



Board of Elders Meeting June 17-18, 2011

This meeting was held during the Elders Retreat which began on Friday evening and ended on Saturday afternoon.

All Elders were present: Mike Capaldi, Wayne Batten, Andy Brimer, Shawn Sommons, Shawn Van Doren, Jason Hoy, Dick Bickings, Mark Culton.

Devotion and Prayer Time:

- The men spent time reviewing the book of Titus, specifically as it relates to our current Senior Pastor situation.
- The men were so moved by God's word that we decided to ask the entire congregation to review Titus as a means for preparing for the Annual Congregational meeting and important decisions pending. We will provide study guides to families to assist them in the review.
- In addition, the sermon on July 31st will be based on Titus and the Elders and Pastors agreed to post e-mails or blogs on specific sections of the text.
- The men shared in a time of prayer and thanksgiving.

Senior Pastor Discussion: Next Steps

- This topic was one of the main reasons we felt it necessary to get away and spend significant time together outside of our normal meetings. Because we followed through on the idea to do so, we were able to have a thorough discussion on this matter. The men spoke openly about their feelings and preferences and did our best to represent those of the congregants who've spoken to us individually about our situation.
- Our current situation is that we began a period of pause of the search for a Senior Pastor effective February 14, 2011 for a minimum of six months. During the pause, Pastor Jason Hoy was appointed Interim Senior Pastor and has been serving in that capacity. The Elders agree that Jason is doing a great job in the role and we see much growth in him as a shepherd after just four months.
- In choosing our next course of action, the men contemplated many factors, including but not limited to:
 - Continuing to seek wisdom from God on this delicate matter realizing that He is Sovereign and in control of all things including this. We must also continually bring our deliberations to prayer and ask for guidance based on His word.
 - Guidance from the BFC on the proper search and hiring procedures.
 - We seem to have two options at the moment: To re-open the search to include outside candidates (in addition to Jason) or to pursue Jason as the permanent Senior Pastor.
 - We understand that this is a very personal matter for many including Jason and his family as well as members of the congregation who have shared their feelings on the situation with us.
 - We must all be open to the possibility that Jason MAY or MAY NOT be God's choice for Senior Pastor at EBFC.

- In the end, the Elders decided that in order to be completely open to what God has planned for us, that we should begin a hiring process which includes Jason as a serious candidate for the position and also opens it up to external candidates as well. The Elders believe this is the most prudent way to proceed.
- In doing so, it should be noted that we have no lack of confidence in Jason as a viable candidate to become the permanent Senior Pastor. During the hiring process, Jason will continue serving as the Interim Senior Pastor.
- We noted that many members of the congregation have expressed a desire to have Jason in the role permanently.
- Upon making the decision to form a Search Committee, the Elders began refining the Senior Pastor job description and discussed the process of selecting a Search Committee which must be voted on at a congregational meeting.
- The Elders requested that Mike Capaldi serve as Chairman of the search committee along with fellow elder Shawn Sommons. In addition, the Elders discussed names of members who could be asked to serve on the committee. These individuals will be asked and if they accept will be voted on by secret ballot at the July 31st mid-year congregational meeting.

Approval of Minutes:

- **Motion** was made to approve the Board of Elders May 23rd Meeting minutes, seconded and passed.
- Minutes from the May 9th Meeting will be approved electronically since there were no hard copies brought to this meeting.

Carl Cassel Compensation Discussion:

- The Elders discussed the plans to compensate Carl Cassel for his mentoring and coaching support. We checked with Coopersburg BFC for the compensation rate that he receives for his work there. In addition, whenever Carl preaches he will be paid the \$300 honorarium that is standard according to our By-laws.
- Jason Hoy will contact Carl to ensure he agrees.

Byron Roth Request:

- Byron Roth asked that any memorial financial gifts on behalf of Marianne be given to a specific ministry known as the Baobei Foundation. Apparently this is a ministry that they know of from their time in Asia. Andy Brimer checked out the ministry and found it was legitimate and still viable. **Motion** was made to authorize the memorial funds be sent to this ministry, seconded and passed.

