



## Board of Elders Meeting April 11, 2011

### Roll Call –

- Shawn VanDoren, Mike Capaldi, Shawn Sommons, Wayne Batten, Andy Brimer, Pastor Jason Hoy, Pastor Dick Bickings, Pastor Mark Culton all present.
- Pastor Jason Hoy welcomed Shawn VanDoren to the Board of Elders.

### Articles or Faith Review –

Pastor Dick reviewed Article #5 – God the Holy Spirit. (Attachment #1)

### Prayer –

The men shared in a time of thanksgiving and prayer.

### Approval of Minutes –

**Motion** was made to approve the minutes from the March 28<sup>th</sup>, 2011 Board of Elders Meeting, seconded and approved.

### Financial Report –

- Andy Brimer & Mike Capaldi (co-Treasurers) reviewed the April Financial Report. (Attachment #2)
- **Motion** was made to approve the report as written, seconded and approved.
- Financial Report from February was amended. (Attachment #3)
- A Finance Committee meeting is scheduled for April 21<sup>st</sup>, 2011 where several items will be discussed and reported back to the Board of Elders.

### Pastoral Reports –

- Interim Senior Pastor – Jason Hoy reviewed the attached report. (Attachment #4)
- Youth Pastor – Mark Culton reviewed the attached report. (Attachment #5)
  - Action: It is recommended that we provide Mark with ample time to share his vision for Youth Ministries (Orange) at the upcoming Elders retreat.
- Pastor of Discipleship – Dick Bickings reviewed the attached report. (Attachment #6)
  - Dick asked for input on next steps for Women's Ministry. The Board provided feedback in anticipation of Dick's next meeting with WM leaders.
  - Dick reviewed a request to attend a Bethel Series for Men training by Jason Lee. Dick would accompany Jason and the training would allow them to bring the program back to Ebenezer and train others to lead it. The Board agreed that the training is worthwhile and fits well with our current bible education programs. The Board agreed to support the program using budgeted funds. Total cost for the training including travel will be approximately \$2600.

### Discussion Items –

- 1) Two Services Feedback: The men discussed the initial response to two services. While it is still early, the general feedback has been positive. We will continue to monitor the situation.
- 2) Special Congregational Meeting Feedback: At the point of this meeting only 24 hours post-congregational meeting, the general sense was that the meeting was productive and that the dialogue about the conference vote on Minister Qualifications (divorce) was helpful to those in attendance.

- 3) Annual Conference Vote: **Motion** was made to vote yes on the following resolution which will be voted on at the BFC Annual Conference on April 27, 2011, seconded and approved.

*Resolved, that the following revision be adopted at Second Reading:*

*§204-2.3 (6) Because of the qualifications and dignity of the position of minister, when considering a man for ordination, the Ministerial Candidate and the Credentials Committees shall give careful consideration to ensure that a man who has been divorced or who has married a divorced woman has Biblically resolved the issues in family, the church, and community raised by the divorce, demonstrated since the divorce stability of character and is presently characterized as above reproach, and if married, faithful to and exclusively committed to his wife.*

- 4) By-Laws Review Update: Wayne Batten reported that the By-Laws review is near completion and currently awaiting responses from Pastors Hoy & Bickings.
- 5) Ministry Strategy: Andy Brimer led a brief discussion on our ministry strategy expressing a desire for us to spend time at the Elders retreat further pondering and discussing this important topic. After some preliminary dialogue about the subject, the Board agreed to address it during the upcoming Elder retreat in June.
- 6) National Day of Prayer: Mike Capaldi requested that we promote the 60<sup>th</sup> Observance of the National Day of Prayer scheduled for Thursday, May 5<sup>th</sup>. He requested a bulletin insert be provided along with an announcement and other communication tools utilized in order to highlight prayer gatherings that day in the community. The Board agreed and Mike will take the lead to implement these actions.
- 7) The Elders Retreat is confirmed for June 17-18, 2011. Among aforementioned topics, we will also begin the process of discussing the next steps of our Senior Pastor situation.
- 8) Membership Discussion: A brief and general discussion about membership took place regarding upcoming classes and pending applicants.

#### **Committee Reports –**

- Evangelism: There is a 'Share Your Faith' Workshop on May 21, 2011 and EV2 will be offered as an adult elective on Sunday mornings in the Summer semester (2<sup>nd</sup> half). Shawn VanDoren is also going to meet with Andy Brimer to discuss integration with Networking and Assimilation.
- Missions: Wayne Batten provided a brief update regarding a congregant's participation in a mission organization that we support.
- Pastoral Relations Committee: The PRC met with the Pastors individually to provide them with an evaluation for their work in 2010. The reviews were very positive and worthwhile for all. We also met with the non-pastoral staff and that session was also very positive and productive. In all cases, the PRC recognizes the strong work that the team is doing at Ebenezer and we sincerely thank them for it.
- Worship: No formal report, but the two services has definitely helped out the worship teams and Jennie Flicker.

#### **Adjournment-**

The meeting was closed with a word of prayer.

Respectfully submitted,

  
Mike Capaldi  
Secretary to the Board of Elders

## **Article 5: God the Holy Spirit**

**5-1** The eternal<sup>1</sup> Holy Spirit, proceeding from the Father and the Son,<sup>2</sup> is of the same substance and equal in power and glory with the Father and the Son. By Him the prophets were moved to speak the Word of God, and all writers of the Holy Scriptures were inspired to record infallibly the mind and will of God.<sup>3</sup> He is the only efficient agent in the application of redemption. He convicts men of sin, of righteousness, and of judgment,<sup>4</sup> moves them to repentance, and regenerates<sup>5</sup> them by His grace, enabling them to embrace Jesus Christ by faith.

**5-2** The Holy Spirit indwells all true believers, baptizing them into one body, of which Christ is the head.<sup>6</sup> He, the divine Comforter, Intercessor, and Advocate, empowers the believer for service.<sup>7</sup>

<sup>1</sup> Who through the eternal Spirit offered himself unblemished to God (Heb.9:14b).

<sup>2</sup> And I will ask the Father, and he will give you another Counselor to be with you forever - But the Counselor, the Holy Spirit, whom the Father will send in my name, will teach you all things and will remind you of everything I have said to you (John 14:16,26).

<sup>3</sup> For prophecy never had its origin in the will of man, but men spoke from God as they were carried along by the Holy Spirit (2Pe.1:21).

<sup>4</sup> But I tell you the truth: It is for your good that I am going away. Unless I go away, the Counselor will not come to you; but if I go, I will send him to you. When he comes, he will convict the world of guilt in regard to sin and righteousness and judgment: in regard to sin, because men do not believe in me; in regard to righteousness, because I am going to the Father, where you can see me no longer; and in regard to judgment, because the prince of this world now stands condemned (John 16:7-11).

