are responsible for the following areas of ministry: activities/sports, benevolence, caregivers, church-school liaison, community concerns, counting offering, ordinances (communion & baptisms), property, church safety, church vehicles, and ushers. The deacons meet on the second 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.

Lastly, we have many jobs that need to be done but lack the volunteers to assist us in completing them. If you feel like God is calling you to serve we would gladly appreciate any time that you could give. Please reach out to any of us on the deacon board if you feel led.

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

For His Glory,
Kevin Kritzberger,
Chairman



Activities Committee

Deacon Ministry

The Activities Committee is here to promote fun and fellowship and help people get to know each other, which in a church our size, can sometimes be difficult. By planning different social and sporting events we are able to move people one step closer to each other. This in turn helps to promote harmony and unity amongst the church.

This year we are thankful for the addition of Abby Weaver to the committee. She brings many ideas from a similar role she had at a previous church. We look forward to her service here at EBFC. This past year we did something different and that was the “[Not So] Amazing Race” in which teams set out to conquer challenges throughout the area. We saw over 125 people participate in an awesome night of family fun. We look forward to planning the next challenge in 2019.

On the sports end of this committee we have an organized softball team and a dart baseball team. This past year we severed our partnership with Athletes for the Cross due to difference in vision and ministry philosophy. We have decided to instead partner with “ON MISSION” sports and camps. We look forward to continuing our kid’s soccer and basketball programs similarly to what we have done in the past. We saw as many as 75 kids participate this past year and about a third of them were from the community. The women’s fitness classes have been officially phased out due to a lack of interest from our women in the congregation. We are looking at ways to get this relaunched at some point during 2019 with anticipation that it will be bigger and better. 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.

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 have ideas for an event or would like to serve on this committee.

Committee Members: Mike & Donna D’Imperio, Judy Seyfried, Rob Christiansen, Sharon Kritzberger, Karris Pennington, Anmarie Jones, Abby Weaver

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 100 people regularly attending these teaching sessions. Unlike Kinship Groups, 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.

Your Teachers:

Pastor Dick Bickings	Dan Marks
Mike Hard	Rich Mastronardo
Scott Holwick	Phil Norris
Chris Jones	Matthew Zmarzley

Review of 2018:

In 2018 we had 9 classes, with two of them being an “extended” offering

Spring 2018 Jan 7—May 6	Summer 2018 May 27—Aug 26	Fall 2018 Sept 23—Dec 16
Ruth & Esther Romans, Part 2 1,2, & 3 John Philippians	Church History Job	Judges Ephesians 1st & 2nd Peter, Part 1

Planning 2019:

As we go into 2019 please continue to pray throughout the year for the following:

- Additional teachers to be trained, and be leaders.
- For the new teachers coming on to be diligent in their studies and faithful to the Scriptures and caring for the health of the people they teach.
- 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.

Current plans include the following classes for spring 2019 (Jan 6 - May 5):

- New Marriage class based on Paul Tripp’s Book, “Marriage: What Did You Expect?”
- Evangelism – Way of the Master
- 1st & 2nd Peter and Jude, Part 2
- Proverbs: Be Skillful

During 2019 we will continue to maintain multiple offerings of different levels in Bible book studies and additional topical studies. In addition we will be transferring leadership of the Adult Electives to one of our Elders, Scott Holwick, who has been teaching in the adult electives ministry here since 2008. Scott will be working with Dick Bickings to coordinate the Adult Electives ministry.

Thanks to all the teachers who diligently work to study God’s Word in order to provide it to the congregation each Sunday morning

In His Service,
Richard Mastronardo &
Scott Holwick,
Leaders of Adult Electives



Benevolence

Deacon Ministry

We want to heartily thank the members and attendees of EBFC who contributed \$22,373 to the Benevolence Fund in 2018. The Benevolence Committee approved and distributed \$17,985 to those in need both inside and outside our congregation. At the end of December, we have a balance of \$17,381 in the Benevolence Fund.

Besides helping out financially, we have provided financial & spiritual counseling as well. 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. 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, Joe Meier, Rachel & Blake Kuntz

In Christ,
Kevin Kritzberger,
Interim Chairman



Caregivers

Deacon Ministry

The Caregivers ministry strives to serve widows, widowers, single parents, and other individuals with short term or long term needs within our church family. Such needs include, but are not limited to, home visitations, home repairs & maintenance, snow removal, yard maintenance and assistance with moving. Being made aware of the needs of the congregation is challenging. While the ministry receives most of its referrals from the pastoral and office staff, Kinship leaders, and family members - we encourage all church members to be sensitive to the needs of those around them and to partner with the Deacons in meeting those needs.

I ask that you prayerfully consider using the gifts and talents God has given you to serve in this ministry. If your desire is to serve the Lord in this regard, please contact me for more information.

Respectfully Submitted,
Andy Meeks



Children's Ministry: Kids Crossing

Discipleship Ministry

Awana:

We are in our sixth year of the AWANA program at Ebenezer. So far it has been a great year of teaching the Word of God to the children and helping them to memorize scripture. AWANA stands for "Approved Workmen Are Not Ashamed," and that is our goal each Wednesday night. We want to teach and develop children to be obedient and confident followers of Christ.

AWANA meets Wednesday nights during the school year (September-May) from 6:30-8:00 pm. The program is available for children ages 3 through 5th grade. We average 70-80 kids each week in AWANA, and God has provided us with approximately 30 leaders. This is an answer to prayer as it takes many leaders to successfully run the program and give the kids the teaching and assistance they need. The kids in AWANA will memorize and recite approximately 2,000 verses this year. Praise the Lord!

We are grateful to the Elders of Ebenezer for teaching the children each Wednesday night. This is done on a rotating schedule and is a wonderful opportunity for the kids to not only hear the Word of God taught, but to get to know the Elders on a more personal level. AWANA provides the Elders with a curriculum and PowerPoint to use in teaching the lessons.

I am continually thankful for Pastor Dick, Rachel Marks (Jan-May, 2018), and Jennifer Schanely (Sept-Dec, 2018), for all of their assistance, help, and support in leading this ministry. Furthermore, we are so blessed with wonderful leaders in the secretaries, game leaders, Cubbies workers, Sparks leaders and T&T leaders. It would be impossible to have a successful ministry without each one of them. I give thanks for everyone. My prayer is that we will all continue to serve the Lord and give Him the glory for all that He has done and will do in AWANA!

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 students who attend Ebenezer Bible Fellowship Church's Sunday School. The program took place January 21 through May 13, 2018.

This year 21 children successfully completed the Bible Memory Program. The children were able to choose from a \$35 Christianbook.com gift card or a \$70 partial camp scholarship for their award. Twelve of the children chose the CBD gift card. One chose the \$70 camp scholarship to Explorer Girls' Camp and eight chose the \$70 camp scholarship to Victory Valley Camp. Eleven of the children participating earned an extra bonus (\$10 Christianbook.com gift card) by memorizing the books of the Bible and reciting them to us. The number of children reciting the books of the Bible is up this year as compared to last year.

The program ministered to 13 families in the church. 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.

Beginning in 2019, Robin Laudenslager will be stepping down from her leadership in the Bible Memory Program. Thank you, Robin, for your years of service and dedication to the students and the program.

In His Service,
Lori Bernhardt and Robin Laudenslager



Children's Church:

The Children's Church program provides regular classes for children ages 4-Kindergarten during the sermon portion of the second service. We use "The Gospel Project" worship material by LifeWay, which corresponds to our Cross Time Sunday School material. Volunteers serve on an eight week rotation where they teach for two weeks and have six weeks off. We are blessed to have four full teams of teachers & assistants! I recently joined the Children's Church team with three new assistants who came on board to help me – Diandra Brunstetter, Marissa DiMartino, and Emily Gore. I have found that as I am involved in teaching, it gives me a better understanding of how the Gospel Project curriculum is working, as well as giving me the extra benefit of getting to know the children better! We normally have 10-15 children who attend Children's Church.

