

### Roll Call:

Rick Davis, Mark Culton, Jason Hoy, Dick Bickings, Mike Capaldi, Shawn Sommons, Wayne Batten, and Andy Brimer were all present.

### **Devotions & Prayer:**

Pastor Jason Hoy led us in a brief devotion centered on 1 Cor 15:58. Then the men shared in a time of prayer and thanksgiving.

### Financial Report:

- The Financial Report (Attachment I) was reviewed by the Elders. It was created by Dick Albright, Treasurer. Motion was made to approve the report as written, seconded and approved.
- Dick Albright submitted his resignation as an Elder and as Treasurer effective January 31, 2011. The elders would like to thank Dick for his faithful service over the years as a member, teacher, elder and most recently Treasurer.
- Action: A request was made to share the current list of missionaries that EBFC supports and
  make that available to the congregation.

### Approval of Minutes:

Minutes from the January 10<sup>th</sup> Board of Elders meeting were reviewed. **Motion** was made to approve the minutes as amended during the review, seconded and approved.

### **Pastoral Reports:**

- Pastor Jason Hoy (Congregational Care) reviewed his monthly report. (Attachment 2)
  - o In addition, we discussed some people issues.
- Pastor Dick Bickings (Discipleship Ministries) reviewed his monthly report. (Attachment 3)
  - O Dick presented an application for membership from Victoria (Tory) Bonners.
  - Later a motion was made to accept her into EBFC membership, seconded and approved.
- Pastor Mark Culton (Youth Ministries) reviewed his monthly report. (Attachment 4)
  - Earlier that day, the following volunteers notified Mark that they would be leaving the church and resigned as Youth Staff Members: Robert Larrabee, Megan Davis and Gracie Davis.

### **Discussion Items:**

- Doctrine and Dessert On Sunday, February 13th the church hosted a Doctrine and Dessert as was approved in the previous Elders meetings. The event was very well attended and for that we were encouraged. Obviously, there were many tense moments including a recommendation by at least one individual for EBFC to consider leaving the BFC denomination. As was communicated at the Congregational Meeting, there was no intention to withdraw from our denomination at this time.
  - Motion was made to commit to our staying with the BFC denomination, seconded and passed.
  - Some families have communicated verbally the desire to leave EBFC as a result of the recent circumstances.
  - o Because the church is in a fragile state, the Elders and Pastors wish to make themselves as available as possible to the congregation for questions, comments and prayer.
  - o **Action:** The time in between first and third service will be set aside for Elders to be available in Room #5 for congregants who wish to stop by the room. This will be communicated on Sunday, February 20th.
  - The Elders were concerned by some public Facebook posts and other contact being made by outgoing congregation members to current members. The comments and contacts potentially refer to asking people to leave EBFC to form another church. This behavior is inappropriate and must be addressed. **Action:** Wayne Batten, Elder and Pastor Mark Culton will make contact with an individual who will remain nameless so as to confront them about this behavior and to ask that it cease. The Elders' desire is to protect the flock from any further division especially if it is an explicit manner.
- 2) <u>Unity of the Elders</u> Since we have already had two Elders resign (Jenkins, Albright) it was important to understand if there would be additional brother elders who felt led to leave over the current situation. Therefore, we went around the room and asked each man to give an account of his current willingness to continue serving.
  - Rick Davis, President of the Board resigned as an Elder effective at the meeting's conclusion.
  - The remaining elders signed the "Declaration of Agreement" document required annually by the Bible Fellowship Church denomination.

### 3) Senior Pastor Search Direction -

- The elders discussed several options for next steps in the search for a Sr. Pastor. Those options included: (1) re-establishing a search committee and pursuing outside candidates in a similar manner to what had been previously done, (2) seeking an interim Pastor from outside, (3) selecting an interim Sr. Pastor from within our existing team, (4) deliberately taking a break from the search as a practical matter because the congregation needs time to heal and we as Elders need time to regroup and seek God's wisdom in this matter.
- o After much discussion and deliberation, the Elders agreed unanimously that a 6-month pause would be most prudent at this point. This will allow for a valuable time of healing and seeking of God's will in this difficult time. Even with a pause in the search, the elders also unanimously agreed that it would be positive to elevate one of our existing Pastors to assume more leadership responsibilities while we delay the search. This is a practical matter in that it will give us more consistency in the pulpit and give the congregation and staff a simplified division of ministry workload. It can also be valuable experience to the Pastor selected. **Motion** was made to appoint Pastor Jason Hoy to Interim Senior Pastor for the period of 6-months, seconded and passed. **Motion** was made to communicate to the congregation using a written letter to be distributed to membership via e-mail on Friday, February 18th and then read at all three services on Sunday, February 20th. The letter will also be made available in hardcopy in the lobby area, seconded and passed.