<sup>5</sup> Jesus answered, "I tell you the truth, no one can enter the kingdom of God unless he is born of water and the Spirit (John 3:5).

<sup>6</sup> For we were all baptized by one Spirit into one body—whether Jews or Greeks, slave or free—and we were all given the one Spirit to drink (1Cor.12:13).

<sup>7</sup> But you will receive power when the Holy Spirit comes on you; and you will be my witnesses in Jerusalem, and in all Judea and Samaria, and to the ends of the earth (Acts 1:8).

April 10, 2011

To: Board of Elders  
From: Treasurers, Mike Capaldi & Andy Brimer  
Subject: Financial Report for March, 2011

Attached you will find the following documents as our submission for the March 2011 Financial Report:

- March Financial Statement
- March YTD Financial Statement
- Four graphs representing the following:
  1. Income compared to budget
  2. Expenses compared to budget
  3. Income trends in relation to expense trends
  4. Asset trends

In reviewing the financial statements we would like to make the following comments:

- Giving for March was 89% of budget forecast. We are 96% YTD.
- Expenses for March were 96% of budget forecast. We are 98% YTD.
- With Q1 now completed, we remain overall positive about the financial situation at Ebenezer; however do recommend we remain diligent in assessing major financial decisions in the coming months to ensure that our giving stabilizes.

# EBENEZER BIBLE FELLOWSHIP CHURCH - MARCH 2010 FINANCIAL STATEMENT

## BALANCE SHEET

ASSETS	31-Mar-10	28-Feb-10	\$ Change
<b>Assets - Checking/Savings</b>			
18000 · Checking (KNBT)	413,774.16	412,077.66	1,696.50
18001 · CDs (KNBT)	66,305.83	66,305.83	0.00
19000 · Savings (M&T Bank)	116,054.87	116,028.16	26.71
19001 · Checking (M&T Bank)	26,085.90	33,244.86	-7,158.96
<b>Total Checking/Savings</b>	<b>622,220.76</b>	<b>627,656.51</b>	<b>-5,435.75</b>

<b>TOTAL ASSETS</b>	<b>622,220.76</b>	<b>627,656.51</b>	<b>-5,435.75</b>
---------------------	-------------------	-------------------	------------------

## LIABILITIES

### Current Liabilities

901 · Building Fund	70,013.86	68,720.86	1,293.00
902 · Capital Improvements	6,091.15	14,640.00	-8,548.85
903 · Transportation Fund	15,273.00	14,640.00	633.00
904 · Scholarship Fund	712.53	1,307.48	-594.95
905 · Faith Promise	20,845.22	19,590.22	1,255.00
907 · Benevolence Fund	22,719.19	16,243.74	6,475.45
908 · Music Fund	974.45	974.45	0.00
910 · Angel Food Ministries	1,049.46	1,049.46	0.00
911 · Year End Accruals	3,138.84	3,138.84	0.00
912 · Run For The Children	700.23	700.23	0.00
914 · HRA	8,605.45	8,759.77	-154.32
100 · Payroll Liabilities	5,757.97	5,727.76	30.21
<b>Total Current Liabilities</b>	<b>155,884.31</b>	<b>155,492.81</b>	<b>391.50</b>

### Long Term Liabilities

810 · Mortgage	0.00	0.00	0.00
<b>Total Long Term Liabilities</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
<b>Total Liabilities</b>	<b>155,884.31</b>	<b>155,492.81</b>	<b>391.50</b>

## EQUITY

900 · Retained Earnings	888,339.69	889,431.25	-1,091.56
<b>Net Income</b>	<b>-14,124.44</b>	<b>-9,604.71</b>	<b>-4,519.73</b>
1000 · Opening Bal Equity	-407,878.80	-407,878.80	0.00
<b>Total Equity</b>	<b>466,336.45</b>	<b>471,947.74</b>	<b>-5,611.29</b>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>622,220.76</b>	<b>627,440.55</b>	<b>-5,219.79</b>

Treasurer

## GENERAL FUND - BUDGET VS. ACTUAL

Income	March	Budget	Variance
1100 · Offerings / Gifts	68,308.93	75,833.33	-7,524.40
1400 · Interest	0.00	150.00	-150.00
1700 · Memorials	0.00	100.00	-100.00
1900 · BCS / Bldg Use	846.25	576.17	270.08
<b>Total Income</b>	<b>69,155.18</b>	<b>76,659.50</b>	<b>-7,504.32</b>

Expense	March	Budget	Variance
2000 · General Finance	366.17	3,973.33	-3,607.16
3000 · Discipleship	2,329.26	2,960.00	-630.74
5000 · Evangelism	203.18	283.33	-80.15
6000 · Missions	16,761.69	11,454.17	5,307.52
7000 · Deacon	11,903.21	9,174.17	2,729.04
8000 · Worship	82.13	654.17	-572.04
9000 · Office Expenses	2,002.83	1,849.17	153.66
10000 · Congregational Care	136.72	400.00	-263.28
11000 · Compensation	38,781.11	45,911.16	-7,130.05
<b>Total Expense</b>	<b>72,566.30</b>	<b>76,659.50</b>	<b>-4,093.20</b>

<b>Net Ordinary Income</b>	<b>-3,411.12</b>	<b>0.00</b>	<b>-3,411.12</b>
<b>Net Fund Transfer between Accts.</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
<b>Net Income</b>	<b>-3,411.12</b>	<b>0.00</b>	<b>-3,411.12</b>

## DESIGNATED FUNDS

	Income	Expenses	Net
901 · Building Fund	1,293.00	0.00	1,293.00
903 · Transportation Fund	420.00	0.00	420.00
904 · Scholarship Fund	257.55	852.50	-594.95
905 · Faith Promise	2,255.00	1,000.00	1,255.00
907 · Benevolence Fund	8,604.05	2,128.60	6,475.45
908 · Music Fund	0.00	0.00	0.00

## OTHER LIABILITY ACCOUNTS

902 · Capital Improvements	0.00	8,548.85	-8,548.85
910 · Angel Food Ministries	0.00	0.00	0.00
911 · Year End Accruals	0.00	1,091.56	-1,091.56
912 · Run For The Children	0.00	0.00	0.00
914 · HRA	0.00	154.32	-154.32
<b>Total Current Liabilities</b>	<b>12,829.60</b>	<b>13,775.83</b>	<b>-946.23</b>
(Income/Expenses without transfers)	0.00	13,775.83	-13,775.83

# EBENEZER BIBLE FELLOWSHIP CHURCH - MARCH YTD 2010 FINANCIAL STATEMENT

## BALANCE SHEET

ASSETS	31-Mar-11	31-Dec-10 \$ Change
<b>Assets - Checking/Savings</b>		
18000 · Checking (KNBT)	413,774.16	3,698.24
18001 · CDs (KNBT)	66,305.83	0.00
19000 · Savings (M&T Bank)	116,054.87	-24,942.70
19001 · Checking (M&T Bank)	26,085.90	14,240.21
<b>Total Checking/Savings</b>	<b>622,220.76</b>	<b>-7,004.25</b>

