



## Board of Elders Meeting May 9, 2016

### Roll Call & Prayer

- The following elders were present: Pat Barry, Wayne Batten, Dick Bickings, Andy Brimer, Mark Culton, Dennis Flanagan, Tim Gibson, Swannie Griffin, Kevin Hardy, Jeremy Harkins, Chris Jones, Byron Roth and Shawn Sommons.
- Scott Holwick was excused absent.
- Pastor Dick shared a devotional from **Ecclesiastes 9:18-10:1**. When it comes to fighting sin wisdom is an indispensable weapon. We are all in a battle against sin, and we can never let up or give up. Even a small secret sin can compromise our integrity and ruin us. We need to repent often and forsake our sins. Our sins hurt us as well as our families and the church that we shepherd. This is also a reason to do church discipline - dead flies floating around in the perfume will affect the entire batch. **Hebrews 12:4** - we need to resist sin no matter what the cost!  
**Galatians 6:7-10** - We will reap what we sow.
- The elders split up into pairs and spent time in prayer.

### Approval of Minutes

**Motion** was made to approve the minutes from the April 11, 2016 elders meeting, **seconded** and **passed**.

### Financial Report

Andy reviewed the financial report (*Attachment 1*). Giving from April was a little higher than budgeted and so we made up some ground this past month. However, our spending was also a little higher than budgeted. We are still behind a bit. Andy made a **motion** that we receive the report. This was **seconded** and **passed**.

### Discussion Items

- 1) Facility Usage Policy – The deacons will continue reviewing the facility usage policy. Once final changes are made, Wayne will have Robbin email the complete document to the elder board before next elders' meeting so that it can be reviewed and voted on at the next elders' meeting.
- 2) Recap from T4G – Pastor Jeremy shared with us some of the take-aways from the conference. Mark Dever's sermon was of special benefit to our elder board and our discussions on spiritual measurements. Dever preached on slow reformation within the church. Sometimes we try to move fast and furious and this can be unhealthy at times. Shepherding takes patience and reliance on God. Dever shared about **2 types of joys**:

- **Spotlight joys** - often we are using numbers as measuring sticks and they can easily lie. We look at these spotlight moments (quick church growth, a popular, gifted pastor, etc...) and we judge everything by these joys. We need to be really careful about judging the health of our church by spotlight joys.
  - **Elder chair joys** - everything is in God's control; there needs to be a spirit of humility when it comes to our vision and goals. Are we joyous over conversions? We need to remember that the weight of the world is on God's shoulders and not ours. We should focus on the joys of seeing lives changed.
- 3) Prayer Committee – Pastor Tim recommended the addition of a prayer committee. This would be a great way to emphasize prayer. The committee will be chaired by Pastor Tim and will include Pastor Mark. Mike and Karen Coldren will be an integral part of this endeavor. A **motion** was made to approve this committee. This was **seconded** and **approved** unanimously.
- 4) Membership and Discipline – Pastor Dick updated the elders on a discipline situation that we have been working through with a couple in the process of divorce. We had much discussion and prayer about what the discipline looks like. A **motion** was made to remove both husband and wife from church membership for the reason of an unbiblical divorce as a part of the church discipline process. We will be prayerfully considering how to follow Matthew 18 and “tell it to the church.” Pastor Tim will also touch base with the pastor where this couple is now worshipping. This motion was **seconded** and passed **unanimously**.
- 5) Elder Board Ground Rules – Pastor Tim shared with us a list of ground rules (*Attachment 2*) which we should operate by as an elder board. We discussed these practices and plan to review these periodically to evaluate our health as an elder board.

### **Pastoral Reports**

The pastors submitted their monthly reports:

- Tim Gibson, Senior Pastor (*Attachment 3*)
- Dick Bickings, Pastor of Discipleship (*Attachment 4*)
- Jeremy Harkins, Worship Pastor (*Attachment 5*)
- Mark Culton, Youth Pastor (*Attachment 6*)

### **Adjournment & Prayer**

Byron closed in prayer and the meeting was adjourned.



Respectfully submitted,

Mark Culton  
Secretary to the Board of Elders

May 9, 2016

To: Board of Elders  
From: Andy Brimer, Treasurer  
Subject: Financial Report for May 2016

Attached you will find the following reports for April 2016:

- Monthly Financial Statement
- YTD Financial Statement
- Graphical representation of Income and Expenses vs Budget, Income vs Expense trends, and Asset trends

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

- Total income for April was 129% of the budgeted forecast while the YTD income was 94% of the budgeted forecast.
- Expenses for April were 106% of the budgeted forecast while the YTD expenses were 102% of the annual forecast.