For His Glory,
Jennifer Schanely, Children's Ministry Director

Cross Time Sunday School:

I am so thankful to have a team of dedicated teachers and assistants who come prepared each week willing to serve and teach approximately thirty-forty children age 4 through grade 5 at Ebenezer. Our teachers serve on a rotating schedule which allows them to attend Adult Electives since they have every-other month off. This past summer, the teachers took turns teaching a combined class of grades 1-5 to allow them to spend more time with their families. Early Childhood and the pre-K/Kindergarten class continued to meet as normal in the summer.

We use "The Gospel Project" material by LifeWay. The Gospel Project takes the kids on a three year, Christ-centered, chronological journey from Genesis to Revelation. We are currently studying the book of Exodus and God leading His people to the Promised Land. Children receive Bible story cards each week that remind them and their parents of the Bible story point, Big Picture Question, Christ Connection, and Key Passage. I also send out a weekly email update and Facebook post with the lesson summary so that families can talk about the lesson together.

We are currently praying for a team (one teacher and one assistant) who would be willing to teach the 3rd and 4th grade class next year on the even months. For the moment, we have combined 3rd, 4th, and 5th grade students but don't see this as ideal, especially as the grades moving up next year are larger and more difficult to combine long term.

I have enjoyed welcoming new children, as well as regular attendees, as they come to the children's wing for Sunday School. I feel that it is helpful to have someone who directs newcomers, answers questions, and has new families fill out visitor information cards as they arrive. If anyone is willing to help as a substitute greeter in the children's wing, please let me know!

For His Glory,
Jennifer Schanely, Children's Ministry Director



Early Childhood:

2018 has been a year of changes in our department. We had several teachers/helpers step down for various reasons. We will miss Kim White who has been in our department for 17 years and we will also miss, Jillian Sams who is out on maternity leave and Nilsie Figueroa who had a change in her job. We are thankful for their dedication and faithfulness as they served in this department. We welcome Patience Adoadaji who has joined our team helping during the 2nd worship service with Ida Kalubi. We trust the Lord will send us teachers/helpers to fill the vacant spots. We tentatively have a team to cover the 2nd and 4th weeks in the odd months and are looking for a team to cover the 1st and 3rd weeks during the 8:30am service. Please consider being a blessing to these precious little ones and their families. You will be truly blessed in return!

We have been averaging 5-8 children in our classes. It is exciting to see the Lord working in the hearts of our precious 2 and 3 year-olds as we spend time in prayer, scripture and worship in singing! I praise the Lord for ALL the dedicated and faithful volunteers who give of their time to serve in our department and bless and minister to these little ones and their families! They are all a blessing to me and to our children!

In His Service,
Debbi Flanagan, Early Childhood Coordinator



Nursery:

It has been my pleasure to minister as the nursery coordinator 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 in our children's ministry (age 0-2). 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. It takes many volunteers to have a successful ministry like nursery. I am so thankful for the willing volunteers who help month after month to be a blessing to our little ones. I want to thank all of them for giving of their time and talents to serve Him. If you would like to be part of our team, please contact someone on our children's ministry staff.

In His Service,
Sharon Kritzberger, Nursery Coordinator



Church Safety

Deacon Ministry

Providing a safe and secure place for Ebenezer Bible Fellowship Church to pursue its purpose continues to be the mission.

Security

We have maintained security coverage during Sunday morning services, Sunday school, and special events. Improvements have been made to team information sharing, equipment, and training. A Ministry Position Description (MPD) was created to attempt to locate more team members to serve on this team. We are in need of new members. This ministry is still focused on maintaining a watchful eye and has a welcoming approach to any concerns. There were minor incidents throughout the year, but there was nothing major to report.

Fire/Other Safety

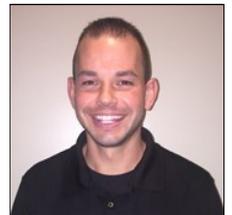
Ebenezer continued to maintain compliance with Bethlehem Township Fire Safety Codes. Active Shooter training was conducted with church staff, school staff, ushers, and ministry leaders. Part of a new door-locking system (Phase 1) is in place and working well.

Medical

All First Aid Stations were re-supplied and checked. Six new bags containing major bleeding control devices were placed throughout the church. Training was conducted with church and school staff on the new medical devices.

Praise God for His sovereign care over the church throughout this last year! Thank you to all who have volunteered to serve in this ministry for His glory.

Respectfully Submitted,
Blake Kuntz, Church Safety Leader



College Ministry

Discipleship Ministry

I wanted to simply say thank you to the church family for entrusting your children to Lindsay's and my care. The college years are a crucial and formative season in the lives of young people. We are deeply grateful to be given the opportunity to walk through life with them and help them evaluate their identity in Christ.

The focus of college-age shepherding is to continue to make disciples. This is done by taking advantage of the time throughout the year to be intentional in their lives, read together, mutually challenge each other in God's Word, and develop goals to help them grow. In 2018 Lindsay taught a college women's bible study called God of Creation by Jen Wilkin, over the summer at the Notary's home with an average attendance of 7-8. I have really been overjoyed at what God is doing in the individual lives of these young people. College ministry has its challenges being that most are out of state and regular get-togethers are not possible.

Sunday morning college-age Sunday School averages 6-8. Max Whylings, Dan Trafford, and I have taught through the book of John unpacking the passage and ending with personal application. A study of the book of Galatians took place in 2018 for the young men every-other week at Chick-fil-A. This year over 30 college age are being ministered to whether through one-on-one meetings, or text, or email. The purpose is to be a source of help, support and prayer in their personal walk with Christ. Please pray for these young men and women as they seek the Lord in this season of their lives.

A Christmas party was hosted at the Harkins' home where 20 young people, in addition to our family, attended. It was a great time of sharing and fellowship!

One of the most important areas to grow in is continuing to meet each young person where they are. Helping young people continue to understand the deep truths of God's Word, how to thrive in the body of Christ, and love one another and our neighbors as ourselves (Matt. 22:34-40). These three goals are what Lindsay and I want to continue to help these young people understand and embrace.

Respectfully Submitted,
Jeremy Harkins,
Worship Pastor & College Ministry



Evangelism

Elder Ministry

The evangelism committee took on new leadership this year with Pastor Tim as the elder overseeing the committee, while Marcus Brunsetter agreed to chair the committee. With this new change the committee decided to start fresh and establish the exact vision of the committee.

Purpose of the committee: To encourage, equip and help engage our congregation in evangelism for the purpose of fully discipling converts into full followers of Jesus.

To Encourage:

Sharing the Gospel with others can be a daunting task. As a committee we want to provide regular encouragement so that every believer at Ebenezer would have boldness to share the Gospel to others they come in contact with. The committee recognizes that encouragement comes in different ways. But we want to provide ways to continually keep this mission in front of the congregation. We believe it comes through 1) senior pastor continually reminding us from the pulpit, 2) testimonies of those who have faithfully witnessed, 3) encouragement at our evangelism booth. We also determined to create an evangelism card that would provide an opportunity for our congregation to actually record their evangelism encounters and seek prayer for those to whom the Gospel has been shared. These cards would float all over the church at different locations (Adult electives, in the pew, at the evangelism booth, etc.) which would serve as a gentle reminder that we are all to be involved in speaking the Gospel, not just living it out in front of others. Hopefully these cards will be launched in 2019. We may also provide some literature to the congregation that would help encourage them in the urgency of sharing the Gospel.

To Equip:

It is the desire of the committee to equip every member at Ebenezer giving them the tools they need to adequately share the Gospel. To this end, the committee is preparing to provide 1-hour workshops, Adult Elective classes on the "Way of the Master" evangelism training course, and possibly a yearly weekend evangelism conference. The committee also continually provides many different types of "Gospel Tracts" at the evangelism booth that are FREE for our church members to take and use on a daily basis. The booth is also equipped with DVDs that have the clear Gospel presentation.