Financial Report:

- Mike Capaldi (co-Treasurer) reviewed the May financial report. **Motion** was made to approve the report, seconded and passed. (Attachment 1)

Membership Applications:

- Applications for David and Kristen Lissy were reviewed.
- **Motion** was made to accept the Lissy's as members, seconded and passed.

Meeting was adjourned for the evening.

Saturday, June 18

Devotion and Prayer:

Pastor Dick Bickings led the group in a time of devotion and prayer to start the day. He utilized the book "Valley of Vision" by Arthur Bennett.

Congregational Meeting Planning Discussion:

- The Elders discussed the agenda topics for the mid-year congregational meeting and the arrangements for the dinner, worship, prayer and meeting.
- Topics include: Budget update, meeting minutes approval, Potential Elder/Deacon votes if nominations occur, Pastoral reports, Senior Pastor hiring process and next steps, electing a search committee, Church Extension Ministries update and Keith Strunk support, Deacon major projects update.
- The Elders agreed that it is our desire to serve the congregation at the meeting by preparing the food. We will have a cookout at the church that day instead of the normal pot luck.

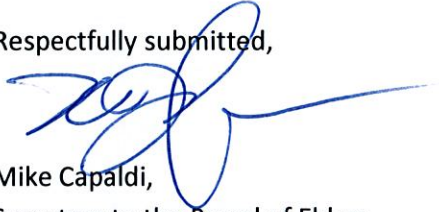
Time of Open Discussion: Since we were together at this retreat and had more time than a typical meeting, it was our desire to discuss "big picture" items that may not have an impact today but are important to discuss because they relate to the long term vision of EBFC.

- **Bible Translation:** In response to the NIV 2010 being published, the elders discussed whether or not it is time to update our preferred version of the bible and copies to be placed in the Sanctuary. Because of the latest NIV version update, there is potential for confusion with the older version. Some research needs to be conducted on the differences between the old and new NIV. In addition, some of the brothers are partial to the ESV. No decision was made and we will continue to evaluate and discuss this matter.
- **Vision Discussion:** The men spent considerable time discussing the current state of EBFC and the strengths and weaknesses of our vision and purpose. One issue that has been problematic lately is the loss of volunteers and the difficulty finding people who can step in and serve in the vacated capacities. The Elders agreed that significant recruitment and communication has been conducted yet not many volunteers have come forward as a result. Therefore, we became excited about an alternative approach that uses the people that God has appointed to serve as a means of inspiring others to serve as well. Beginning July 10th, during the offering time we are going to invite congregants serving in various ministries to share their experiences and passion for doing so with the entire congregation. Our prayer is that God will use these people as examples to others to serve as our Lord did and taught. (Mark 10:45) This is one example of an action that will be taken as a result of this discussion. We will continue to discuss these matters and move forward with other actions accordingly.
- **Community Outreach:**
 - The Elders discussed our desire to go beyond church grounds and more proactively reach the community around us. Several ideas were discussed and preliminary ideas were noted for follow-up.
 - One particular outreach that is occurring is a nursing home ministry that is being led by John Konlein and Steve McDaniel. The Elders are supportive of the ministry and would simply like to learn more about the specifics of the teaching that is occurring especially if it is on behalf of EBFC. We will follow up with Steve and John very soon.

- A request from a local Cub Scout Pack was received as the pack had recently lost their meeting place and was requesting to use EBFC. There was significant debate on the request. In addition, the concern of security and facility usage were discussed. It was also noted that we have a desire to support needs in the community and the Pack being supported by EBFC facility-wise could create ministry opportunities. No decision was made and Dick Bickings will meet with the Pack leaders to learn more about them and the request for space.

The men closed in prayer and the meeting was adjourned.