# EBENEZER BIBLE FELLOWSHIP CHURCH - APRIL YTD 2016 FINANCIAL STATEMENT

## BALANCE SHEET

ASSETS	30-Apr-16	31-Dec-15	\$ Change
<b>Assets - Checking/Savings</b>			
18000 - Checking (KNBT)	472,964.05	521,645.92	-48,681.87
18000 - CDs (KNBT)	67,672.02	67,587.38	84.64
19000 - Savings (M&T Bank)	90,891.49	90,853.65	37.84
19001 - Checking (M&T Bank)	5,375.67	5,375.67	0.00
<b>Total Checking/Savings</b>	<b>636,903.23</b>	<b>685,462.62</b>	<b>-48,559.39</b>

**TOTAL ASSETS** 636,903.23 685,462.62 -48,559.39

## LIABILITIES

### Current Liabilities

901 - Building Fund	97,648.44	93,189.44	4,459.00
902 - Capital Improvements	0.00	0.00	0.00
903 - Transportation Fund	203.00	188.00	15.00
904 - Scholarship Fund	690.50	817.50	-127.00
905 - Faith Promise	12,904.97	38,263.97	-25,359.00
907 - Benevolence Fund	10,512.38	16,257.26	-5,744.88
908 - Music Fund	174.20	174.20	0.00
911 - Year End Accruals	8,480.16	8,480.16	0.00
912 - Run For The Children	2,281.87	2,481.19	-199.32
914 - HRA	5,564.73	0.00	5,564.73
915 - Youth Summer Missions	4,533.88	4,533.88	0.00
100 - Payroll Liabilities	6,240.64	7,454.27	-1,213.63
<b>Total Current Liabilities</b>	<b>149,234.77</b>	<b>171,839.87</b>	<b>-22,605.10</b>

**Long Term Liabilities**

802 - 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>149,234.77</b>	<b>171,839.87</b>	<b>-22,605.10</b>

### EQUITY

900 - Retained Earnings	921,501.55	991,473.20	-69,971.65
<b>Net Income</b>	<b>-25,954.29</b>	<b>-69,971.65</b>	<b>44,017.36</b>
1000 - Opening Bal Equity	-407,878.80	-407,878.80	0.00
<b>Total Equity</b>	<b>487,668.46</b>	<b>513,622.75</b>	<b>-25,954.29</b>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>636,903.23</b>	<b>685,462.62</b>	<b>-48,559.39</b>

*Andrew J. Burner*  
Treasurer

5/9/16  
Date

## GENERAL FUND - BUDGET vs. ACTUAL

	April YTD	Budget	Variance	% BGT YTD
<b>Income</b>				
1100 - Offerings / Gifts	303,469.56	323,392.41	-19,922.85	94%
1400 - Interest	253.26	250.00	3.26	101%
1700 - Memorials	360.00	0.00	360.00	N/A
1900 - BCS / Bldg Use	3,939.00	5,253.00	-1,314.00	75%
<b>Total Income</b>	<b>308,021.82</b>	<b>328,895.41</b>	<b>-20,873.59</b>	<b>94%</b>
<b>Expenses</b>				
2000 - General Finance	27,315.07	27,372.75	-57.68	100%
3000 - Discipleship	5,156.10	7,851.36	-2,695.26	66%
5000 - Evangelism	3,102.25	2,966.64	135.61	105%
6000 - Missions	43,006.17	44,287.50	-1,281.33	97%
7000 - Deacon	49,509.92	35,359.92	14,150.00	140%
8000 - Worship	2,378.37	2,200.00	178.37	108%
9000 - Office & Admin	4,389.27	5,224.00	-834.73	84%
10000 - Congregational Care	1,399.17	986.64	412.53	142%
11000 - Compensation	199,136.61	202,646.60	-3,509.99	98%
<b>Total Expense</b>	<b>333,976.11</b>	<b>328,895.41</b>	<b>6,497.52</b>	<b>102%</b>