**TOTAL ASSETS** 622,220.76 629,225.01 -7,004.25

## LIABILITIES

### Current Liabilities

901 · Building Fund	70,013.86	66,638.86	3,375.00
902 · Capital Improvements	6,091.15	10,338.00	-4,246.85
903 · Transportation Fund	15,273.00	14,555.00	718.00
904 · Scholarship Fund	712.53	3,602.41	-2,889.88
905 · Faith Promise	20,845.22	17,708.65	3,136.57
907 · Benevolence Fund	22,719.19	14,198.34	8,520.85
908 · Music Fund	974.45	1,136.45	-162.00
910 · Angel Food Ministries	1,049.46	0.00	1,049.46
911 · Year End Accruals	3,138.84	1,049.46	2,089.38
912 · Run For The Children	700.23	11,542.09	-10,841.86
914 · HRA	8,605.45	700.23	7,905.22
100 · Payroll Liabilities	5,757.97	125.77	5,632.20
<b>Total Current Liabilities</b>	<b>155,884.31</b>	<b>147,672.56</b>	<b>8,211.75</b>

### Long Term Liabilities

810 · Mortgage	0.00	0.00	0.00
<b>Total Long Term Liabilities</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
<b>Total Liabilities</b>	<b>155,884.31</b>	<b>147,672.56</b>	<b>8,211.75</b>

## EQUITY

900 · Retained Earnings	888,339.69	855,140.44	33,199.25
<b>Net Income</b>	<b>-14,124.44</b>	<b>34,290.81</b>	<b>-48,415.25</b>
1000 · Opening Bal Equity	-407,878.80	-407,878.80	0.00
<b>Total Equity</b>	<b>466,336.45</b>	<b>481,552.45</b>	<b>-15,216.00</b>

## TOTAL LIABILITIES & EQUITY

<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>622,220.76</b>	<b>629,225.01</b>	<b>-7,004.25</b>
---------------------------------------	-------------------	-------------------	------------------

Treasurer

## GENERAL FUND - BUDGET vs. ACTUAL

	March YTD	Budget	Variance	% BGT YTD
<b>Income</b>				
1100 · Offerings / Gifts	217,933.22	227,499.99	-9,566.77	96%
1400 · Interest	59.04	450.00	-390.96	13%
1700 · Memorials	0.00	300.00	-300.00	0%
1900 · BCS / Bldg Use	1,998.75	1,728.51	270.24	0%
<b>Total Income</b>	<b>219,991.01</b>	<b>229,978.50</b>	<b>-9,987.49</b>	<b>96%</b>

<b>Expense</b>				
2000 · General Finance	13,633.74	11,919.99	1,713.75	114%
3000 · Discipleship	6,581.82	8,880.00	-2,298.18	74%
5000 · Evangelism	203.18	849.99	-646.81	24%
6000 · Missions	34,626.69	34,362.51	264.18	101%
7000 · Deacon	33,656.22	27,522.51	6,133.71	122%
8000 · Worship	1,270.72	1,962.51	-691.79	65%
9000 · Office & Admin	4,148.96	5,547.51	-1,398.55	75%
10000 · Congregational Care	236.72	1,200.00	-963.28	20%
11000 · Compensation	130,648.79	137,733.48	-7,084.69	95%
<b>Total Expense</b>	<b>225,006.84</b>	<b>229,978.50</b>	<b>-4,971.66</b>	<b>98%</b>

**Net Ordinary Income**

**Net Fund Transfer between Accts.**

**Net Income**

## DESIGNATED FUNDS

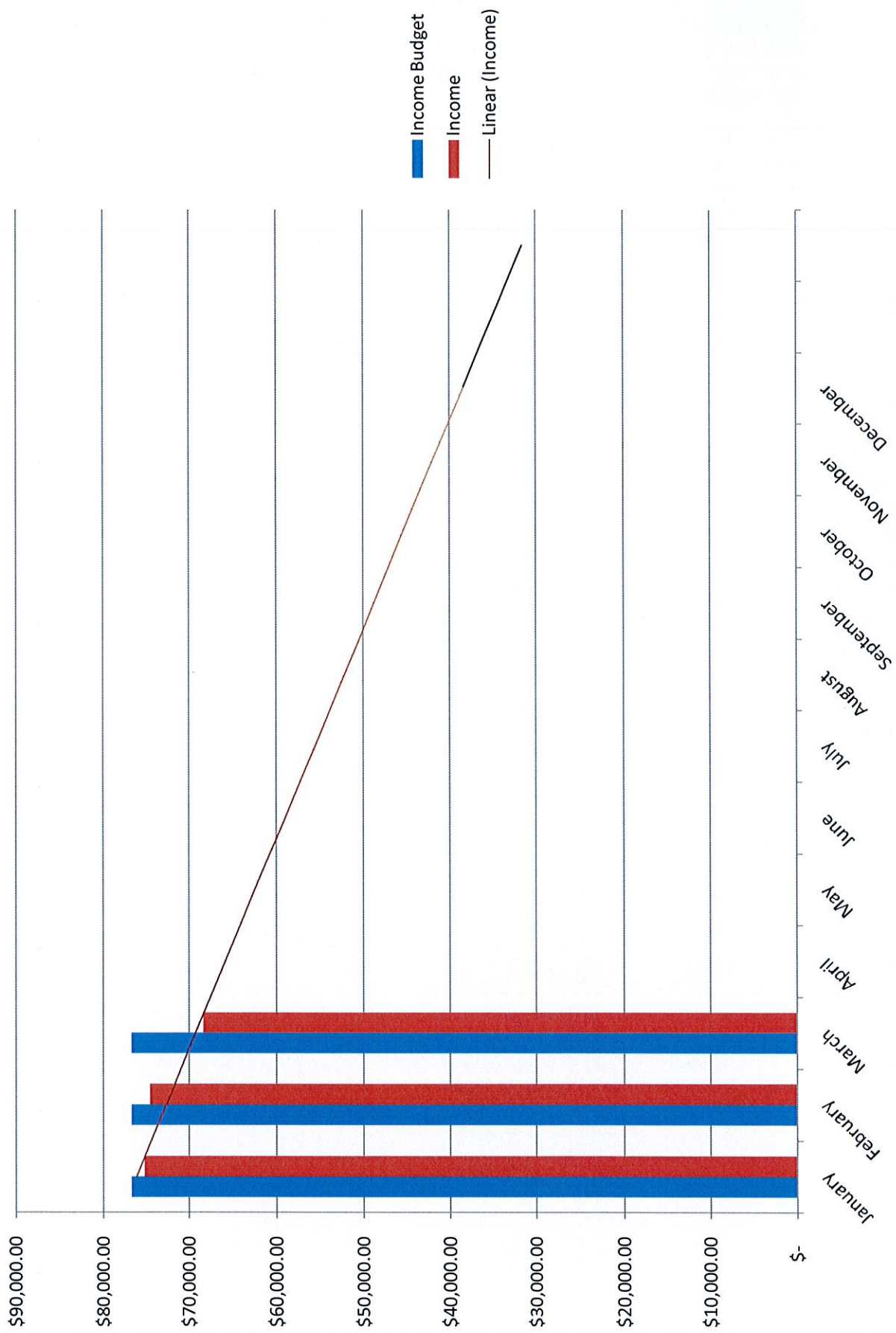
	Income	Expenses	Net
901 · Building Fund	3,375.00	0.00	3,375.00
903 · Transportation Fund	718.00	903.00	-185.00
904 · Scholarship Fund	1,955.62	4,845.50	-2,889.88
905 · Faith Promise	4,136.57	1,000.00	3,136.57
907 · Benevolence Fund	12,480.15	3,959.30	8,520.85
908 · Music Fund	0.00	162.00	-162.00