To Engage:

Not only do we want to equip, but we want to provide different opportunities for the congregation to actually engage in evangelism. We have been slow in going, but want to provide monthly outings for Ebenezer congregants to come alongside those who are comfortable sharing the Gospel. We are also looking for opportunities to break into the community. We had one great event that was rained out. We continually want to go to city events like parades, Musikfest, etc.

Overall, we want to create an atmosphere at Ebenezer that encourages every one of us to be looking for opportunities to share the Gospel. While everyone is at a different level and has different gifts, we believe that we must be concerned for the lost and their souls. One of the greatest distractions is simply life itself. However, as we go and as we live life we should be looking for opportunities to spread the good news of Jesus Christ. Our committee is praying that every attender at Ebenezer would share their faith on a regular basis. We praise the Lord that we have seen some fruit from our evangelistic outreach. We are hoping to see more people converted to Jesus Christ and the Church grow in numbers by converts.

Respectfully Submitted,
Pastor Tim Gibson
Evangelism Chairman



Finance

Elder Ministry

As we reflect on 2018, we should all take time to thank the Lord for his provision this year. EBFC is His ministry and he has given us abundant funds to fulfill His purpose.

Total income for the year was \$1,046,587.97. This was \$6,296.49 over our planned budget of \$1,040,291.48.

Our total expenditures for the year were \$1,074,413.78. This was \$34,122.30 over the planned budget of \$1,040,291.48. The specific areas that were over budget were as follows:

Items over budget

- **Compensation** (Over by \$7,973.66). The net overage was inclusive of some savings on salaries through timing of support staff employment as well as the special bonus provided to the pastoral staff.
- **Church Finance** (Over by \$9,572). Timing of insurance payments (switched to quarterly automated billing), and expense related to the parsonage (school tax was unbudgeted since we thought it would be sold before Aug 2018. We have also incurred expenses related to separating the parsonage parcel from the church parcel that is included in this item.
- **Deacon Ministries** (Over by \$20,633.55). This was due unbudgeted capital expenses (HVAC system) and maintenance services.
- **Worship** (Over by \$4,315.24). Prior to the outdoor service, there was a decision by the elders to make expenditure for our own outdoor speakers vs renting. Although more expensive for this year, it will reduce expenses in future years as we will no longer need to rent this equipment.

Items under budget

- **Discipleship Ministries** (Under by \$2,507.18). This was mainly due to Kid's Crossing under budget (VBS and equipment).
- **Evangelism Ministries** (Under by \$2,263.29). This was due to Community Outreach under budget.
- **Mission** (Under by \$1,697.42). Missionary Speakers was under budget.
- **Office Expenses** (Under by 1,860.13). This was due to Advertising, Office equipment, and Copier expenses under budget.

Our savings at year-end is \$712,764.89. Of those savings, \$160,444.62 is for designated funds. The designated funds increased by \$25,646, primarily due to \$40K being received from the Heyer Estate for our ministry activities at Lynfield and the year-end Miracle Month giving for our missionaries.

As we look to 2019, we have the following goals:

- We will continue to review the constantly changing tax code, one area for us to be continuing to monitor is the change to the treatment of housing allowances for pastors. No change is currently in place but this is being challenged in a number of jurisdictions and could have an impact on our pastors in future years.
- We will be looking at updating our overall financial policies for the church and evaluating if we need any additional policies to continue to guide and assist our financial discipline.
- We will be working with the PRC to continue to evaluate medical insurance options for the staff and the longer-term strategy for this benefit to our staff.

We appreciate the discipline and diligence of our ministry leaders in their spending. As we look at 2019, we pray that God continues to provide the funds He needs for His ministry and that as an Elder Board we are disciplined with the stewardship of those funds.

We also want to thank the members of the Finance and Audit committees for their time and efforts. The Finance Committee members are Joe Meier, Debbie Griffin, George Hardy, Dale Tsudy, and Byron Roth. The Audit Committee members are Dale and Gail Tsudy, Marge Harris, and Rachael Kuntz.

Respectfully submitted,
Byron Roth - Chairman Finance Committee
Joe Meier - Treasurer



Ebenezer Bible Fellowship Church

BUDGET VS. ACTUALS: FY 2018 BUDGET - FINAL - FY18 P&L

January - December 2018

		TOTAL		
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
Revenue				
1100 Offerings / Gifts	1,037,899.40	1,024,192.00	13,707.40	101.34 %
1400 Interest	323.83	450.00	-126.17	71.96 %
1700 Memorials	840.00	700.00	140.00	120.00 %
1900 Bethlehem Christian School	7,324.74	14,649.48	-7,324.74	50.00 %
1901 Other Building Use	200.00	300.00	-100.00	66.67 %
Total Revenue	\$1,046,587.97	\$1,040,291.48	\$6,296.49	100.61 %
GROSS PROFIT	\$1,046,587.97	\$1,040,291.48	\$6,296.49	100.61 %
Expenditures				
10000 Congregational Care Ministries	2,735.87	2,780.00	-44.13	98.41 %
11000 Compensation	620,336.43	612,362.77	7,973.66	101.30 %
2000 General Church Finance	63,329.14	53,757.14	9,572.00	117.81 %
3000 Discipleship Ministries	29,469.32	31,976.50	-2,507.18	92.16 %
5000 Evangelism Ministries	6,031.71	8,295.00	-2,263.29	72.72 %
6000 Missions	174,368.58	176,066.00	-1,697.42	99.04 %
7000 Deacon Ministries	145,937.62	125,304.07	20,633.55	116.47 %
8000 Worship	14,065.24	9,750.00	4,315.24	144.26 %
9000 Office Expenses	18,139.87	20,000.00	-1,860.13	90.70 %
Total Expenditures	\$1,074,413.78	\$1,040,291.48	\$34,122.30	103.28 %
NET OPERATING REVENUE	\$ -27,825.81	\$0.00	\$ -27,825.81	0.00%
Other Expenditures				
Reconciliation Discrepancies-1	0.00		0.00	
Total Other Expenditures	\$0.00	\$0.00	\$0.00	0.00%
NET OTHER REVENUE	\$0.00	\$0.00	\$0.00	0.00%
NET REVENUE	\$ -27,825.81	\$0.00	\$ -27,825.81	0.00%