**Net Ordinary Income**

**Net Fund Transfer between Accts.**

**Net Income**

## DESIGNATED FUNDS INCOME

	Income	Expenses	Net
901 - Building Fund	4,459.00	0.00	4,459.00
903 - Transportation Fund	15.00	0.00	15.00
904 - Scholarship Fund	70.00	197.00	-127.00
905 - Faith Promise	9,691.00	35,050.00	-25,359.00
907 - Benevolence Fund	6,182.18	11,927.06	-5,744.88
908 - Music Fund	0.00	0.00	0.00

## OTHER LIABILITY ACCOUNTS

902 - Capital Improvements	0.00	0.00	0.00
911 - Year End Accruals	0.00	0.00	0.00
912 - Run For The Children	0.00	199.32	-199.32
914 - HRA	6,600.00	1,035.27	5,564.73
915 - Youth Summer Missions	0.00	0.00	0.00
<b>Total Current Liabilities</b>	<b>27,017.18</b>	<b>48,408.65</b>	<b>-21,391.47</b>

# EBENEZER BIBLE FELLOWSHIP CHURCH - APRIL 2016 FINANCIAL STATEMENT

## BALANCE SHEET

## GENERAL FUND - BUDGET vs. ACTUAL

ASSETS	30-Apr-16	31-Mar-16	\$ Change	Income	April	Budget	Variance
<b>Assets - Checking/Savings</b>							
18000 • Checking (KNBT)	472,964.05	462,937.22	10,026.83	1100 • Offerings / Gifts	79,852.66	60,840.54	19,012.12
18002 • CDs (KNBT)	67,672.02	67,672.02	0.00	1400 • Interest	54.44	62.50	-8.06
19000 • Savings (M&T Bank)	90,891.49	90,869.08	22.41	1700 • Memorials	110.00	0.00	110.00
19001 • Checking (M&T Bank)	5,375.67	5,375.67	0.00	1900 • BCS / Bldg Use	0.00	1,313.25	-1,313.25
<b>Total Checking/Savings</b>	<b>636,903.23</b>	<b>626,853.99</b>	<b>10,049.24</b>	<b>Total Income</b>	<b>80,017.10</b>	<b>62,216.29</b>	<b>17,800.81</b>

<b>TOTAL ASSETS</b>	<b>636,903.23</b>	<b>626,853.99</b>	<b>10,049.24</b>	<b>Expenses</b>			
<b>LIABILITIES</b>				2000 • General Finance	354.06	487.50	-133.44
<b>Current Liabilities</b>				3000 • Discipleship	2,235.47	1,650.84	584.63
901 • Building Fund	97,648.44	96,708.44	940.00	5000 • Evangelism	84.94	866.66	-781.72
902 • Capital Improvements	0.00	0.00	0.00	6000 • Missions	560.55	62.50	498.05
903 • Transportation Fund	203.00	193.00	10.00	7000 • Deacon	11,797.44	8,299.98	3,497.46
904 • Scholarship Fund	690.50	660.50	30.00	8000 • Worship	83.83	250.00	-166.17
905 • Faith Promise	12,904.97	13,249.97	-345.00	9000 • Office & Admin	1,102.42	1,340.50	-238.08
907 • Benevolence Fund	10,512.38	13,650.85	-3,138.47	10000 • Congregational Care	806.66	246.66	560.00
908 • Music Fund	174.20	174.20	0.00	11000 • Compensation	48,924.03	49,011.65	-87.62
911 • Year End Accruals	8,480.16	8,480.16	0.00	<b>Total Expense</b>	<b>65,949.40</b>	<b>62,216.29</b>	<b>3,733.11</b>
912 • Run For The Children	2,281.87	2,434.21	-152.34	<b>Net Ordinary Income</b>	<b>14,067.70</b>	<b>0.00</b>	<b>14,067.70</b>
914 • HRA	5,564.73	5,727.08	-162.35	<b>Net Fund Transfer between Accts.</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
915 • Youth Summer Missions	4,533.88	4,533.88	0.00	<b>Net Income</b>	<b>14,067.70</b>	<b>0.00</b>	<b>14,067.70</b>
100 • Payroll Liabilities	6,240.64	7,440.94	-1,200.30				
<b>Total Current Liabilities</b>	<b>149,234.77</b>	<b>153,253.23</b>	<b>-4,018.46</b>				