Respectfully submitted,



Mike Capaldi,
Secretary to the Board of Elders

June 16, 2011

To: Board of Elders

From: Treasurers, Mike Capaldi & Andy Brimer

Subject: Financial Report for May 2011

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

- May Financial Statement
- May 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:

- We praise God for His continued faithfulness to us!
- Giving for May was 107% of the budgeted forecast. We are at 100% YTD.
- Expenses for May were 87% of the budgeted forecast. We are at 87% YTD.
- We remain overall positive about the financial situation; however, we recommend that we remain diligent with current spending and our assessment of any major financial decisions in the coming months.

Additionally, the Finance Committee is scheduled to meet on June 23, 2011.

EBENEZER BIBLE FELLOWSHIP CHURCH - MAY 2011 FINANCIAL STATEMENT

BALANCE SHEET

ASSETS	31-May-11	30-Apr-11	\$ Change
Assets - Checking/Savings			
18000 · Checking (KNBT)	458,793.94	445,677.59	13,116.35
18001 · CDs (KNBT)	66,305.83	66,305.83	0.00
19000 · Savings (M&T Bank)	116,142.65	116,113.07	29.58
19001 · Checking (M&T Bank)	20,282.98	22,669.60	-2,386.62
Total Checking/Savings	661,525.40	650,766.09	10,759.31

TOTAL ASSETS 661,525.40 650,766.09 10,759.31

LIABILITIES

Current Liabilities

901 · Building Fund	60,349.86	58,976.86	1,373.00
902 · Capital Improvements	5,746.54	7,596.54	-1,850.00
903 · Transportation Fund	15,893.00	15,553.00	340.00
904 · Scholarship Fund	1,235.29	1,028.53	206.76
905 · Faith Promise	21,278.22	20,032.22	1,246.00
907 · Benevolence Fund	16,644.04	23,356.77	-6,712.73
908 · Music Fund	891.20	891.20	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	7,089.89	8,106.09	-1,016.20
100 · Payroll Liabilities	5,157.04	4,879.00	278.04
Total Current Liabilities	139,176.57	145,311.70	-6,135.13

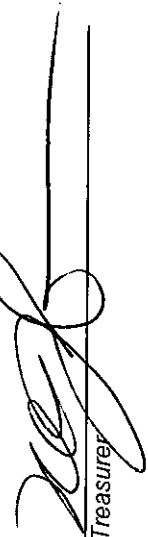
Long Term Liabilities

802 · Mortgage	0.00	0.00	0.00
Total Long Term Liabilities	0.00	0.00	0.00
Total Liabilities	139,176.57	145,311.70	-6,135.13

EQUITY

900 · Retained Earnings	888,339.69	888,339.69	0.00
Net Income	41,887.94	24,993.50	16,894.44
1000 · Opening Bal Equity	-407,878.80	-407,878.80	0.00
Total Equity	522,348.83	505,454.39	16,894.44
TOTAL LIABILITIES & EQUITY	661,525.40	650,766.09	10,759.31

6/23/11


Treasurer

GENERAL FUND - BUDGET vs. ACTUAL

Income	May	Budget	Variance
1100 · Offerings / Gifts	80,885.56	75,833.33	5,052.23
1400 · Interest	60.83	150.00	-89.17
1700 · Memorials	2,570.00	100.00	2,470.00
1900 · BCS / Bldg Use	576.25	576.17	0.08
Total Income	84,092.64	76,659.50	7,433.14

Expenses

2000 · General Finance	1,144.88	3,973.33	-2,828.45
3000 · Discipleship	-1,657.68	2,960.00	-4,617.68
5000 · Evangelism	0.00	283.33	-283.33
6000 · Missions	17,746.00	11,454.17	6,291.83
7000 · Deacon	2,897.64	9,174.17	-6,276.53
8000 · Worship	385.49	654.17	-268.68
9000 · Office & Admin	1,266.83	1,849.17	-582.34
10000 · Congregational Care	320.00	400.00	-80.00
11000 · Compensation	44,851.67	45,911.16	-1,059.49
Total Expense	66,954.83	76,659.50	-9,704.67
Net Ordinary Income	17,137.81	0.00	17,137.81
Net Fund Transfer between Accts.	0.00	0.00	0.00
Net Income	17,137.81	0.00	17,137.81