EBENEZER BIBLE FELLOWSHIP CHURCH

BALANCE SHEET VS. PRIOR YEAR

As of December 31, 2018

	TOTAL			
	AS OF DEC 31, 2018	AS OF DEC 31, 2017 (PY)	CHANGE	% CHANGE
ASSETS				
Current Assets				
Bank Accounts				
18000 Branch Banking & Trust	546,394.74	548,724.07	-2,329.33	-0.42 %
18002 BB&T Certificates of Deposit	67,855.85	67,799.37	56.48	0.08 %
19000 M&T Bank Savings	93,138.63	93,045.54	93.09	0.10 %
19001 M&T Bank Checking	5,375.67	5,375.67	0.00	0.00 %
Total Bank Accounts	\$712,764.89	\$714,944.65	\$ -2,179.76	-0.30 %
Total Current Assets	\$712,764.89	\$714,944.65	\$ -2,179.76	-0.30 %
TOTAL ASSETS	\$712,764.89	\$714,944.65	\$ -2,179.76	-0.30 %
LIABILITIES AND EQUITY				
Liabilities				
Current Liabilities				
Other Current Liabilities				
100 Payroll Liabilities	-21,120.54	-85.34	-21,035.20	-24,648.70 %
2111 Direct Deposit Liabilities	123.02	123.02	0.00	0.00 %
901 Building Fund	68,549.64	70,352.70	-1,803.06	-2.56 %
902 Capital Improvement Fund	0.00	0.00	0.00	
903 Transportation Fund	488.00	268.00	220.00	82.09 %
904 Scholarships	3,184.44	3,039.44	145.00	4.77 %
905 Faith Promise	35,879.73	17,010.82	18,868.91	110.92 %
907 Benevolence Fund	17,380.75	13,340.15	4,040.60	30.29 %
908 Music Fund	279.45	374.20	-94.75	-25.32 %
909 Heyer Trust Fund	44,078.32	19,054.57	25,023.75	131.33 %
911 Year End Accruals	8,480.16	8,480.16	0.00	0.00 %
912 Run for the Children	1,462.12	2,310.86	-848.74	-36.73 %
914 Health Care Accounts	1,659.53	550.00	1,109.53	201.73 %
915 Youth Summer Missions	0.00	-20.01	20.01	100.00 %
Direct Deposit Payable	0.00	0.00	0.00	
Total Other Current Liabilities	\$160,444.62	\$134,798.57	\$25,646.05	19.03 %
Total Current Liabilities	\$160,444.62	\$134,798.57	\$25,646.05	19.03 %
Total Liabilities	\$160,444.62	\$134,798.57	\$25,646.05	19.03 %
Equity				
1000 Opening Bal Equity	-407,878.80	-407,878.80	0.00	0.00 %
900 Retained Earnings	988,024.88	941,468.45	46,556.43	4.95 %
Net Revenue	-27,825.81	46,556.43	-74,382.24	-159.77 %
Total Equity	\$552,320.27	\$580,146.08	\$ -27,825.81	-4.80 %
TOTAL LIABILITIES AND EQUITY	\$712,764.89	\$714,944.65	\$ -2,179.76	-0.30 %

Kinship Groups

Discipleship Ministry

42 And they devoted themselves to the apostles' teaching and the fellowship, to the breaking of bread and the prayers. 43 And awe came upon every soul, and many wonders and signs were being done through the apostles. 44 And all who believed were together and had all things in common. 45 And they were selling their possessions and belongings and distributing the proceeds to all, as any had need. 46 And day by day, attending the temple together and breaking bread in their homes, they received their food with glad and generous hearts, 47 praising God and having favor with all the people. And the Lord added to their number day by day those who were being saved.
Acts 2:42-47 ESV

The purpose of the Kinship program is for each group to be a microcosm of Ebenezer Bible Fellowship Church. Kinship groups provide smaller informal gatherings for growing in our faith, and spending time in fellowship with one another. Goals are to nurture, fellowship, worship, care, train, serve, and grow in the knowledge of God. Kinship strives to take various people with different experiences and backgrounds and assimilate them into one body and one faith.

In 2018, the Lord has continued to bless and move this program forward in such a powerful way. Efforts were focused this past year around the key areas below:

- To **inform** the congregation about the Kinship Group Ministry through various means in early September, and to **assimilate** all those interested into appropriate groups
- To **raise up** new Kinship Group shepherds/leaders, and host homes, as needed
- To continue to **develop** more Kinship group shepherds/leaders from within existing groups
- To **assist** current shepherds/leaders by meeting one-on-one with them, and through email, as needed
- To focus on making Kinship a **commitment** within the body of every Kinship group

The Lord blessed the program with increased Kinship leadership. Three new leaders were added: Justen Blackstone, Marcus Brunstetter, and Kerry Hickok. Marcus and Kerry took over the shepherd role for their groups, replacing former Kinship shepherds who stepped down. Justen successfully started a brand new group, branching off from Nate Gore's Kinship group. Unfortunately, we lost two Kinship groups at the beginning of the season, but everyone in those groups who wanted to continue in a Kinship was placed. Over this past season we placed 34 adults and 13 children, but as is always the case, a number of people left groups due to various reasons (life changes, moving out of the area, death, etc.). The challenges that were presented in 2018 were met with new leadership, an additional group, and successful placement of those interested in participating in the Kinship program. We praise the Lord for His provisions!

Below are some key facts about our 2018 Kinship groups:

1) List of Kinship Shepherds/Co-Shepherds (meeting location in the Lehigh Valley)

Wayne Batten (Bethlehem)	Nate Gore (Easton)
Pastor Dick Bickings/Rich Mastronardo (Bethlehem area)	Kevin Hardy (Bethlehem - Lower Nazareth Township)
Justen Blackstone (Bethlehem)	Kerry Hickok (Bethlehem)
Andy Brimer/Dan Hutchinson (Bethlehem area)	Chris Jones/Kevin Gasho (Bethlehem)
Marcus Brunstetter (Easton - Forks Township)	John Mead (Bethlehem - Ebenezer Bible Fellowship Church)
Dennis Flanagan (Bethlehem area)	Laszlo Onody (Bethlehem)
Tom Gallaway (Bethlehem area)	Bob Penchick (Bethlehem)
Pastor Tim Gibson (Nazareth)	Byron Roth (Bethlehem)
Bob Gill (Bethlehem)	Bob Smith (Easton area)

2) Currently there are:

- 18 total Kinship groups (9 groups with children/9 groups without children)
- 263 people in groups (196 adults and 67 children)
- Breakdown average: 11 adults per Kinship group, and 8 children per Kinship group with children.

Plans moving forward in 2019 will focus on refreshing the foyer Kinship bulletin board, increasing Kinship Ministry awareness throughout the congregation, holding an annual half-day leadership session during the summer for our Kinship shepherds/leaders, and encouraging gatherings of two or more Kinship groups for special occasions (picnics, holidays, socials).

We would like to personally thank the Kinship shepherds for their diligence and vision for this most important ministry! Our continuing prayer is that more shepherds would be raised up, additional groups formed, and every member or regular attendee at Ebenezer Church would be involved in a Kinship group, in order to be loved and cared for in a more personal way.

Respectfully Submitted, Bob and Laurie Gill



Liaison - Church/School

Deacon Ministry

Bethlehem Christian School 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."

BCS is a blessing to our church in many regards, sharing resources and equipment between our ministries as needs arise. We thank them for their generosity. It is the church's desire to maintain a healthy, vibrant relationship with Bethlehem Christian School; and in doing so – expose families of the church to the opportunity for a Christ-centered education, here at our own facility. 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).

Pray for BCS - that God's work be done and that He be glorified in all things.

Respectfully Submitted,
Andy Meeks, Chairman



Library

Discipleship Ministry

The Growth Garden Library is a wonderful and underutilized resource for our church family. We are open and available every Sunday (with exception of Christmas, Easter and outdoor service). The library materials are available to all regular Ebenezer church attendees. Our shelves are busting at the seams, thanks to the tireless help of Sarah Hardy and Ann Greenzweig, as they have acquired, read and processed lots of new and current material. We stock thousands of fiction and non-fiction books for both adults and kids. Many books are also read to ensure they are appropriate to our values.

Our Summer Reading Program had an overwhelming 34 sign up and 17 actual participants. Of the 17 who participated, each received a Rita's gift card and had a record number of 47 entries into our winner's drawing. Alyssa Schanely our program winner received a \$35 gift card to CBD and recommends her favorite books/movies throughout the year to be displayed on our library table.

2018 continued with book recommendations in our weekly bulletin by Ann Greenzweig. You never know what you may find... kids book, adult fiction/non-fiction or video. Unfortunately, this has been put on hold while Ann is recovering.

Sadly due to medical issues 2 crucial volunteers had to take time off. Our dedicated 3rd shifter, Barbara Tinker had to go on medical hiatus this year. She was very much missed. Ann Greenzweig is a HUGE miss since her hospitalization later in the year. We all pray for Ann's recovery and return and continue to pray for Barbara's health.

This year we welcome our newest additions, Marcus Brunstetter, who has filled in on our 3rd shift and Elizabeth Hutchinson, our youngest volunteer. We are always looking to welcome additional volunteers to assist in the library between services, typically 1 or 2 Sundays a month. If this sounds like a ministry you might be interested in, or would like to inquire about, please see Nancy Murphy, or you can stop by the library and talk to one of our wonderful librarians: Marcus Brunstetter, Ann Greenzweig, Sarah Hardy, Lois Batten, Beth Smith, Jessica Donnelly, Patti Gallagher, Deb Griffin, Barbara Ruppert, Ian Thompson, Heather Thompson, Elizabeth Hutchinson, or Jacque Prebula.