- 4) <u>Elder Officers and Committee Chairs</u> Due to the resignation of three Elders and officer positions vacated, the Elders voted unanimously for the following new assignments:
  - Wayne Batten as President of the Elder Board replacing Rick Davis
  - o Shawn Sommons as Vice President of the Elder Board replacing Wayne Batten
  - o Andy Brimer and Mike Capaldi as co-Treasurers replacing Dick Albright
    - One very capable man was discussed as potential for the Treasurer position, however that individual has several other current responsibilities and the Elders would like him to get more experience with those than taking on this position at this time.
  - Mike Capaldi will continue as Secretary
  - o Wayne Batten as Chairman of Missions Committee replacing Dick Albright
  - Mark Culton as Chairman of Worship Committee replacing Rick Davis

### 5) Two Services Recommendation -

- The Strategic Planning Committee along with the Worship Committee devised a recommendation to transition to two services in order to support unity of the body as we worship together and assist with the practical matter of having fewer volunteers for three services. The recommendation outlines the following times:
  - 9:00-10:00 Worship service
  - 10:15-11:15 Sunday school hour
  - 11:30-12:30 Worship service
- o The Elders and Pastors acknowledge that this will require discipline in how we administer the order of worship and that we will need to manage the length of the sermons and worship in order to accommodate this schedule. These changes would begin on Sunday, March 27th.
- Motion was made to accept the aforementioned proposal, seconded and approved.
   This change will be communicated in late-February and on several occasions leading up to the effective date of March 27th.

Adjourn: The meeting was closed in prayer and adjourned.

Mike Capaldi

Respectfully Submitted,

Secretary to the Board of Elders

# EBENEZER BIBLE FELLOWSHIP CHURCH - JANUARY 2011 FINANCIAL STATEMENT

### **BALANCE SHEET**

## GENERAL FUND - BUDGET vs. ACTUAL

Attachment #2

### **PCC REPORT**

Elders Meeting – January 10, 2011

*Our Vision*: To introduce people to Jesus Christ and help them become devoted followers of him!

### Goals accomplished last month and continuing into this month:

- Devoted time to people needs (visitation, breakfast/lunches, phone calls, constant e-mail, one on one).
- Continue doing Intake Counseling and some on-going counseling.
- Continue doing the prayer sheet and attending the Wednesday afternoon prayer meetings.
- Continue contacting visitors and members/regular attendees who haven't been around.
- Participated in Staff Meetings/Pastoral Meetings.
- Helped folks overseeing other ministries that are dealing with issues.
- Met with Tom Shorb
- Kinship and Men's group are going well.
- Began Sunday school class on Marriage
- More dinners with families within the church has increased, which is what we desired to do.
- Talking with folks over the doctrinal matter.
- Had fun with my family as we attended the FWF skate night.
- Preached

### Goals for upcoming weeks into 2011:

- Once we get our bearings, delve into shepherd's lists, ministry evaluations, and membership follow up (those who have left or haven't been around for a while pending on the finalization of our by-laws).
- Help implement 2 services.
- Follow up with folks over the doctrinal matter.
- Follow up with folks who are struggling physically.
- Perhaps finish first Greek class

### **Ouestions:**

### POD (Pastor of Discipleship) Cast – Jan/Feb 2011

In this troubled time in the life of our church and the personal feeling of inadequacy of knowing what to do, I was encouraged by an email I received this morning from Dave Gundrum regarding wisdom, which I would like to share with you:

JAMES 1:5 "...IF ANY OF YOU LACKS WISDOM..."