## DESIGNATED FUNDS

Long Term Liabilities	Income	Expenses	Net
802 • Mortgage	940.00	0.00	940.00
<b>Total Long Term Liabilities</b>	<b>10.00</b>	<b>0.00</b>	<b>10.00</b>
<b>Total Liabilities</b>	<b>149,234.77</b>	<b>153,253.23</b>	<b>-4,018.46</b>
<b>Equity</b>			
900 • Retained Earnings	921,501.55	921,501.55	0.00
<b>Net Income</b>	<b>-25,954.29</b>	<b>-40,021.99</b>	<b>14,067.70</b>
1000 • Opening Bal Equity	-407,878.80	-407,878.80	0.00
<b>Total Equity</b>	<b>487,668.46</b>	<b>473,600.76</b>	<b>14,067.70</b>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>636,903.23</b>	<b>626,853.99</b>	<b>10,049.24</b>

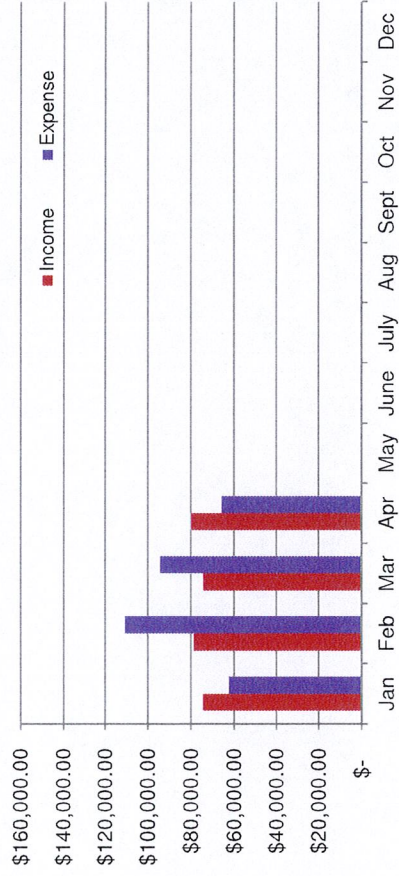
## OTHER LIABILITY ACCOUNTS

902 • Capital Improvements	0.00	0.00	0.00
911 • Year End Accruals	0.00	0.00	0.00
912 • Run For The Children	0.00	152.34	-152.34
914 • HRA	0.00	162.35	-162.35
915 • Youth Summer Missions	0.00	0.00	0.00
<b>Total Current Liabilities</b>	<b>4,019.58</b>	<b>6,837.74</b>	<b>-2,818.16</b>