## OTHER LIABILITY ACCOUNTS

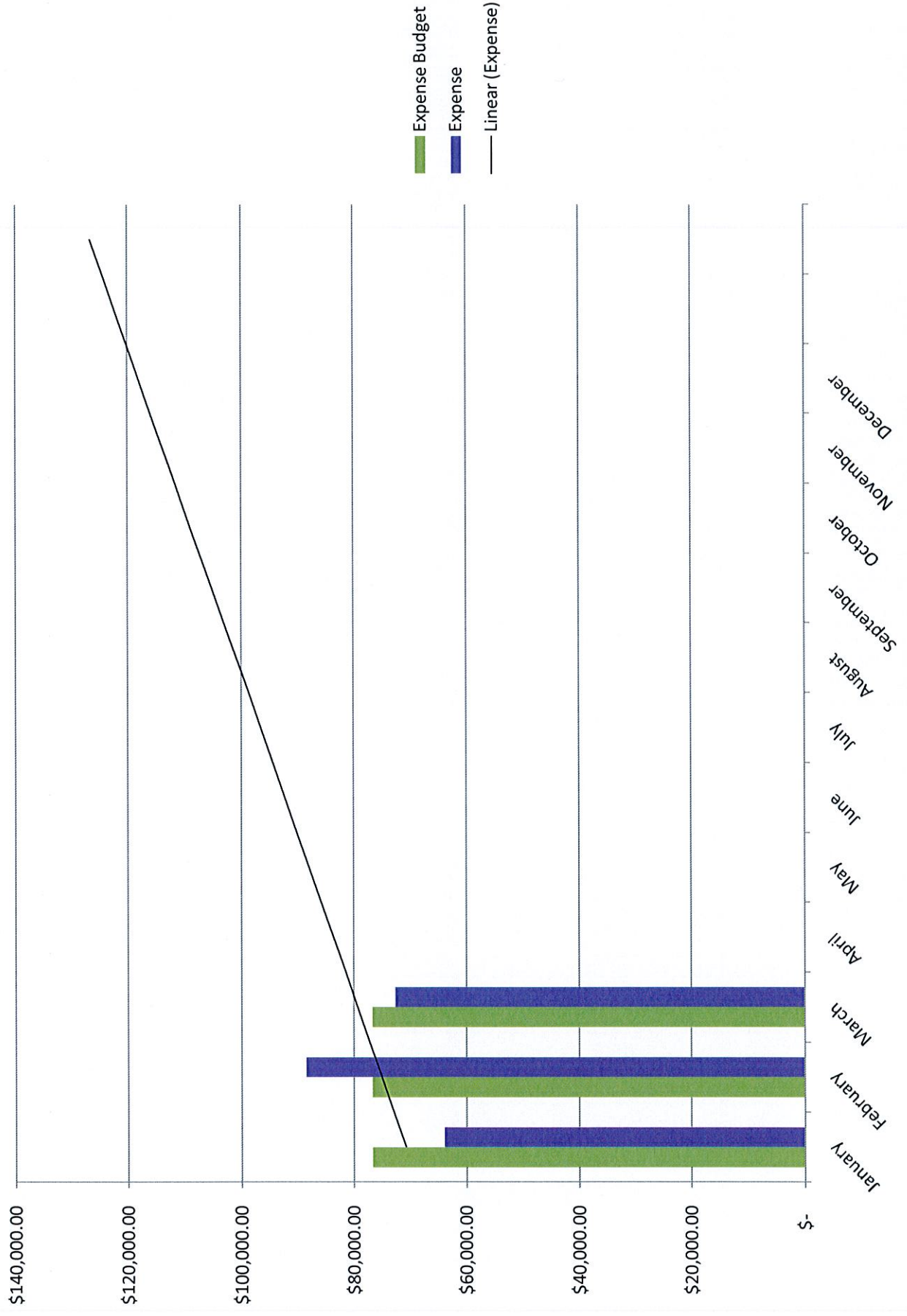
902 · Capital Improvements	5,100.00	9,346.85	-4,246.85
910 · Angel Food Ministries	0.00	0.00	0.00
911 · Year End Accruals	0.00	9,494.81	-9,494.81
912 · Run For The Children	0.00	0.00	0.00
914 · HRA	8,000.00	720.32	7,279.68
<b>Total Current Liabilities</b>	<b>35,765.34</b>	<b>30,431.78</b>	<b>5,333.56</b>
(Income/Expenses without transfers)	0.00	18,190.83	-18,190.83