"I don't know about you, but I lack wisdom all the time. Oh, I have my own wisdom to rely upon, but so many times my wisdom falls far short of knowing what exactly to do in particular situations or under certain circumstances where a right decision is needed. A few times it felt more like hit-or-miss than the right decision being made. Also, a question raised with this verse is this: How does God give us wisdom when we need it? Most assuredly, He gives us His wisdom through the guidance of His Word, the Bible. So often we feel that the Word is not precise or direct enough. We would like to see His wisdom more clearly and more straightforwardly. Yet, we must return to the bottom line of being a Christian. A Christian walks by faith! God promises to give us wisdom, He does so through His Word, and He will do so if we don't waver in our faith. This may not give us the wisdom we need on an immediate basis or exactly how we expected the granting of wisdom, but God promises it will be sufficient. All that God gives is sufficient for His children, and this may be the thought we take with us regarding our receiving wisdom from God: He will give us wisdom when we ask and it will be sufficient!"

With that in mind, here is a quick summary of some of the ministry opportunities from January/February:

### **Kids Crossing**

- Cross Time: FaithWeaver® curriculum continues to be successful in teaching our children and young people the comprehensive truths of God's Word. We are in need of some volunteers in our Cross Time ministry, please pray that the Lord will provide teachers and helpers for 3 & 4 grade class (odd months), and 5 grade class (even months).
- VBS: Hometown Nazareth theme material has arrived, and Carol Burress has agreed to be this years VBS
  coordinator. Carol is now actively working to assemble her leadership team.
- Children's Church: We continue to see between 10-15 children attend Children's Church during the 11:15 service. There is a need for teen helpers in a couple of the classes.
- Wednesday Evening Programs: FaithWeaver Friends™ continues to be well attended and growing. The kids, leaders, and parents enjoyed a wonderful, fun filled night of roller-skating on 2/9.
- Sno Valley Winter Retreat (February 4-6, 2011): Praise the Lord for the spiritual lessons that the 28 kids
  who participated learned this past weekend at Victory Valley Camp. Though there were some
  miscommunication problems, the overall retreat was a success, thanks to the 12 chaperones that jumped in
  to serve wherever needed.

### Student Ministry

See Pastor Mark's report.

### Adult Ministry

- Adult Electives:
  - The Adult Electives are off to a great start. As a reminder, we are offering for the spring 2011 semester, Daniel Rich Mastronardo, Luke, Part 2 Scott Holwick, Marriage Pastor Jason Hoy, Grief Share Shawn Sommons, and an open prayer time in room 4.
- Men's Ministry:
  - o Men's Retreat: All publicity and details have been completed for the Men's retreat at Pinebrook Conference Center on March 25-28. We have included in our publicity, all BFC churches, some other churches throughout the Lehigh Valley, and Pastor Brian's church. The speaker will be Michael Pouloit founder and president of BattleZone™, our premier men's ministry discipleship

- program. We will complete the agenda/schedule for this weekend at our next Men's Leadership Team Meeting (2/24).
- o BattleZone™: Continues to be successful in seeing men's lives changed by this tremendous discipleship ministry. We will be promoting this program during our upcoming Men's Retreat.
- Men's Leadership Team Meeting: A meeting is planned for 2/24. At this meeting, we will discuss the Men's Retreat and schedule breakfasts, activities, and outreach opportunities.
- Men's Bible Studies:
  - Saturday mornings from 8:00 AM 10:00 AM, Don Panto will be starting Francis Chan's video series called "Forgotten God" on 2/19.
  - Thursday mornings from 6:15 AM 7:30 AM, Dave VanWinkle is leading a study on the book of Romans.
- Women's Ministry: Investigated some outreach opportunities that the women would like to take part of and discussed these with Emma. Praise the Lord; the women's ministry team continues to reach out in physical and spiritual ways outside the walls of our church.

### **Discipleship Support**

Kinship: Praise the Lord for the good reports we are receiving from the groups. We are still updating all
the group stats in an attempt to understand where we are and what we have available for new people who
want to join.

### Other:

- Consistently meeting with several individual men to counsel and encourage.
- Preached several times.
- Filled in for Pastor Jason's Sunday School Class while he preached.
- Continued to work through my TNARS, THE210 Should complete this course this coming week.
- Did several hospital visitations.