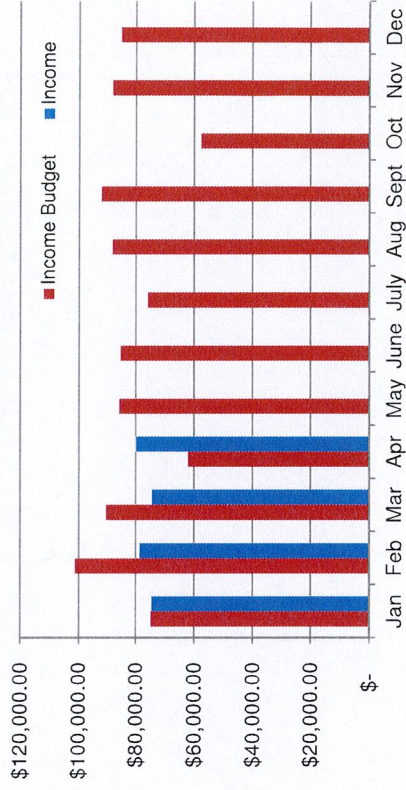
*Andrew M. Buerer*  
Treasurer

5/9/16  
Date

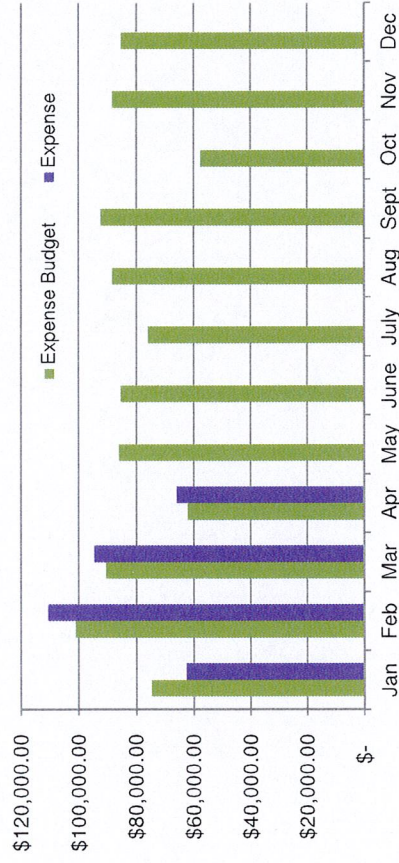
### 2016 Income vs Expenses



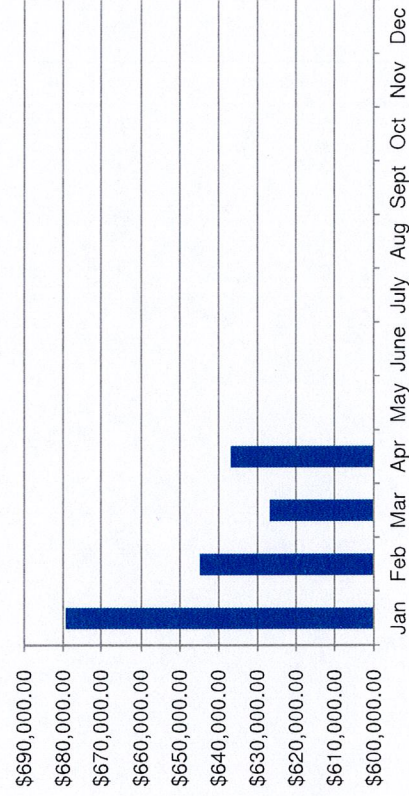
### 2016 Income vs Budget



### 2016 Expenses vs Budget



### 2016 Assets





## Elder Board Ground-Rules:

Along with the activities and qualifications of 1 Timothy 3, this list is the "pirate code" or ground-rules regarding the practical side of being a team member on an effective Elder Board:

- Elders should speak as one voice. There should be no dissenting voices outside of a meeting in the public eye. This is in order to present a united and stable leadership to the church. Once a decision is made, every elder stands with and supports the team.
- Elders should not be willing to deal with complaints without a name attached. No anonymous issues. If someone is unwilling to put their name behind an issue, it's generally a shameful and/or fruitless discussion.
- Elders should have no "backroom deals." In other words, there should be no private meetings to leverage power over the rest of the elder board.
- Elders who have personal issues between another pastor or elder should get it resolved outside of the meeting and never in a meeting unless the process of Matthew 18 brings it to that point.
- Elders should strive to listen well as their fellow elders share thoughts. Remember James 1:19-20.
- Elders will not come with an issue having rallied other people in the congregation to their side: Come with individual issues. The issue should stand on its merit, not the support an elder garners.
- Individual Elders will not make a commitment on behalf of the elder board. Elders move as a team.
- Elders will always publicly defend and support the other staff and elders, or remain silent. If there is a true issue that cannot be resolved through Matthew 18 regarding the staff, all staff issues will be brought to the Senior Pastor and/or PRC.
- Elders must commit that the elders meeting shouldn't be the time you hear about a major issue for the first time. Get addenda issues turned in prior to the meeting so that the other elders can think, pray, and prepare for the agenda ahead of time. There are always unique situations, but the unique should not become the norm.
- Elders do not direct the staff in regards to their activities. No one can serve two masters. Directions for the staff come through the Senior Pastor & the PRC.
- Elders have no individual power; they have collective power to move and rule as a team.
- Elders should hold each other accountable to accomplish the commitments they accept.
- Elder meeting attendance is not optional. Elders must be present at 3/4's of the meetings or whatever number is decided upon.
- Elders should strive for a unanimous vote, meaning that we agree ahead of time on the means and manner of moving forward when there are dissenting votes.
- Elders must complete the budget by... September or November.
- Elders should spell out the process of budget creation and include staff in its preparation.
- Elders will be accountable.
- Elders will come prepared to meetings.
- Elders are not just a decision-making body. They are seen as ministering pastors and are expected to shepherd the flock entrusted to them.
- The secretary of the elder board will create and email an action item list from elder meetings to all of the elders.
- Elders will discuss sensitive material and must hold sensitive information in strict confidence.

**Pastor Tim's Ministry Report**  
**May 9, 2016**

*Attachment #3*

**Studying & Preaching:**

- Continue to preach through 1 Peter – Standing Firm series.
- Stopped for Mother's Day and preached a message about model women from the Bible: Jehoshabeath, Huldah, Dorcas, Priscilla, Lois & Eunice.
- Continue to preach through Matthew on Wednesday night.