Please come by and check us out (Some pun intended!). You will not be disappointed.

Many blessings,
Nancy Murphy, Chairperson



Membership and Discipline

Elder Ministry

The Lord blessed in 2018. We performed 3 membership classes. We added 25 members to the flock this year. Following is a summary of this year and past years:

Year	Membership at End of the Year ¹	New Members Added	Members Dropped	Average Attendance ²	Baptisms
2018	374	25	20	542	15
2017	364	19	56	545	18
2016	420	44	22	511	24
2015	398	39	37	525	33
2014	399	28	19	534	11
2013	396	47	76	546	41

Year	Baby Dedications	Weddings	Funerals	First-time Visitors	Visitor Letters Sent
2018	11	7	6	391	177
2017	2	11	9	507	182
2016	5	3	6	333	106
2015	1	2	9	444	219
2014	10	3	7	459	117
2013	7	4	3	494	80

¹ Does not include children since the minimum age for membership is 16 years

² Does include children

Weddings:

- Benjamin Jacob Brown & Emily Colleen Barry on 2/24/18 by Jeremy Harkins
- Brian Keith Vanwhy & Sheila Mae Navarez Caruana on 4/21/18 by Tim Gibson
- Christopher Michael D'Imperio & Megan Ashley Koczur on 6/2/18 by Tim Gibson
- John David Sanchez & Jazmin Vidal on 6/9/18 by Tim Gibson
- Brandon Alexander Moya & Denise Francisca Mercedes on 9/1/18 by Tim Gibson
- James Domonic Vari, Jr. & Jordan Elizabeth Kocher on 9/30/18 by Mike Notary
- Jared Nelson Trauch & Elizabeth Ingrid Qiao Ruppert on 11/3/18 by Tim Gibson

Deaths (of Members or Regular Attendees):

- Helen Zettlemyer, 1/10/18
- Christine McGrath, 1/18/18
- Arthur Erland, 1/26/18
- Cherie Dietrich, 2/5/18
- Norman Erich, 4/18/18
- Linda Feichter, 5/19/18
- Paul McCandless, 5/23/18
- Shirley Homme, 5/28/18
- Daniel Zito, 7/3/18
- Jean Kehm, 7/9/18
- Luz Stella Forero, 7/15/18
- Carol Warner, 8/24/18

This brings our membership total to 374 at the end of 2018. We had a drop in 20 members for the year. Loss is mainly due to deaths and transfer of membership. There were no church discipline issues in 2018. We continue to pray for those who have left our flock.

It is the role of the Elders to continue to shepherd the flock of God here at Ebenezer. Each Elder has been given a group of members and attendees with whom to keep in contact. Our hearts' desire is to provide pastoral care to every attendee at Ebenezer. This is to ensure that every true believer will continue to walk in the truth and persevere to the end, so that when we stand before the Lord we will all hear "Well done, good and faithful servant."

Serving the Lord,
Pastor Tim Gibson



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 our homes, jobs, society, and church. This training is done in the following ways:

- Bible Studies – Weekly Men's bible studies were held throughout 2018:
 - ◇ Tuesday evenings/Saturday mornings – "The Bethel Series" (for men & women), taught by Jason Lee (Tuesday), and Dick Bickings (Saturday).
 - ◇ 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
- Prayer Group – a Saturday morning group set aside specifically for men to get together and pray...for the homes, marriages, children, wives, church, country, etc. We began with a passage of scripture (usually the Psalms), and used it as a pattern to pray.
- 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. The worship time was led mostly by Randy Shelly. The theme of this year's teaching time was entitled "**Be Ye Holy**", which looked at four ways that scripture defines practical holiness, "The **Command** to be Holy," "The **Norm** of Holiness," "The **Accountability** of Holiness," and "The **Reward** of Holiness."
- Retreat – We had a great men's retreat on November 16-17 at Pinebrook, with 25 men in attendance. Marcus Brunstetter organized the entire event along with leading worship and teaching four sessions, with his theme being "Approved" from 2 Timothy 2. The time was truly a spiritual milestone in our men's ministry, allowing accountability groups to be spawned as a result.

Praise the Lord that Marcus Brunstetter has joined the men's ministry 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

John 15:12 "This is my commandment, that you love one another as I have loved you."

James 1:27 "Religion that is pure and undefiled before God the Father is this: to visit orphans and widows in their affliction, and to keep oneself unstained from the world."

I want to make sure that our senior saints' spiritual and physical needs are being met, and that as a church we are reaching out to them. I am very thankful for those who help on a regular basis: Jean Collin has a group of people who reach out to our Senior Saints with a card ministry. Vickie Zmarzley goes to Fellowship Manor on a regular bases visiting our Senior Saints there. The helpers and saints are prayed for regularly.

There is a list of Senior Saints (Shut-ins) available, and we are encouraging church members and kinship groups to reach out and connect with these Senior Saints. Anyone interested in helping please contact me.

Respectfully Submitted,
Dennis Flanagan, Chairman



Ministry Assimilation

Elder Ministry

*If I then, your Lord and Teacher, have washed your feet, you also ought to wash one another's feet. For I have given you an example, that you also should do just as I have done to you. ¹⁶ Truly, truly, I say to you, a servant is not greater than his master, nor is a messenger greater than the one who sent him. If you know these things, blessed are you if you do them. **John 13-14-17***

I pray that this is our desire as a church to follow in the footsteps of our Lord and Savior – that, just as he came to serve, we would also have that same passion and zeal to serve one another in our local body. **The vision of ministry assimilation** is to equip and encourage believers to be faithfully serving with their God-given passions and spiritual gifts to glorify God and edify others in our local body. (Eph. 4) It continues to be a blessing to work through this biblical view of servanthood throughout the year with brothers and sisters in Christ within our congregation!

We went through the Saved to Serve class twice this year – in the late spring and again in the late fall on Wednesday nights. After the class is over, we meet with each attendee one-on-one. Lord willing, this time serves as a good catalyst to develop ideas and direction for some possible next steps in serving and/or it affirms where individuals have already been serving. We then connect them with ministry leaders in the areas that they're potentially interested in serving. We were blessed to work through this process with about 15 individuals in class, many of whom are already faithfully serving. I expect to finish meeting with those who attended the fall class in the next few weeks and help connect them within our various ministries. In addition to meeting with individuals from the specific classes, I've had the opportunity to meet with others throughout the year to discuss the areas of serving at Ebenezer. It's been encouraging to me that many are stepping forward and asking questions about where the Lord can effectively use them according to His purpose, and then moving forward in serving faithfully.

In late April, the entire assimilation team had the blessing of meeting together to develop some goals for meeting with ministry leaders in order to evaluate specific ministry health/needs and the assimilation process within those ministries. I'm very thankful for those on the team who have been faithful to begin meeting with ministry leaders this past year! Part of this process resulted in working with ministry leaders to develop ministry position descriptions (MPDs). MPDs can be an effective tool in helping to properly invite someone to serve. The more they know about a volunteer opportunity and what ways they're committing to serve upfront the more likely they will feel properly equipped to serve. MPDs also serve as a way to keep each of our volunteers accountable to the responsibilities they commit to within each position. A big thanks to many of the ministry leaders who helped to begin crafting these descriptions for various ministry positions. As a result of all these efforts, we were able to publish volunteer needs packets that were made available to the congregation in October.