DESIGNATED FUNDS

	Income	Expenses	Net
901 · Building Fund	1,373.00	0.00	1,373.00
903 · Transportation Fund	340.00	0.00	340.00
904 · Scholarship Fund	206.76	0.00	206.76
905 · Faith Promise	1,246.00	0.00	1,246.00
907 · Benevolence Fund	1,838.50	1,640.87	197.63
908 · Music Fund	0.00	0.00	0.00

OTHER LIABILITY ACCOUNTS

902 · Capital Improvements	0.00	1,850.00	-1,850.00
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	1,016.20	-1,016.20
Total Current Liabilities	5,004.26	4,507.07	497.19
(Income/Expenses without transfers)	0.00	4,507.07	-4,507.07

EBENEZER BIBLE FELLOWSHIP CHURCH - MAY YTD 2010 FINANCIAL STATEMENT

BALANCE SHEET

GENERAL FUND - BUDGET vs. ACTUAL

ASSETS	31-May-11	31-Dec-10	\$ Change
Assets - Checking/Savings			
18000 · Checking (KNBT)	458,793.94	410,075.92	48,718.02
18001 · CDs (KNBT)	66,305.83	66,305.83	0.00
19000 · Savings (M&T Bank)	116,142.65	140,997.57	-24,854.92
19001 · Checking (M&T Bank)	20,282.98	11,845.69	8,437.29
Total Checking/Savings	661,525.40	629,225.01	32,300.39

TOTAL ASSETS	661,525.40	629,225.01	32,300.39
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LIABILITIES

Current Liabilities

901 · Building Fund	60,349.86	66,638.86	-6,289.00
902 · Capital Improvements	5,746.54	10,338.00	-4,591.46
903 · Transportation Fund	15,893.00	14,555.00	1,338.00
904 · Scholarship Fund	1,235.29	3,602.41	-2,367.12
905 · Faith Promise	21,278.22	17,708.65	3,569.57
907 · Benevolence Fund	16,644.04	14,198.34	2,445.70
908 · Music Fund	891.20	1,136.45	-245.25
910 · Angel Food Ministries	1,049.46	1,049.46	0.00
911 · Year End Accruals	3,138.84	11,542.09	-8,403.25
912 · Run For The Children	700.23	700.23	0.00
914 · HRA	7,089.89	125.77	6,964.12
100 · Payroll Liabilities	5,157.04	6,074.34	-917.30
Total Current Liabilities	139,176.57	147,669.60	-8,493.03

Long Term Liabilities

802 · Mortgage	0.00	0.00	0.00
Total Long Term Liabilities	0.00	0.00	0.00
Total Liabilities	139,176.57	147,672.56	-8,495.99

EQUITY

900 · Retained Earnings	888,339.69	855,140.44	33,199.25
Net Income	41,887.94	34,290.81	7,597.13
1000 · Opening Bal Equity	-407,878.80	-407,878.80	0.00
Total Equity	522,348.83	481,552.45	40,796.38
TOTAL LIABILITIES & EQUITY	661,525.40	629,225.01	32,300.39

Treasurer

6/23/11

Income	May YTD	Budget	Variance	% BGT YTD
1100 · Offerings / Gifts	379,399.04	379,166.65	232.39	100%
1400 · Interest	177.60	750.00	-572.40	24%
1700 · Memorials	2,570.00	500.00	2,070.00	514%
1900 · BCS / Bldg Use	3,316.25	2,880.85	435.40	115%
Total Income	385,462.89	383,297.50	2,165.39	101%

Expenses				
2000 · General Finance	14,920.79	19,866.65	-4,945.86	75%
3000 · Discipleship	3,262.47	14,800.00	-11,537.53	22%
5000 · Evangelism	203.18	1,416.65	-1,213.47	14%
6000 · Missions	52,372.69	57,270.85	-4,898.16	91%
7000 · Deacon	45,112.20	45,870.85	-758.65	98%
8000 · Worship	1,942.18	3,270.85	-1,328.67	59%
9000 · Office & Admin	7,765.12	9,245.85	-1,480.73	84%
10000 · Congregational Care	616.72	2,000.00	-1,383.28	31%
11000 · Compensation	207,979.86	229,555.80	-21,575.94	91%
Total Expense	334,175.21	383,297.50	-49,122.29	87%

Net Ordinary Income

Net Fund Transfer between Accts.