Respectfully Submitted,

Dick Bickings,

Pastor of Discipleship

Attachment #4

### **Student Ministries Report – January 2011**

"O Jesus, take my bent away
For thinking much of me,
And kill my pride, and from this day
With mercy make me free.

O Jesus, grant the gift to see The treasure that you are, And as the night eclipses me, O be my Morning Star.

And now if I should serve, or lead,
Or give, or mercy show,
O Jesus, let my love be freed,
And like a river flow.

O Jesus, be the treasure of My heart and all I do, And may the river of my love Alone make much of you."

- John Piper

I found this poem the other day and it has become my prayer and theme right now. I want to think of Jesus more than myself. I want to treasure Jesus more than what others at church think about me right now. I want Jesus to kill my pride so I can be freed to love humbly, even those who are angry with us as leadership right now. I want the river of my love to make much of our Savior.

Join me in this endeavor brothers.

### **Activities**

### Sno Glo

This was an awesome year for Sno Glo - both middle school and high school weekends were excellent! The students were taught 1 Peter, and it was solid Biblical teaching – First week was Kevin Skaer, and the second week was Tom Allen. Reilly led us in worship, and they always do an excellent job keeping the focus on Christ and not themselves, and they know how to rock as well ©

And to top it off, we had snow both weekends.

As Sno Glo always is, this was an excellent opportunity to spend time with students, just talking as well as engaging in activities.

### **Teaching**

### Middle School

Going through a series on Authority, and moving into discussing spiritual warfare now.

### • High School

We are still moving through Esther, but with the snow cancellations we still have a couple weeks left in Esther. It has been a good study.

### · Sunday School

Don Panto and I are rotating months for teaching the high school students each week. This allows me to stagger my preaching and Sunday school teaching. I also have interest from Tom Galloway, who filled in for me and did an excellent job. He will begin teaching once a month or so for now.

### Preaching

Going through 1 John has been excellent, and I am beginning to study for the next 2 sermons. I like how black and white John is. It is refreshing yet challenging all at the same time.

### Shepherding

- The other pastors and I are constantly in prayer, seeking God's wisdom as we navigate through this very challenging time as a church. I really believe God is being glorified as we press hard after Christ and continue to build His kingdom. There are a lot of struggles now, and we must shepherd those who are confused, those who are leaving, and those who are completely on board with what God is doing. We began keeping track of who has mentioned they are thinking of leaving Ebenezer, those who have told us they are definitely leaving, and some we suspect are struggling. This is so we might follow up in a loving way and preserve this body as best as we can.
- Met with an elder for mutual encouragement and edification
- Had a good student leadership meeting and Bible study. Looking at starting a video series
  with them this month on being a student leader.
- Met with a guy who teaches at Ebenezer for mutual encouragement and to get to know him more
- Had a second mentoring meeting to cast the vision of this mentoring ministry to another group of adults in the church. We are planning on beginning to match up mentors and mentees starting Feb. 19<sup>th</sup>.

### Staff

- Went with Heather and a couple youth pastors to a Lunch where we learned more about YSPallooza, which is coming up in March and where we are taking most of our staff for training.
- We are going through a book that is spurring us to look deep inside at our own leadership and our integrity

### **Other**

- Attended and participated in Lehigh Valley Unite, our gathering of local youth pastors.
- Meeting monthly with another youth pastor to mentor him over the next year
- Met with a student who wanted to interview me for a project on what a pastor's calling looks like. That was neat to share my experience of how God called me into ministry.
- Met with 2 different college students to continue the relationship and see how they are doing after high school
- Had a lengthy conversation with Josh Allen from the Las Cruces church as we prepare and plan for our summer missions trip there.
- Met with the guy who took over the youth ministry at my last church for a time to share and encourage one another. Glad to hear God is still working in student's lives there.
- Had coffee with 2 pastors from Church on the Rock. It was a blessing to get to know them a bit, and they helped me think through our mentoring match-up meeting we are looking to have later this month.
- Attended and participated in the Annual Congregational Meeting.
- Working (very slowly) through Old Testament Introduction Class at Reformed Baptist Seminary.

Respectfully Submitted, Mark Culton