Goals for 2019:

- 1) Continue to be available at Ebenezer on Wednesday nights to teach Saved to Serve and also seek opportunities to disciple individuals in the area of biblical servanthood – particularly regular attendees and members who are not actively serving yet.
- 2) Continue to connect and follow-up with previous participants to check-in/encourage them as they seek to be faithful in serving.
- 3) Meet with the remaining ministry leaders to evaluate ministry health and develop MPDs for those ministry positions. Update volunteer needs packets and distribute throughout the year as appropriate.
- 4) Create ways to help us be more active and faithful in prayer over the ministry needs of our church.
- 5) Ramp up a "Saved to Serve" presence on our website.

One of my main hopes, as a church body, is that we would give a higher priority to those things which we do best, as good stewards of the grace of God (1 Pet. 4:10). If each part of the body does this, it's a wonderful picture of what Paul talks about in 1 Cor. 12. Pray that, as we worship our Lord and Savior on a daily basis, we will continue to grow in service to one another at Ebenezer!

Thanks to, Andy Brimer, Jacque' Prebula, Bob and Linda Visco, and Kristy Hard for their willingness to serve on the team.

In His Service,
Kevin Hardy



Missions Committee

Elder Ministry

Committee Members:

Swannie Griffin (Chairman), Wayne Batten, Doug Chen, Betsy Calwonsen, Karen Coldren, Shelley Penchick and Tom Carlstrom

Committee Meetings:

The committee 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.

2018 Missionary Support Through Budget Giving:

Bible Fellowship Church Board of Missions:

BFC BOM Administrative Support	3,000.00
Elias, John and Karen – Lehigh Valley Muslim Outreach Facilitators, BFC	3,600.00
Ethnic Church Planting	1,600.00
Head, Jim and Lynne – World Team, NC, Pastoral Care Coordinator	7,600.00
Istrate, Daniel and Ana, Yugoslavian Evangelistic Society, Romania	6,000.00
Knaub, Kimberly – Africa Inland Mission, Tanzania	6,000.00
Koval, Kyle and Rebecca – Team Expansion, Italy	5,000.00
Messick, Matt and Kristy – World Venture, Ecuador	7,800.00
Missionary Retirement Fund	2,680.00
Moyer, Duane and Joetta – BFC, Director, Board of Missions	2,400.00
Pastor Scholarship Initiative, Scott and Moffit – Africa	2,800.00
Reyes, Art and Vicki – TEAM, Mexico	7,000.00
Riddell, David and Rebecca – World Team, International Director, France	7,480.00
Solt, Lillian – United World Mission, Costa Rica	7,000.00
Weinhofer, Colby and Theresa – Pioneers, Japan	3,000.00
Widman, Scott and Joanna – BCM, Northern Ireland	3,000.00
Zikanovi, Ondra and Melissa – TEAM, Czech Republic	1,200.00

Bible Fellowship Church Agencies:

Church Extension Ministries: General Dept. Support	3,600.00
Brad Boyer, Cape May Courthouse, NJ	5,000.00
Tim Zuck, Forks Township, PA	18,200.00
Jason Filbert, Naples, FL	5,000.00
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 – Lehigh Valley Youth for Christ	2,300.00
Bright Hope (Pregnancy Support Centers)	4,800.00
Child Evangelism Fellowship, Lehigh Valley	2,000.00
Fodale, Mark and Sharon – DiscipleMakers, Lehigh Valley	2,250.00
Hanna, Ed and Christy – CRU, Lehigh Valley	6,000.00
Kay, Matt and Erin – CRU, Lehigh Valley	1,800.00
Napier, Al and Nancy – Navigators, Italy	8,300.00
Poysti, David and Ute – European Christian Mission, Germany	3,400.00
Raughley, Luke – World Impact, Newark, NJ	5,000.00
Russian Christian Radio	3,400.00
Trafford, Dan & Candace – DiscipleMakers, Lehigh Valley	1,800.00
TransWorld Radio	2,800.00
Truth for Women, Lehigh Valley	2,400.00
Whylings, Max & Jen – Haycock Camping Ministries	3,000.00

Missions Giving through Faith Promise:

CEDCAS (Lillian Solt, Costa Rica) for school supplies and/or food program	2,000.00
Church Extension Ministries – for Dick Taylor, Mentoring Assistant’s support	500.00
BFC BOM Pastoral Scholarship Initiative	1,800.00
Church Extension Ministries – Naples, FL church sign and building projects	2,600.00
Tanzania Project – 20 Audio Bibles	754.80
Dan Trafford, DiscipleMakers for undersupport	2,000.00
KatiRose Beebe, Internship, Mullartown Camp, Northern Ireland, BCM Int’l	1,200.00
American Bible Society – Bibles for Troops program	1,000.00
Allentown Rescue Mission – Thanksgiving gift	1,000.00
BFC BOM – Merrick Vehicle Fund	2,000.00
CRU – Ed & Christy Hanna for undersupport	1,000.00
Church Extension Ministries – Matching Christmas Gift Challenge	500.00
Liberty University Send – Joshua Christiansen trip to Spain to help refugees	500.00

Missions Giving through Miracle Month:

- 2017 Miracle Month offerings of \$23,028.07 were given in December 2017 as encouragement gifts, \$15,500.00 was distributed in 2017, and another \$8,000 was distributed in 2018.
- 2018 Miracle Month offerings of \$25,805.73 will be distributed in January 2019.

Missions Emphasis 2018 – March 11-18 “Grace For The World”

March 11:

- ◇ Morning Worship Services – John Elias, Lehigh Valley Muslim Outreach
- ◇ Combined Adult /Teen Elective - Elliot Ramos, Church Extension Hispanic Ministry Liaison
- ◇ Combined Class for Grades 1-5 – Bekah Manwiler, Victory Valley Camp, Zionsville, PA

March 18:

- ◇ Morning Worship Services – David Gundrum, Director, BFC Church Extension Ministries
- ◇ Combined Adult /Teen Elective – John Bollback, Ramabai Mukti Mission, India
- ◇ Combined Class for Grades Kindergarten-5 – Nelson Randolph, BFC Board of Missions

Missions Special Speakers 2018 (in addition to Missions Emphasis)

- Lynfield Team Meeting March 4 – Luke Raughley, World Impact, Newark, NJ
- Adult Elective May 13 – Jim & Lynne Head, World Team, North Carolina
- Adult Elective July 1 – Russian Christian Radio’s Moscow Director
- Adult Elective September 2 – Max & Jen Whylings – Haycock Camping Ministries
- Adult Elective September 9 – Dan & Candace Trafford – DiscipleMakers Lehigh Valley
- Adult Elective December 23 – D&A – BFC BOM missionaries to Asia

Missionary Prayer Time - was introduced to the morning worship services on the 2nd & 4th Sundays of the month to help the congregation know our missionaries.

Additional Ministries

- Pastors Tim Gibson & Tim Zuck sent to visit and encourage Pastor Jason Filbert in Naples, FL
- International Student lunch and activity in April.
- Workday at Haycock Camping Ministries in November.

Respectfully submitted
Swannie Griffin,
Chairman of the Missions Committee



Pastoral Relations Committee (PRC)

Elder Ministry

Throughout 2018 the PRC has remained committed to praying for our pastoral & ministry staff and their families along with providing them ongoing support through encouragement. Additionally, the PRC is dedicated to an ongoing process of coming alongside the pastoral team to ensure their well-being both physically and spiritually. During the first half of the year the PRC proposed to the Elder Board a “one-time” love offering gift for the pastoral team, and the Elder board unanimously agreed and approved with no dissenting votes. Towards the end of the year, the Elder Board was given the opportunity to complete a survey/feedback tool for each of the pastors giving feedback in all facets of their roles as pastors. The objective of the tool is to provide specific feedback for each of the pastors in an effort to encourage and build on their strengths while continuing to equip them with specifics on how they can continue to progress and enhance their work in ministry. This data is in the process of being compiled and will be reviewed by the PRC and then the feedback will be reviewed and discussed with each pastor individually. Staffing needs continued to be assessed as opportunities arose. To that end, as Rachel Marks tendered her resignation an evaluation was made by Pastor Dick to determine work-load in relation to the vision of the church and the needs and objectives of the Kid’s Crossing ministry. As a result of this assessment, a proposal was made and approved to hire two individuals to fill the two roles Rachel had been filling (one focused on administrative duties and one focused exclusively on children’s ministry).