Net Income	51,287.68	0.00	51,287.68
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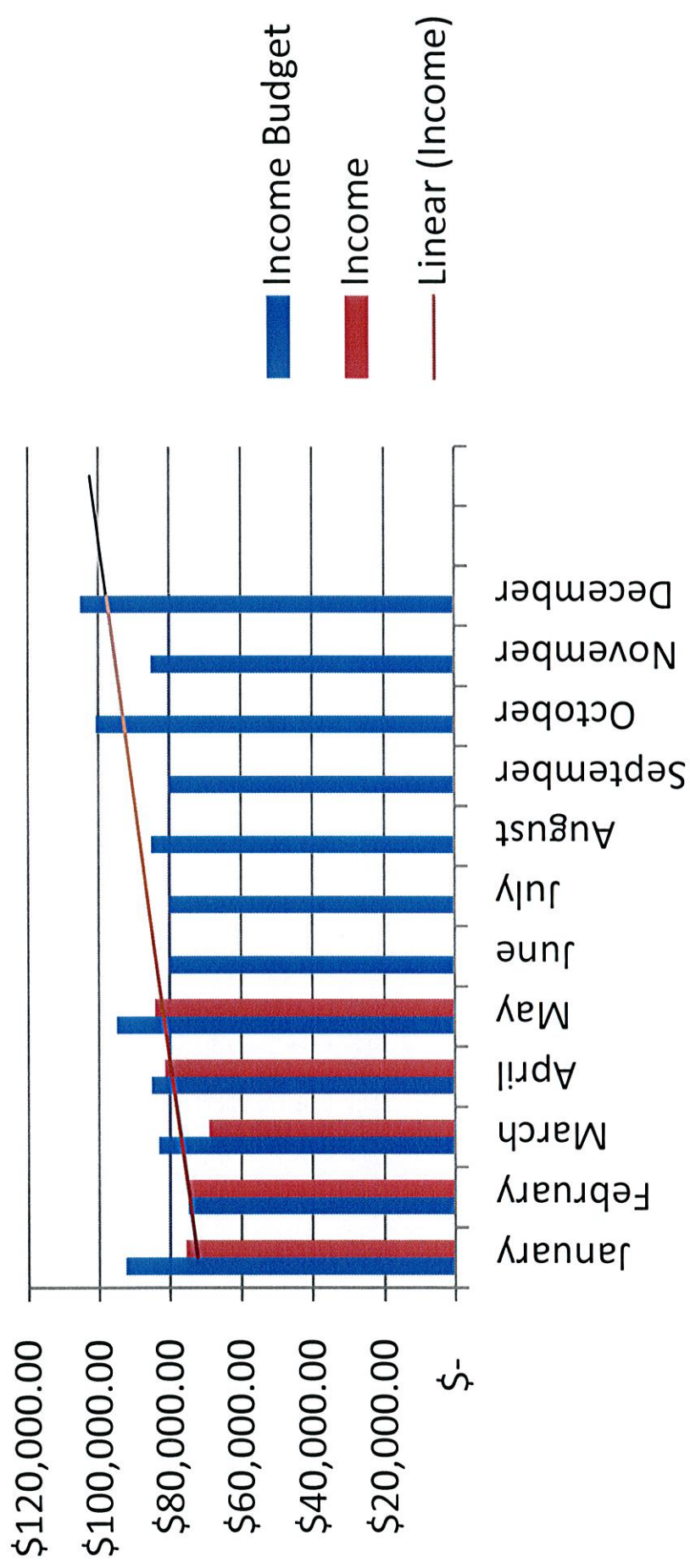
DESIGNATED FUNDS