# 2011 Income/Budget

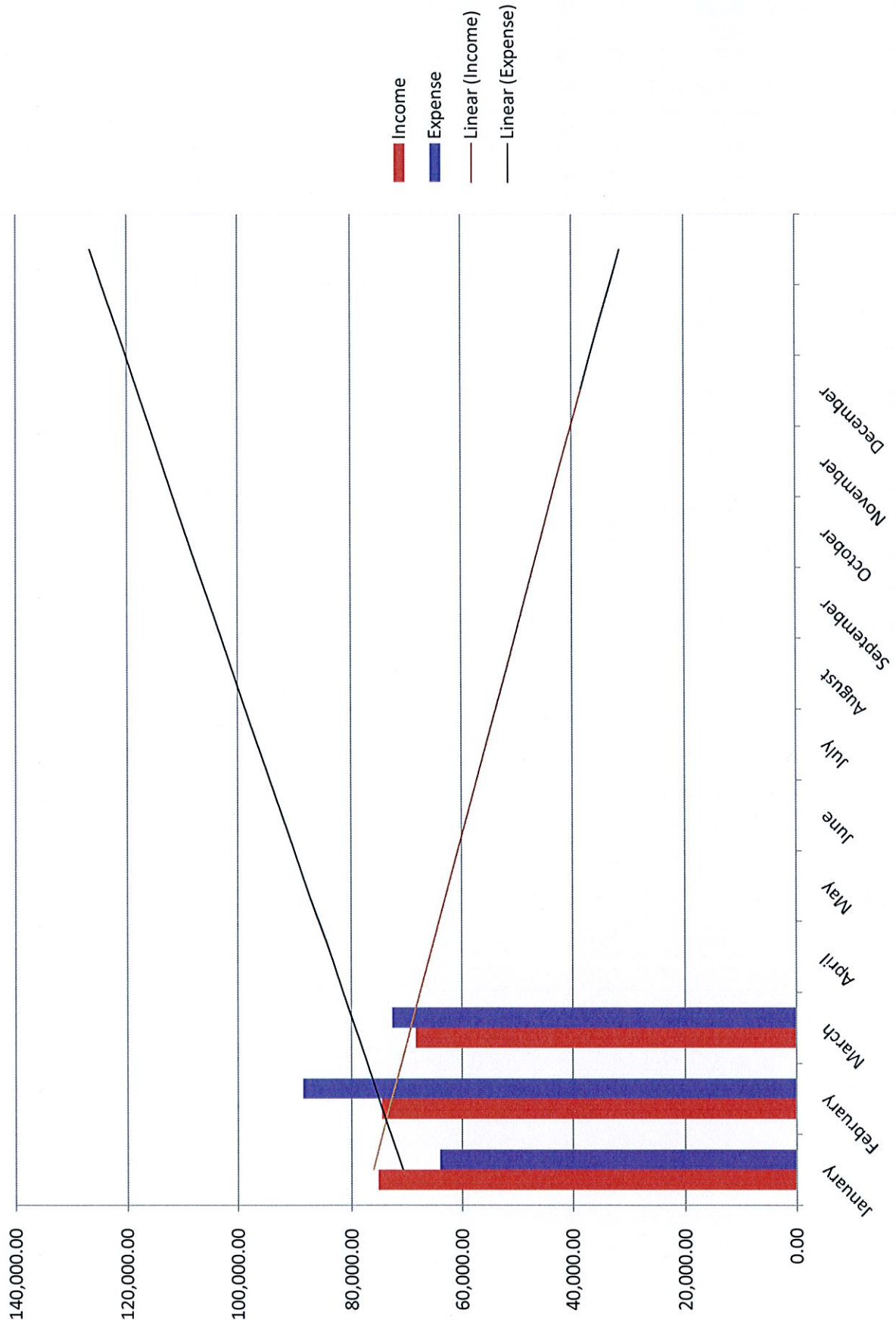


## 2011 Expenses/Budget

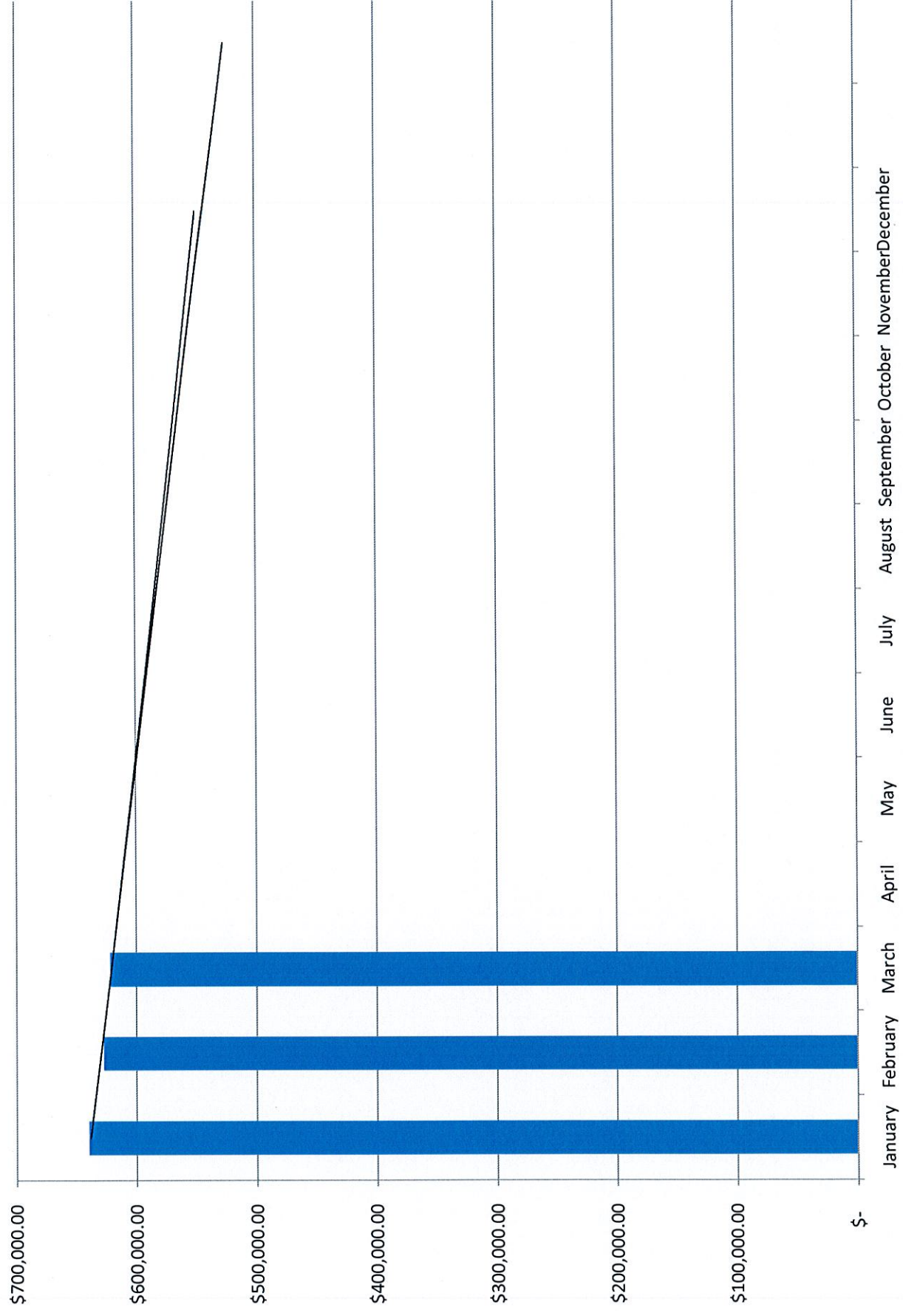




## 2011 Income/Expenses



## 2011 Assets



*Amended 4/10/11*

# EBENEZER BIBLE FELLOWSHIP CHURCH - FEBRUARY 2010 FINANCIAL STATEMENT

*Attachment # 3*

## GENERAL FUND - BUDGET vs. ACTUAL

## BALANCE SHEET

ASSETS	28-Feb-11	31-Jan-11	\$ Change	February	Budget	Variance
<b>Assets - Checking/Savings</b>						
18000 · Checking (KNBT)	412,077.66	421,237.74	-9,160.08	74,472.99	75,833.33	-1,360.34
18001 · CDs (KNBT)	66,305.83	66,305.83	0.00	0.00	150.00	-150.00
19000 · Savings (M&T Bank)	116,028.16	116,028.16	0.00	0.00	100.00	-100.00
19001 · Checking (M&T Bank)	33,244.86	36,126.48	-2,881.62	576.25	576.17	0.08
<b>Total Checking/Savings</b>	<b>627,656.51</b>	<b>639,698.21</b>	<b>-12,041.70</b>	<b>75,049.24</b>	<b>76,659.50</b>	<b>-1,610.26</b>
<b>TOTAL ASSETS</b>	<b>627,656.51</b>	<b>639,698.21</b>	<b>-12,041.70</b>			
<b>LIABILITIES</b>						
<b>Current Liabilities</b>						
901 · Building Fund	68,720.86	67,758.86	962.00	7,063.10	3,973.33	3,089.77
902 · Capital Improvements	14,640.00	15,438.00	-798.00	2,981.93	2,960.00	21.93
903 · Transportation Fund	14,640.00	14,713.00	-73.00	0.00	283.33	-283.33
904 · Scholarship Fund	1,307.48	1,780.92	-473.44	17,865.00	11,454.17	6,410.83
905 · Faith Promise	19,590.22	18,725.22	865.00	9,349.36	9,174.17	175.19
907 · Benevolence Fund	16,243.74	15,365.64	878.10	405.64	654.17	-248.53
908 · Music Fund	974.45	974.45	0.00	1,153.00	1,849.17	-696.17
910 · Angel Food Ministries	1,049.46	1,049.46	0.00	0.00	400.00	-400.00
911 · Year End Accruals	3,138.84	3,138.84	0.00	49,663.64	45,911.16	3,752.48
912 · Run For The Children	700.23	700.23	0.00	88,481.67	76,659.50	11,822.17
914 · HRA	8,759.77	9,325.77	-566.00			
100 · Payroll Liabilities	5,727.76	5,344.69	383.07			
<b>Total Current Liabilities</b>	<b>155,495.77</b>	<b>154,318.04</b>	<b>1,177.73</b>	<b>-13,432.43</b>	<b>0.00</b>	<b>-13,432.43</b>
<b>Long Term Liabilities</b>				<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
810 · Mortgage	0.00	0.00	0.00			