At the end of the year the PRC also gave input to the Elder Board on proposed salary and compensation line item changes as a part of the 2019 budget formation process.

I am encouraged to report that our staff is unified in its efforts to lead and minister at Ebenezer Bible Fellowship Church and all are positive about their role on the ministry team.

Pastoral Relations Committee: Shawn Sommons, Dennis Flanagan, Byron Roth, Patrick Barry [Note that in 2019, Tom Galloway is the new PRC Chairman for 2019, and Patrick Barry stepped down from this role and the Elder Board following the completion of his 2nd term.]

Sincerely,
Patrick Barry,
PRC Chairman



Property Committee

Deacon Ministry

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

Some Of The Projects Completed This Year Were:

- Kitchen stove/range was replaced with a new propane range. Exhaust hoods and fire suppression system were upgraded for the propane, and a propane tank was installed.
- Buried the drainage pipe in the playground deeper, re-graded the area and topped off with new mulch.
- Installed new access control system and hardware on front, side, rear and office wing doors. This is the first stage of this multi-step process.
- The stage lighting in the sanctuary was increased with additional lighting.
- The lighting in the Fellowship hall was replaced and upgraded with new LED lights and controls which provide great flexibility in lighting and energy savings. A big thank you to Otis Powel, Gene Lasso, John Fonterosa and Kevin Kritzberger for saving us a great deal of money on installation.
- The parsonage was placed back on the market in early September. We had several offers and it was sold within a month. But then we ran into a snag before the closing. We found out the parsonage lot and the church were all on the same deed. We are in the process of subdividing the land into two separate lots. The buyer has stuck with us through this delay and hopefully we will be able to close in early February 2019.
- We purchased new furniture for the youth room, parlor and foyer. Did some redecorating improvements to the foyer with new paint and wood accent wall.

2019 Capital Projects May Include:

- Hot seal cracks, seal-coat the entire parking lot and driveway and repaint all the lines.
- Replace the lighting in the chandelier lighting in the sanctuary and the foyer lighting.
- Replace the flooring in the lobby and foyer area.
- Replace the two outdoor church signs on Easton Ave. and Hecktown Rd. and improve landscaping around them.
- Purchase additional cameras for the streaming of services.
- Replace all the hall lights in the classroom wings because the emergency lights don't work anymore. They will all be upgraded to longer lasting and energy efficient LED lights.
- Replace some of the rectangle tables for the fellowship hall.

Future Capital Projects May Include:

- Expansion and remodeling of the foyer and lobby areas.
- Replace the HVAC units in the foyer, rooms 12-14, and BCS hallway
- Replace the South Fellowship hall windows.
- Replace the Fellowship hall roofing panels and shingles when needed.
- Replacement of the original windows on the east side of the lobby and nursery area and also the north side of the building BCS library and classrooms 4-5.
- Expand the parking lot when needed due to growth.

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 who 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 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 2019.

Respectfully submitted,
George Hardy
Property Committee Chairman



Senior Fellowship

Discipleship Ministry

Senior Fellowship is a ministry that seeks to disciple senior adults 55+ through:

- Worship – attend, participate, or sponsor worship events in our local church and in our denomination
- Fellowship – meet together to eat, study God’s Word, pray, and share together in the issues that affect us
- Service – become involved in various ministries within the church and our community

Senior Fellowship seeks to activate the seniors in our local church to:

- Use our spiritual gifts to grow this local body of believers
- Use our years of wisdom and walk with the Lord to mentor younger men and women
- Interact inter-generationally to do various service projects that promote the love of Christ

Our monthly meetings (usually on the fourth Thursday of the month) included the following:

- Time of fellowship while we eat our bag lunch and share desserts
- Devotional time led by John, Phil or one of the seniors
- Sharing prayer requests and prayer
- Special features:
 - ◇ January: DVD on Corrie ten Boom
 - ◇ February: DVD on Eric Liddell
 - ◇ March: (snowed out)
 - ◇ April: DVD on Perpetua (Carthage 230 AD)
 - ◇ May: Slides on Masada
 - ◇ June: helped with VBS
 - ◇ September: Trip to Sight and Sound
 - ◇ November: (snowed out)
 - ◇ December: trip to Pinebrook Christmas Banquet
- Attendance varied from 6 to 34 and those who attend seem to enjoy the fellowship with one another.

Special Events:

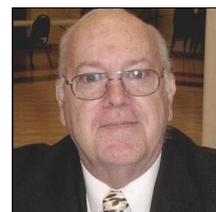
- In September we went to Shady Maple and Sight and Sound Theater to see “Jesus.” 34 seniors went including some from other churches.
- We went to Hymn Sings at Pinebrook in April, May, June, September, October and November. 6-12 attended these hymn sings and enjoyed singing the old hymns and great luncheons provided by the Pinebrook staff.
- In December the seniors went to the Pinebrook Christmas Banquet which featured Bruce Heffner, David Koblisch, and Olivia Bomgardner. Eighteen attended and had a great time of fellowship and a great meal!

Seniors have helped with the following ministries:

- Several seniors are involved in ministering to shut-ins
- Helped with VBS
- Operation Christmas Child: helped to pack boxes
- Seniors are involved in various ministries of the church

On Thursday, January 24 we plan to meet in Room 20, 12-2pm. We will bring sack lunches and beverages & desserts will be provided. If you are an adult over 55 we encourage you to come for this time of fellowship, devotional, sharing, and prayer. We hope to see you there!

Respectfully Submitted,
Phil Norris & John Mead,
Co-Leaders



Support Groups

Elder Ministry

The GriefShare support group ran again this past fall from Sept. to Dec. We started out with 9 people, at least half of which do not attend Ebenezer, but as we got going we settled in at an average of 4 to 6 the rest of the way. The GriefShare program leads people on a 13 week journey where they hear testimonies from others who have walked the road of grief and also from experts such as pastors, Christian counselors, and Christian Psychologists, many of whom have also lost loved ones. The group was encouraged through practical advice on navigating loss and also challenged to open themselves to the healing touch of Christ. Participants were also given opportunities each week to share with others in the group what they were going through, which was a blessed time where healing happened through community. The program clearly presents the Gospel on a couple of occasions and it encourages participants to find healing at the cross. We will offer GriefShare again in the fall of 2019. Offering DivorceCare has proven difficult due to my busy schedule but I am considering finding someone qualified within the congregation who would be willing to offer and facilitate this group. It is our desire to be a healing community of God's people and to offer hurting people a safe place to come and find hope in times of need. Please support us through prayer as we do this important ministry. Thank you!

In His Service,
Shawn Sommons



Transportation Committee

Deacon Ministry

Use of the church vehicles in 2018 was higher than in 2017, while the number of rental vans required in 2018 decreased. 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. EBFC owns two 15 passenger vehicles; they are listed below, as well as an overview of the maintenance performed in 2018 (excluding wiper blades, light bulbs, oil changes, etc).

Mini-Bus [2008 Ford E-350 Super Duty XLT Omnibus, by Eldorado National]:

- July: While in for annual inspection, I had Mavis Discount Tire (Nazareth) diagnose loose steering/above normal 'play' in the steering wheel while driving; they noted the front left upper and lower ball joints, and linkage, had excessive play. The front right upper and lower ball joints were already replaced in 2016, by Bethlehem Ford; this is apparently a common issue with Ford trucks and vans of that year ('08). As such, the left side repairs were completed at Mavis, and the post-install alignment was done at Nazareth Ford, since the mini-bus is too large for Mavis' alignment machine. Total cost: \$ 1,031.35

Van [2011 Ford E-350 Super Duty XLT]:

- Interior upkeep:
 - ◇ A rear overhead vent louver broke and was replaced.
 - ◇ Due to increasing wear to the seat cloth, a heavy duty vinyl seat cover for the 4th row bench seat was purchased and installed.
 - ◇ Total Cost: \$178

Thanks to Kevin Kritzberger for his help with vehicle maintenance/upkeep, and Swannie Griffin and Fred Parris for serving as our Driver Trainers in 2018.