	Income	Expenses	Net
901 · Building Fund	6,451.00	12,740.00	-6,289.00
903 · Transportation Fund	1,338.00	903.00	435.00
902 · Scholarship Fund	2,478.38	4,845.50	-2,367.12
905 · Faith Promise	6,369.57	2,800.00	3,569.57
907 · Benevolence Fund	15,843.65	7,471.96	8,371.69
908 · Music Fund	0.00	245.25	-245.25

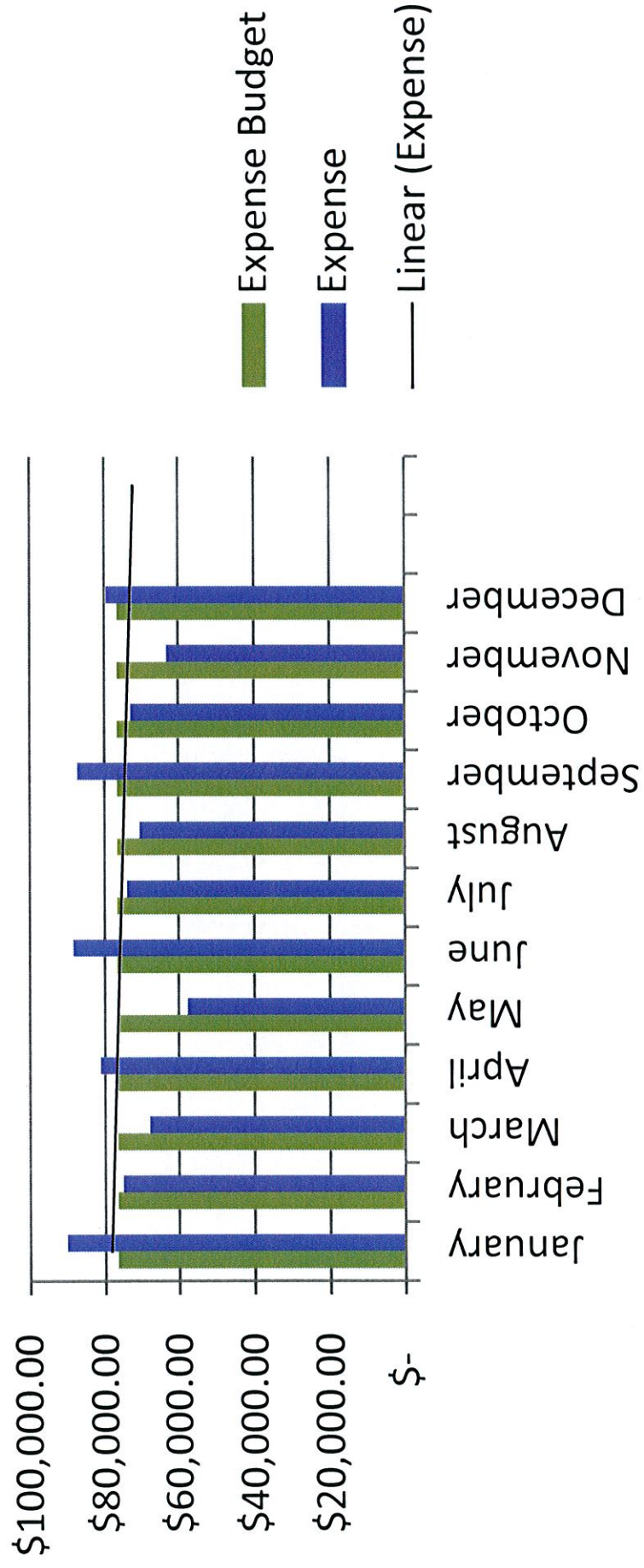
OTHER LIABILITY ACCOUNTS

902 · Capital Improvements	5,100.00	11,196.85	-6,096.85
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	2,235.88	5,764.12
Total Current Liabilities	45,580.60	51,933.25	-6,352.65
(Income/Expenses without transfers)	0.00	39,692.30	-39,692.30