<b>Total Long Term Liabilities</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>-13,432.43</b>	<b>0.00</b>	<b>-13,432.43</b>
<b>EQUITY</b>						
900 · Retained Earnings	889,431.25	889,431.25	0.00			
<b>Net Income</b>	<b>-9,604.71</b>	<b>3,827.72</b>	<b>-13,432.43</b>			
1000 · Opening Bal Equity	-407,878.80	-407,878.80	0.00			
<b>Total Equity</b>	<b>471,947.74</b>	<b>485,380.17</b>	<b>-13,432.43</b>			
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>627,443.51</b>	<b>639,698.21</b>	<b>-12,254.70</b>			
<b>DESIGNATED FUNDS</b>						
<b>Income</b>						
901 · Building Fund	962.00	0.00	0.00			
903 · Transportation Fund	140.00	903.00	-763.00			
904 · Scholarship Fund	719.56	1,193.00	-473.44			
905 · Faith Promise	865.00	0.00	865.00			
907 · Benevolence Fund	1,833.10	955.00	878.10			
908 · Music Fund	0.00	0.00	0.00			
<b>OTHER LIABILITY ACCOUNTS</b>						
902 · Capital Improvements	0.00	798.00	-798.00			
910 · Angel Food Ministries	0.00	0.00	0.00			
911 · Year End Accruals	0.00	0.00	0.00			
912 · Run For The Children	0.00	0.00	0.00			
914 · HRA	0.00	566.00	-566.00			
<b>Total Current Liabilities</b>	<b>4,519.66</b>	<b>4,415.00</b>	<b>104.66</b>			
(Income/Expenses without transfers)	0.00	4,415.00	-4,415.00			
<b>Treasurer</b>						



# EBENEZER BIBLE FELLOWSHIP CHURCH - FEBRUARY YTD 2010 FINANCIAL STATEMENT

## BALANCE SHEET

## GENERAL FUND - BUDGET vs. ACTUAL

ASSETS	28-Feb-11	31-Dec-10	\$ Change	Income	Feb YTD	Budget	Variance	% BGT YTD
<b>Assets - Checking/Savings</b>								
18000 · Checking (KNBT)	412,077.66	410,075.92	2,001.74	1100 · Offerings / Gifts	149,624.29	151,666.66	-2,042.37	99%
18001 · CDs (KNBT)	66,305.83	66,305.83	0.00	1400 · Interest	59.04	300.00	-240.96	20%
19000 · Savings (M&T Bank)	116,028.16	140,997.57	-24,969.41	1700 · Memorials	0.00	200.00	-200.00	0%
19001 · Checking (M&T Bank)	33,244.86	11,845.69	21,399.17	1900 · BCS / Bldg Use	1,152.50	1,152.34	0.16	0%
Total Checking/Savings	<b>627,656.51</b>	<b>629,225.01</b>	<b>-1,568.50</b>	<b>Total Income</b>	<b>150,835.83</b>	<b>153,319.00</b>	<b>-2,483.17</b>	<b>98%</b>