**Shepherding/Ministry:**

- Made several calls.
- Had a couple of meetings for counseling.
- Attempted a visit to one man in prison.
- Lots of prayer.

**BFC Conference:**

- Attended the BFC Conference on April 25-27
- Preached the Tuesday morning message at Conference on April 26. I preached a message from John 14:12-14. The theme of the conference was "Pressing On." So I answered two questions: Why & How Shall We Press On? Here is the link to the message: [www.mybfc.org/index.php?option=com\\_content&view=article&id=271&Itemid=222](http://www.mybfc.org/index.php?option=com_content&view=article&id=271&Itemid=222)

**Injury:**

On March 17, I blew out my right knee playing basketball at the Church in the gym. I had been regularly attending pick up games and leading devotions each Thursday night at Ebenezer. I tore 3 ligaments in my knee and had surgery on April 8. Recovery lasted a couple of weeks and I finally felt like working again the week of the BFC conference (April 25-). I have been recovering wonderfully. I am so thankful for the other pastors who have stepped up to help me so that I could recover. Dick and Mark did a wonderful job preaching. John Yost and Wayne Batten filled in for me on Wednesday nights teaching. I am grateful for such great leaders.

Because of my injury and surgery recovery, I have not done a whole lot of ministry this last month. However, the congregation and so many have truly ministered to me. I am overwhelmed with the love and support of the elders, and the congregation. Church members brought us at least 7 meals. I received at least 50 cards in the mail. I'm so thankful for the love and support. In 15 years of ministry I have never been sick. I have always been the one on the giving end, never the receiving end. I'm so thankful for a church that cared for my family and me over the last couple of weeks. I only pray that our entire church would experience that love!

Now that I am starting physical therapy and feeling so much better I am READY to start ministering again. I am still unable to drive for a few more weeks, but that is not holding me back. I am honored to serve the Lord here at this location. May the Lord bring revival to our hearts and may we reach more and more people with the Good News of Jesus Christ.

Serving Christ,  
**Pastor Tim Gibson**



# Pastor of Discipleship Report, Apr/May 2016

As I continue in my trek through the Old Testament, my next stop was the book of Ecclesiastes. Here's what I read this morning:

*"Wisdom is better than weapons of war, but one sinner destroys much good.*

*Dead flies make the perfumer's ointment give off a stench; so a little folly outweighs wisdom and honor." (Ecclesiastes 9:18-10:1 ESV)*

As I read this, I was reminded of how important our battle against sin is; all sin. Not just the outward in-your-face type sins but the small, secret, nobody-sees type sins. There is never a time that I can let down my arms and rest. The battle is worth fighting; sin is worth defeating; holiness is worth perusing. If we don't believe this, let's remember the following people of scripture whose small-sin failures affected more than just themselves:

- The sin of Achan (Joshua 7:10-26)
- Sexual immorality defiles the church (1 Corinthians 5)

Finally, when we think we can't go on in our battle against sin, remember these two scriptures:

*"In your struggle against sin you have not yet resisted to the point of shedding your blood." (Hebrews 12:4 ESV)*

*"Do not be deceived: God is not mocked, for whatever one sows, that will he also reap. For the one who sows to his own flesh will from the flesh reap corruption, but the one who sows to the Spirit will from the Spirit reap eternal life. And let us not grow weary of doing good, for in due season we will reap, if we do not give up." (Galatians 6:7-10 ESV)*

With that in mind, here is a quick summary of some of the ministry opportunities from April/May 2016:

## Kids Crossing

- **Cross Time Sunday School (10:05 AM):** Praise the Lord that he has provided a complete roster of teachers and helpers. We are currently teaching through the book of Judges.
- **Early Childhood (2&3 year-olds):** We currently have an opening for a teacher and helper for the 8:45 AM service for the even months. Please pray that the Lord will raise up a team so we do not have to turn people away on Sunday mornings. Praise the Lord, Debbie Flanagan has agreed to take the Early Childhood coordinator position, replacing Anne Christiansen who stepped down at the end of April.
- **Children's Church:** The Gospel Project curriculum worship segment continues to work well for Children's Church. We continue to see between 8-12 students each week. Please pray that the Lord will raise up a couple to fill in our currently empty team (D) slot. In the interim we are on a 3 team rotation to facilitate the need.
- **New Security Check-in:** The new check-in system continues to work well, for both Sunday morning Cross Time classes, and Wednesday night Awana. We continue to have trouble with the performance, availability, and capacity of the BCS iPad mini's we are borrowing. The plan is to eventually acquire our own so we can secure them, exclusively use them, keep them clean, and free of unnecessary applications. Please pray for this as I have received a great refurbished, non-profit discount of \$1700 for 6 iPads Air 2. We will at that time install all safety policies and procedures on them for the teachers to reference quickly in case of an emergency.
- **Wednesday Evening Programs:** Our Awana program is winding down for the 2015/2016 season. We had a great time of fun and fellowship at the Pinewood Derby on 5/4 (more than 50 racers competed), and will be closing our Awana year with our awards night on 5/11. It has been a

fabulous year of fun, bible teaching, and bible memorization. Please pray that the Lord raises up the necessary leaders for the 2016/2017 season.

- **New PA Background Check Requirements for Employees & Volunteers:** There are still a couple of volunteers who have not completed the Mandatory Reporter Training, though not required to serve.
- **VBS 2016 (June 20-24):** We are very excited about this year's VBS, called, "Submerged". As kids submerge themselves in God's Word, they will discover that Jesus didn't just see what's on the outside of people. He looked deep down on the inside. They will learn about Zacchaeus, the Women at the Well, Nicodemus, a blind man, and the children of Jesus day. They will learn new worship songs, and hear from a different missionary everyday, as well as, be involved in a mission project (Operation Christmas Child).

Praise the Lord, we have all our coordinators in place who are diligently working in their areas of responsibility. Please pray for every child who will attend and every volunteer who will help that the Holy Spirit would work mightily to bring about salvation, and growth in the lives of the children that have been entrusted to us.

### **Adult Ministry**

- **Adult Electives:** Our summer session begins Sunday, May 15 with the following lineup of classes:
  - 2 Corinthians - Scott Holwick
  - Pastoral Epistles II - Dick Bickings
  - Evangelism Training (WOTM) - Pat Barry & Chris Jones

Continue to pray that the Lord raises up more adult teachers...we currently have 5.

- **Men's Ministry:**

- **Bethel Series:** The Bethel Series OT is complete and is now on summer break, please continue to uphold our teachers as we continue with our second year in this current cycle in the fall with The Bethel Series NT.
- **Men's Bible Studies/Prayer:**
  - Thursday mornings from 6:15 AM – 7:30 AM, This early morning bible study group is currently in a study on "The Life and Ministry of Jesus Christ".
  - Thursday mornings from 9:00 AM – 10:30 AM, This Men's Bible Study is currently studying, "Act Like Men," by James MacDonald. There are currently 6-8 men involved in this study.
  - Please continue to pray about starting a new Saturday morning men's bible study in the fall, possibly centered around discipleship training, and addressing various issues which plague all men.

- **Women's Ministry:** Here is an update from Laura...

"Wm: Bible study ended on the 19th of April for the Tuesday morning ladies. We concluded with a luncheon. We decided that we wanted to continue to study for a couple more weeks and we will start tomorrow with 2 more teachings from Priscilla Shirer. Monday nights ended the 25th and they are also going to continue on with a shorter bible study time at Vicki's home. They are going to do a study on community by Bill Hybels. It is so great that the women want to keep coming together to study God's word.

Tis So Sweet: The book of Ruth study is incredible and we have a solid 10 ladies or more that come each time. Excited to have a new lady joining us now as well.

MOM to MOM: This ended on the 14th of April. We are currently going to offer it again in the fall and Lisa Pyles will be leading it.

MOPS: WE have one more week of MOPS and we will end with a picnic together. We are hoping to fill the many openings on steering and moppets workers.

I have met with several different ladies that are very interested in being a part of Women's ministry here at EBFC.

I had the privilege to speak at this year's SHE LEADS conference in Shillington, Pa. This was a great experience for me as well.

I am currently taking the newest online course offered by DTS: Genesis.

I continue to meet with a lady for encouragement and counsel."

### **Discipleship Support**

- **Kinship:** Praise the Lord, for the great response and diligent work of the Kinship leaders to make this core ministry of our church a continued success. We continue to add more people to the groups, and will be looking for new groups to start this coming year. A special thanks goes to Bob and Laurie Gill for their tireless work to make this all possible!