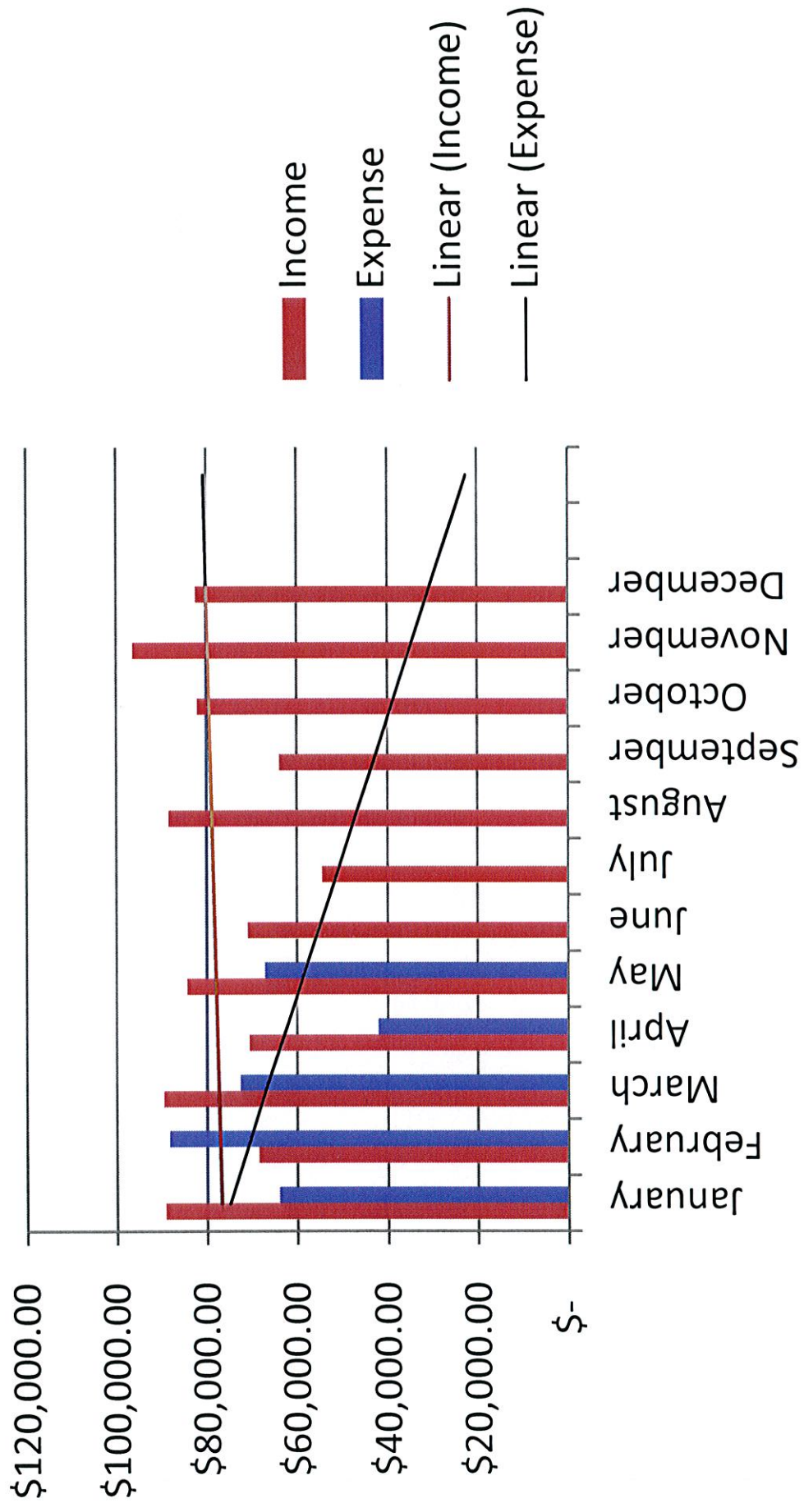
2011 Income/Budget



2011 Expenses/Budget



2011 Income/Expenses



2011 Assets