<b>TOTAL ASSETS</b>	<b>627,656.51</b>	<b>629,225.01</b>	<b>-1,568.50</b>	<b>Expense</b>				
<b>LIABILITIES</b>				2000 · General Finance	13,267.57	7,946.66	5,320.91	167%
<b>Current Liabilities</b>				3000 · Discipleship	4,252.56	5,920.00	-1,667.44	72%
901 · Building Fund	68,720.86	66,638.86	2,082.00	5000 · Evangelism	0.00	566.66	-566.66	0%
902 · Capital Improvements	14,640.00	10,338.00	4,302.00	6000 · Missions	17,865.00	22,908.34	-5,043.34	78%
903 · Transportation Fund	14,640.00	14,555.00	85.00	7000 · Deacon	21,753.01	18,348.34	3,404.67	119%
904 · Scholarship Fund	1,307.48	3,602.41	-2,294.93	8000 · Worship	1,188.59	1,308.34	-119.75	91%
905 · Faith Promise	19,590.22	17,708.65	1,881.57	9000 · Office & Admin	2,146.13	3,698.34	-1,552.21	58%
907 · Benevolence Fund	16,243.74	14,198.34	2,045.40	10000 · Congregational Care	100.00	800.00	-700.00	13%
908 · Music Fund	974.45	1,136.45	-162.00	11000 · Compensation	91,867.68	91,822.32	45.36	100%
910 · Angel Food Ministries	1,049.46	1,049.46	0.00	<b>Total Expense</b>	<b>152,440.54</b>	<b>153,319.00</b>	<b>-878.46</b>	<b>99%</b>
911 · Year End Accruals	3,138.84	11,542.09	-8,403.25					
912 · Run For The Children	700.23	700.23	0.00	<b>Net Ordinary Income</b>	<b>-1,604.71</b>	<b>0.00</b>	<b>-1,604.71</b>	
914 · HRA	8,759.77	125.77	8,634.00	<b>Net Fund Transfer between Accts.</b>	<b>8,000.00</b>	<b>0.00</b>	<b>8,000.00</b>	
100 · Payroll Liabilities	5,727.76	6,074.34	-346.58	<b>Net Income</b>	<b>-9,604.71</b>	<b>0.00</b>	<b>-9,604.71</b>	
<b>Total Current Liabilities</b>	<b>155,495.77</b>	<b>147,672.56</b>	<b>7,823.21</b>					
<b>Long Term Liabilities</b>								
810 · Mortgage	0.00	0.00	0.00					
<b>Total Long Term Liabilities</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>					
<b>Total Liabilities</b>	<b>155,495.77</b>	<b>147,672.56</b>	<b>7,823.21</b>					

## DESIGNATED FUNDS

	Income	Expense	Net
901 · Building Fund	2,082.00	0.00	2,082.00
903 · Transportation Fund	298.00	903.00	-605.00
904 · Scholarship Fund	1,698.07	3,993.00	-2,294.93
905 · Faith Promise	1,881.57	0.00	1,881.57
907 · Benevolence Fund	3,876.10	1,830.70	2,045.40
908 · Music Fund	0.00	162.00	-162.00

## OTHER LIABILITY ACCOUNTS

	Income	Expense	Net
902 · Capital Improvements	5,100.00	798.00	4,302.00
910 · Angel Food Ministries	0.00	0.00	0.00
911 · Year End Accruals	0.00	8,403.25	-8,403.25
912 · Run For The Children	0.00	0.00	0.00
914 · HRA	8,000.00	566.00	7,434.00
<b>Total Current Liabilities</b>	<b>22,935.74</b>	<b>16,655.95</b>	<b>6,279.79</b>
(Income/Expenses without transfers)	0.00	4,415.00	-4,415.00

Treasurer

# INTERIM SR PASTOR REPORT

Elders Meeting – April 11, 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 (visitation, breakfast/lunches/dinners, phone calls, constant e-mail, one on one).
- Continue doing some intake counseling, some on-going marriage counseling.
- Continue doing the prayer sheet and occasionally attend the Wednesday afternoon prayer meetings.
- Continue contacting visitors and members/regular attendees.
- Lead Elder, Staff, and Pastoral Meetings.
- Constantly touch base with Pastor Mark and Pastor Dick regarding ministry
- Men's Group, Kinship (**Kevin and Amy Hardy plan on attending next Kinship meeting**), Sunday School class is going well.
- Enjoy Preaching and growth that is happening
- Met with Tom Shorb
- Attended Mission's Dinner
- Attended Men's Retreat
- Attended Regional BFC Pastor Ministerium

Goals for upcoming weeks:

- Pray and ponder for Palm Sunday and Easter Sermons, coordinate baptisms
- Set up next Sermon Series
- Finish BFC Ordination Exam
- Attend Annual Conference
- Spend some time in Ohio

Questions:



Student Ministries Report – March 2011

***Psalm 103:17-18 (ESV)***

**“But the steadfast love of the LORD is from everlasting to everlasting on those who fear him, and his righteousness to children’s children, to those who keep his covenant and remember to do his commandments.”**

What an awesome passage that lays out the purpose for every youth ministry – that the next generation would know the steadfast love of the LORD and respond to that love by keeping His commands.

That is my heart, and I am excited for how God is rekindling passion and purpose in our students, starting with our student leadership group.

Pray with me that God would continue to take us deeper as a student ministry, and that we would see more and more authentic disciples of Christ; teens that really experience the covenant love of our God.

**Activities**

- **Planet Wisdom**

We had a great trip down to DC for Planet Wisdom. We took almost 50 students (both MS and HS), and it was a good time of biblical training for our students as we focused on God’s attributes.

**Teaching**

- **Middle School**

Going through a series on spiritual warfare. I believe it is an interesting topic for students, and I want them to think about this more Biblically.

- **High School**

Just began a 3 week series on 1 Thessalonians. I chose this book because like Paul I want to commend the students for their faith yet urge them to go even deeper with God and each other.

- **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 Tom Galloway taking a Sunday every once in a while.

- **Preaching**

Now that I am not preaching near as much, I am trying to focus on getting other things in order, as some things have been on the back burner for a while.

### **Shepherding**

- Met with a youth family that is really struggling with their 2 teens. Counseled from God's Word and I am following up.
- Had two brief visits with Marianne Roth when picking up Steven.
- Met with other youth pastors to prepare for the 30 Hour Famine.
- Had breakfast with a college student to encourage him.
- Had lunch with a high school guy to encourage him.

### **Staff**

- Our staff attended a great training conference called "YS Palooza", which featured 2 days of excellent training on youth culture and ministry. It was a wonderful time of growth and discussion together.
- We are going through a good book ("Core Development") that is spurring us to look deep inside at our own leadership and our integrity

### **Other**

- Our New Mexico missions team has begun to meet and we are actively preparing
- Meeting monthly with another youth pastor to mentor him over the next year
- Had the opportunity to speak during chapel at LVCHS
- Spoke at BCS for their Spiritual Emphasis Week
- Had a meeting with Chris Hendrickson from Haycock Camp to talk about their camp and what they have to offer
- Met with the other BFC youth pastors for mutual encouragement
- Have enjoyed participating in the men's Bible study on the Holy Spirit
- Attended Men's Breakfast
- Participated in the 2<sup>nd</sup> Missions Sunday – moderating the panel and leading the students in a puppet presentation.
- Met with other youth pastors to discuss college ministry in our area.
- Met with a student who is working on a project about what youth ministry is like.
- Had a good meeting with the PRC for an annual review. I highly cherish the constructive criticism and encouragement I received there.
- Working through Old Testament Introduction Class at Reformed Baptist Seminary.