Mark Hardy,
Transportation Chairman



Technology

Property Committee Ministry

Responsibilities of the Technology Committee include maintaining the wired and wireless networks, purchase, deployment and troubleshooting of EBFC's hardware and software, and upkeep and hosting (by Kim White) of EBFC's Website, aplaceforyou.org.

In 2018...

Hardware & Infrastructure:

Windows Server, 20 workstations, 3 WiFi Thermostats and HVAC controller, 4 Chromecasts; Router, 6 Wireless Access Points, Multiple Switches

- Purchased a replacement FileMaker Pro server - Mac Mini.
- Purchased a laptop for the Children's Ministry Director - Dell.
- Installed the replacement desktop workstation for the Office Assistant.
- Purchased two monitors for the Office Assistant to facilitate a dual screen workstation.
- Purchased and installed RAM upgrades for the Women's Ministry laptop, and Backup Laptop.
- Setup 'Time Machine' (Apple's backup program) backups on the FileMaker Server, and Worship Pastor workstations.
- A Cisco Meraki WAP was installed as a replacement for the EnGenius WAP, in the church office wing, to optimize the WiFi in the offices and sanctuary - specifically to provide better traffic shaping/management when a higher number of devices are connected.
- Performed regular firmware updates on the router/firewall and wireless access points.

Software:

- Through multiple setbacks (hardware failure, and corrupted database backup file) Pastor Dick successfully completed the upgrade to FileMaker Server 17. After a few days of troubleshooting, WebDirect/remote access to the database was restored by modifying existing firewall settings, to accommodate FMP 17's new port requirements.
- Purchased and installed Adobe Acrobat Pro 2017 (Non-profit pricing) on the Office Assistant, Children's Ministry Director, and Worship & Youth Assistant workstations.
- Purchased and installed Adobe Photoshop Elements on the Office Assistant workstation.

Special thanks for their efforts in 2018 go to:

- Kim White as she continued to maintain and host aplaceforyou.org.
- Pastor Dick Bickings has continually devoted many hours to maintaining, and constantly updating, our FileMaker Pro database, ensuring a robust, efficient, and reliable system.

Respectfully Submitted,
Mark Hardy,
Chairman, Technology



Ushers

Deacon Ministry

The Usher Ministry serves Ebenezer during Sunday morning worship services as well as other special services throughout the year including holiday and the outside service. Our ushers welcome guests and regular attendees, provide information and address needs that arise during a service. Some of our main duties are to help people get seated, collect the weekly offering, collect the monthly Benevolence offering, serve communion, and take an attendance count. The ministry currently has 28 men and 5 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. 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 one 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. We have continued the practice of greeting one another in the service before the music, as a way to recognize and welcome visitors on Sunday mornings. This has proven to be a great way to meet and welcome visitors to our church in a winsome and comforting way. The Welcome Center provides a central location for information about our church and its ministries. We have decided that it is advantageous to have someone remain behind the desk as well as people out front greeting. Many visitors have utilized the welcome center to find out more about the church and receive a visitor packet.

We have a team consists of ~16 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. A vision for the new year is to increase the number of greeters serving after the 1st service and before Sunday School so we can place at least one greeter at each of the side sanctuary doors to hand out welcome packets to newcomers and invite them to the newcomer luncheon. As always we could still use more people who feel called to serve in this way and be a positive representative of Ebenezer to first time visitors.

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. Currently the Pastor sends a letter within a week to every visitor who gives us their address (via visitor card or pew pad), and calls/emails them if they request prayer or more information on their Visitor Card. We are also seeking additional people who feel called to serve in this way to provide even more follow-up. It is a great way to welcome visitors and meet the needs of those who have come to our church and help them feel loved.

Starting in April 2018 the Newcomer Dessert was successfully changed to a Newcomer Luncheon that meets the 4th Sunday of every month from 12:45-1:45. We have made a commitment that we will meet every month even if no one has signed up in advance. Most months we still have good attendance with several people deciding to come at the last minute. We have had more people attend and also have had more Elders stop in to meet the attendees. We had the privilege of hosting ~60 newcomers at our luncheons this year. This will continue to be an important part of the welcome ministry as a way for visitors to get information and feel welcomed. The luncheon allows visitors to meet the Pastor, church members and other new attendees in an informal setting to find out more about our church and have their questions answered.

There has been some thought on how to better engage with visitors once they have attended a service. One thought is to put together teams of people who would be committed to contacting visitors within the first week of their visit with a home visit, a phone call or a letter. Then to follow up with them and get them plugged in to ministries at the church. The team would continue to be in touch with the visitors until they are acclimated and involved in the church life and ministry. There is a need for people who feel called to this ministry. We anticipate another great year of welcoming and greeting visitors to our church, I welcome any suggestions for ways to better engage and welcome the visitors to Ebenezer.

In Christ's Service,
Chris Jones



Worship Ministry

Elder Ministry

Sunday services, from the worship teams, the sound room, the livestream, the choir, and the outdoor service it has been a year of many parts to the whole body coming together serving and glorifying God with the abilities and gifts God has given. The ultimate goal is that Christ be made known through the preaching and teaching of His word. The people involved on a Sunday morning work hard for that end goal.

The livestream has been provided on the web for over three years. Jason Lee and his team have been doing a great job in streaming the first service each Sunday. It is a blessing to use technology to offer on-line video access for those who are unable to be at our service! A new lighting system has been installed to replace the dated 55 year-old fixtures on stage which enhances the stage with more versatility.

This year's Easter services really re-emphasized the finished work of Christ. John Huie led the orchestra with the praise team to give an even fuller sound of celebration for the resurrection of our Savior. For Christmas services, Jennie Flicker continued in leading the adult/youth choir with almost 30 participants. Karris Pennington led the children's choir for the 3rd year with 8-10 participants. Both did a wonderful job growing the involvement of children and adults in using music as a tool to bless the church body and glorify God.

Over 500 people gathered for the 4th annual outdoor service with a free fried chicken meal that followed. This year the outdoor service became a full weekend with a movie night and free concert. It was a joyous time of community, fellowship, and opportunities to share Christ. Praise God for all the people's lives that were impacted for the kingdom through these weekend events. Our service was only made possible by many volunteers serving and stepping up to collectively meet the needs necessary to make the events happen.

Respectfully Submitted,
Jeremy Harkins,
Worship Pastor



Young Adult Ministry (YACS)

Discipleship Ministry

It's been great to be involved with the Young Adults this last year. This year, as in most years, we have seen some new people joining in and said *bon voyage* to others. Despite the changing faces, the YACS mission remains the same—to help people with their spiritual and daily challenges and together grow to be more like Jesus.

We are pleased to have a core group of 5 young men who regularly teach at the Thursday night Bible study. In 2019 we hope to have a teacher's retreat where we can hone our teaching skills further. We trust that the church and families in the future will benefit from people who know what the Bible teaches—and can explain it to others.

We continue to organize official social events, informal social occasions between members, and service projects. We also organize two successful residential events each year, the Summer Beach Trip and the Winter Retreat. The latter is coming up soon in February. YACS members continue to be part of the wider church with strong involvement in church outreach events.

The current YACS leadership team is comprised of Dan Marks, Andrew Butillo, Max & Jen Whylings, and James Vari—pray for us as we seek to disciple our young adults.

YACS = Young Adult Couples and Singles. The ministry is geared toward those in their 20's & 30's.

Respectfully Submitted,
Dan Marks