### **Other:**

- Continued teaching the Pastoral Epistles for adult electives
- Continued to visit and provide physical & Spiritual care for several people in our church.
- Continued work on the new Church Database as time permitted (especially KC security modules).
- Attended 133rd BFC Conference.

Respectfully Submitted, Dick Bickings, Pastor of Discipleship

## **Worship /College-Age Ministry Update April, 2016**

*Jeremy Harkins, Worship Pastor*

### **Music**

-Our worship team members continue to evaluate the songs in view of God's word. Our time of prayer and insight continues to go well.

-Our band members continue to share what God is doing in their relationships with those in their work-place and how to continue to pray over each other to continue to share the gospel!

### **Sound & Media**

-It has been 6 weeks since Jason Lee integrated lyrics for our livestream praise music. Thanks to Bob Sienicki operating the words on Sunday morning, the lyrics have been

-We continue to work through some technical difficulties with our website, but it looks like the issues of posting the sermon and other

### **Teaching**

-Our Kinship consisted of a meeting at Panera which went well as I took specific time with 2 students and talked about how they can continue to be a light for Christ on their campus at Northampton Community College.

### **Shepherding**

-I continue to meet with a young man and go through the scriptures, prayer, and life in general

-I met with a couple of worship team members for prayer and discipleship

-Continue to pray for my time in discipling a friend who is catholic and asking a lot of good questions

### **Additional Activities**

-Within the month of April I had the opportunity to go to "Together For the Gospel" in Louisville, KY with Craig Ward from our church. We both were nourished in the word of God through solid teaching and growing in our relationship with each other. It was a joy to be a part of the teaching and worship!

-At the end of the month I was able to attend the Annual Ministerial Conference for the BFC it was a great time of fellowship and insight as to how to grow as the body of Christ in the larger body of the Bible Fellowship Churches.

## **Student Ministries Report - April 2016**

**"You are the salt of the earth, but if salt has lost its taste, how shall its saltiness be restored? It is no longer good for anything except to be thrown out and trampled under people's feet."**

**Matthew 5:13 ESV**

We had a real evangelism focus during the month of April. Between our Dare 2 Share conference in Washington D.C., and the curriculum we went through called "SALT", students (and us leaders) were challenged to share Jesus with those we already have natural relationships with. We plan to continue to keep evangelism before the students as we share occasionally in youth group about how sharing Christ is going.

### **Teaching**

- **Middle School**  
We are finishing up our evangelism series and we will begin a new unit on "Loving God" soon.
- **High School**  
We are finishing up our evangelism series. After this we will begin the book of 1 John.
- **Sunday School**  
We are teaching through the Gospel Project with the MS class as well as the HS class. We are getting ready to start a new unit which focuses on the Conquest of the Promised Land and the Judges. We will soon have Sandy Galloway joining us as a MS girls SS teacher!
- **Preaching**  
Had the privilege to preach twice in the am service. It is always a blessing to study the Word and share it.

### **Shepherding**

- Had breakfast with a youth dad.
- Was able to meet with a congregation member who is trying to share Christ with an unbelieving friend.
- Continue to mentor a student in youth group.
- Visited a couple individuals on my shepherd's list
- I am currently going through pre-marital counseling with 2 couples.
- Continue to do a discipleship Bible study with 2 teenagers from Lynfield. A student from our youth group who I am mentoring is participating as well.
- Had breakfast with a youth staff member

### **Activities**

- **Dare 2 Share**  
We had a great trip to DC, and were challenged to share our faith more effectively. It was a good time bonding with the students. We did have quite the challenge on the trip

with things being stolen from our vehicles, so I am praying that God used the experience to grow and challenge the students.

- **Illuminite**

We had a HS Illuminite in April

**Other**

- Still continue to lead a Bible Study at Lehigh University with about 12 wrestlers who are eager to grow in their faith.
- Had our first LITC planning meeting.
- Had breakfast with the regional FCA director.
- We had another BOYYA meeting to discuss Sno Glo plans and other denominational youth endeavors.
- Met with Pastor Noel from Life Church to continue to discuss possible partnership in the future with ministry in S. Bethlehem.
- Attended an FCA celebration event which recognized one of the Lehigh wrestlers I work with.
- Participated in our BFC Annual Conference

Respectfully Submitted,

Mark Culton