Respectfully Submitted,

Mark Culton

# POD (Pastor of Discipleship) Cast –Mar/Apr 2011

Recently, I have been reading the accounts of Ezra and Nehemiah and have been inspired by the way they overcame the obstacles in God's plan for their lives. If you will remember, both were tasked by God to rebuild something. For Ezra, it was the temple; for Nehemiah, the walls of Jerusalem. These were no easy tasks since they both had to inspire a group of despondent people who were returning from 70 years in Babylonian exile. To make matters worse, each had enemies who were bent on thwarting their efforts. What was it that spurred these men onward to reach their goals; to finish their tasks? In Nehemiah, we read how the opposition by God's enemies were very great, but Nehemiah and the project survived because of the following mindset,

***"And I said to the nobles and to the officials and to the rest of the people, 'The work is great and widely spread, and we are separated on the wall, far from one another.<sup>20</sup> In the place where you hear the sound of the trumpet, rally to us there. Our God will fight for us.'"*** (Neh 4:19–20 ESV)

I learned two valuable lessons from these godly men; 1) I should not be surprised if doing the will of God is fraught with opposition from those who are the enemies of God; 2) I should not hesitate to move forward with God's plans since they are accompanied by God's presence.

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

## Kids Crossing

- Cross Time: Here are some recent changes and needs in our Kid's Sunday School classes:
  - Chris Erland – stepped down as 4 yr-K assistant in Feb
  - Bruce & Karin Newell – stepped down as 5<sup>th</sup> grade teachers in Feb (temporarily replaced by Carol Burress/Jeff Mackoul (health leave effective immediately))
    - Carol Burress is teaching the 5<sup>th</sup> grade class during April. She will begin teaching the 3<sup>rd</sup> & 4<sup>th</sup> class in July after VBS (unless the Lissys want to fill in)
  - Sarah Hardy & Joyce Achey – stepped down as 1<sup>st</sup> & 2<sup>nd</sup> grade assistant in March
    - Dave & Kristen Lissy are helping in the 1<sup>st</sup> & 2<sup>nd</sup> grade class in May. After they become members, they will teach the 5<sup>th</sup> grade class in September
  - Marijana Wasser – maternity leave (possibly available again in 2012)
  - Maggie, Hannah Rose, & Melissa Griffin stepped down as 4 yr old-K assistants in March
  - Vicki Cowley – will be stepping down as 3<sup>rd</sup> & 4<sup>th</sup> grade teacher after May
  - Peggy McCormick – will be stepping down as 3<sup>rd</sup> & 4<sup>th</sup> grade assistant after May
  - Christie Waltenbaugh – will be stepping down as 4 yr-K assistant after August (maternity leave)
  - **So that leaves us with the following needs:**
    - 4 yr old-K assistant (even months) starting in October
    - 1<sup>st</sup> & 2<sup>nd</sup> grade assistant (odd months) starting in July (preferably 2 helpers)
    - 1<sup>st</sup> & 2<sup>nd</sup> grade assistant (even months) to help Randy & Pam Reinholz
    - Possible teacher/assistant for 3<sup>rd</sup> & 4<sup>th</sup> grade (even months) if Pam Panto resigns
    - 5<sup>th</sup> grade assistant for Carol Burress for the month of April (hopefully Jeff Mackoul will be back in June to help with the 3<sup>rd</sup> & 4<sup>th</sup> grade)
- VBS: With 2 ½ months away, Carol Burress is continuing to assemble her leadership team. Vicki Cowley and her team are beginning to collect the materials needed for the various props and decorations, and we are working on providing the best area to stage the bigger items.

- Children's Church: Our first weeks with the new service times have seen ~10 children attend the 11:30 service. We are still uncertain at this time if this is the best time for Children's Church until further assessment is made on the needs of each new service. However, the children who have attended after the recent change are basically the same children who had attended before the change.
- Wednesday Evening Programs: FaithWeaver Friends™ attendance has been down more recently and we are attempting to ascertain why. But praise the Lord, many kids are being influence through the biblically based curriculum, and the godly men and women who lead each segment of the evening. Especially exciting is the worship time in the beginning when the kids sing out with great fervor. We have begun an assessment of the FWF program and any "lessons learned" in our Kid's Crossing Leadership Team Meeting, and will continue this process even as the program ends for the summer.
- Victory Valley Summer Overnight Camp (July 17-23, 2011) & Day Camp (July 25-29, 2011): Plans are being made to promote this year's camp dates, which promises to be another great time of discipleship and fun for our children.

### Student Ministry

- See Pastor Mark's report.

### Adult Ministry

- Adult Electives:
  - The following Adult Electives are currently available through April 24: Daniel – Rich Mastronardo, Luke, Part 2 – Scott Holwick, Marriage – Pastor Jason Hoy, Grief Share – Shawn Sommons, and an open prayer time in room 4.
  - Beginning May 15, the following Adult Electives will be offered:
    - **Session 1: May 15 - June 26:** Membership (Dick Bickings), Luke (Scott Holwick), Hebrews (Mike Capaldi), Survey of The Bible (Rich Mastronardo), OT book (TBD)
    - **Session 2: July 10 - Aug 28:** EV2 (Shawn Van Doren/Pat Barry), Luke (Scott Holwick), Hebrews (Mike Capaldi), Survey of The Bible (Rich Mastronardo), OT book (TBD)
- Men's Ministry:
  - Men's Retreat (March 25-27, 2011): We had a blessed time of fellowship, food, worship, and biblically based teaching by Michael Pouliot. With 36 men in attendance, we learned the importance of becoming a disciple of Jesus Christ, which must aspire us to become a disciple maker for Christ as well.
  - BattleZone™: Through the promotion of the men's retreat, there are several groups beginning soon.
  - 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: Andy Brimer and I met with the Women's Leadership team on March 21 to discuss their ministry plans through the remainder of the ministry year (ends in May). They seem to be on track with the planning of their remaining events. We asked about how we could best support them and the responses seemed primarily focused on when were we going to replace Emma Kramer. We assured them that we would be discussing this in our upcoming elder's meetings and would report back at our next

meeting with them. One final item of note, Vicki Cowley has stepped up and done a great job volunteering her time to help with publicity and communications.

### **Discipleship Support**

- Kinship: There is one remaining group that has been directly affected by the recent departure of various families. This group, however, still meets together for fellowship though they are missing a leader. My plan is to allow them to continue to meet as they are for the remainder of the Kinship season (4 official meetings left), and provide a new leader for them in the fall.

### **Other:**

- Consistently meeting with several individual men to counsel and encourage.
- Met with a few more people throughout the month who were struggling because of the recent events in our church.
- Continued to work through my MDiv @ TNARS as time permits, and completed my THE210 Preaching class, and begin my next course, BS410 - NT Theology.

Respectfully Submitted,

Dick Bickings,

Pastor of Discipleship