



EBENEZER
BIBLE FELLOWSHIP CHURCH

Board of Elders Meeting
July 10, 2017

Opening & Prayer:

Wayne opened in prayer.

Roll Call:

The following elders were **present**: , Wayne Batten, Phil Norris, Swannie Griffin, Jeremy Harkins, Byron Roth, Chris Jones, Mike Notary, Dennis Flannigan, Shawn Sommons, Pat Barry, Kevin Hardy.

The following elders were **absent**: Tim Gibson, Dick Bickings.

Devotional Time:

- Jeremy talked about John 3:30 "He Must Increase and I must decrease" how in all we do should be pointing people to Jesus, just like John the Baptist demonstrated. We need to be on guard against the subtleties of sin and how it can invade the church.
- We also discussed chapter 3 in Steve Miller's book, *C.H. Spurgeon on Spiritual Leadership - "Commitment to Holiness"*
 - Holiness~ Be Holy For I Am Holy
 - Requirements for Holiness- Be above reproach, have relationships with those outside the church,
 - We ought to live in such a way that says imitate me as much as I imitate Christ, as Paul states
 - What we learned
 - Growing in holiness means we continually repent for our failures before God
 - How serious is sin? Even the smallest of sin can poison the body
 - We focus on things instead of our whole commitment to love God with all our heart, soul, and mind and in turn be Holy
 - Preventing un-holiness placing the Spirit as a priority in our lives
 - Remember you are God's instrument to bear witness to His name
 - Sin's impact on our ministry-we need to fight for it and not downplay sin.

Prayer Time: The elders split into two's to pray over their Shepherd's lists.

Approval of Minutes:

A motion was made to approve the June 12th, 2017 Meeting Minutes. It was seconded and passed unanimously.

Financial Report - June 2017 - Byron Roth (*Attachment 1*)

Byron reported the final numbers for June 2017 - Motion was made to approve this financial report, it was seconded and passed unanimously. Here are some highlights:

- Giving is still positive
- Giving is at 106% (budget vs. actual YTD)

Discussion Items:

1) Care List

- Discussion was made as to who should actually be removed from membership roll
- We looked at those who had not attended in 13 + months that some would be contacted accordingly within the week and others would be taken off the membership roll if there has been no response after several follow-ups.

2) PRC Chairman

- It was agreed by the board of elders that Shawn Sommons step down as chairman, in recognition of Shawn's work schedule and a desire to spend more time with his family. The board is accepting his resignation as Chairman of the PRC. Wayne Batten will step in as chairman and Shawn will still be a part of the committee.

3) Ministry Health Evaluation: Welcome Ministry- Chris Jones

- Chris gave an update on the Welcome Ministry (*Attachment 2*)
- General consensus is positive from the group
- It was encouraged that we invite those who have been attending for approximately the last month to make them aware they are invited to the luncheon as well (Potentially by Pastor Tim at the end of the service)
- A question was raised as to how to connect the new attendees with their elder on the shepherds list to be purposeful into their lives.

6) New Section to Personnel Handbook (*Attachment 3*)

- Swannie moved to accept the new section and Byron seconded. It was passed unanimously

7) Nominating Committee

- We discussed and approved the following people for Nominating Committee:
Dennis Flanagan, Shelley Penchick, Donna D'Imperio, Chris Jones, Wayne Batten, Mark Florentine, George Hardy, Tim Gibson.

8) Meeting Agenda – We discussed items that are going to be on the agenda for the Semi-Annual Congregational Meeting on July 30th.

Phil Norris adjourned the meeting with prayer.

Pastoral Reports

The Pastoral Reports will be submitted at the next elders meeting and will cover a 2 month update.

Respectfully submitted,



Pastor Jeremy Harkins

Temporary Secretary to the Board of Elders

EBENEZER BIBLE FELLOWSHIP CHURCH - JULY YTD 2017 FINANCIAL STATEMENT

BALANCE SHEET REPORT

GENERAL FUND - BUDGET vs. ACTUAL

ASSETS	31-Jul-17	31-Dec-16	\$ Change	Income	July YTD	Budget	Variance	% BGT YTD
Assets - Checking/Savings								
18000 · Checking (BB&T/KNBT)	523,296.65	541,631.79	-18,335.14	1100 · Offerings / Gifts	604,779.75	568,991.97	35,787.78	106%
18002 · CDs (BB&T/KNBT)	67,770.97	67,714.56	56.41	1400 · Interest	232.52	438.68	-206.16	53%
19000 · Savings (M&T Bank)	93,006.55	92,952.54	54.01	1700 · Memorials	790.00	0.00	790.00	N/A
19001 · Checking (M&T Bank)	5,375.67	5,375.67	0.00	1900 · BCS / Bldg Use	8,992.00	8,815.70	176.30	102%
Total Checking/Savings	689,449.84	707,674.56	-18,224.72	Total Income	614,794.27	578,246.35	36,547.92	106%
TOTAL ASSETS	689,449.84	707,674.56	54.01					
LIABILITIES								
Current Liabilities				Expenses				
901 · Building Fund	67,463.51	104,543.44	-37,079.93	2000 · General Church Finance	25,678.37	32,081.33	-6,402.96	80%
902 · Capital Improvement Fund	-5,464.95	0.00	-5,464.95	3000 · Discipleship Ministries	13,928.07	16,465.13	-2,537.06	85%
903 · Transportation Fund	268.00	268.00	0.00	5000 · Evangelism Ministries	5,324.28	4,831.62	492.66	110%
904 · Scholarship Fund	2,716.00	2,607.50	108.50	6000 · Missions	84,366.64	84,712.50	-345.86	100%
905 · Faith Promise	12,072.75	33,123.24	-21,050.49	7000 · Deacon Ministries	76,325.99	76,150.00	175.99	100%
907 · Benevolence Fund	13,044.37	8,746.23	4,298.14	8000 · Worship	2,736.86	4,760.00	-2,023.14	57%
908 · Music Fund	374.20	274.20	100.00	9000 · Office Expenses	8,535.23	9,438.50	-903.27	90%
911 · Year End Accruals	8,480.16	8,480.16	0.00	10000 · Congregational Care	1,153.66	1,726.62	-572.96	67%
912 · Run For The Children	637.51	4,137.51	-3,500.00	11000 · Compensation	339,315.27	351,117.85	-11,802.58	97%
914 · HRA	2,582.45	0.00	2,582.45	Total Expense	557,364.37	581,283.55	-23,919.18	96%
915 · Youth Summer Missions	5,240.50	4,767.88	472.62	Net Ordinary Income	57,429.90	-3,037.20	60,467.10	
100 · Payroll Liabilities	6,853.88	7,136.75	-282.87	Net Fund Transfer between Accts.	0.00	0.00	0.00	
Total Current Liabilities	114,268.38	174,084.91	-59,816.53	Net Income	57,429.90	-3,037.20	60,467.10	

DESIGNATED FUNDS

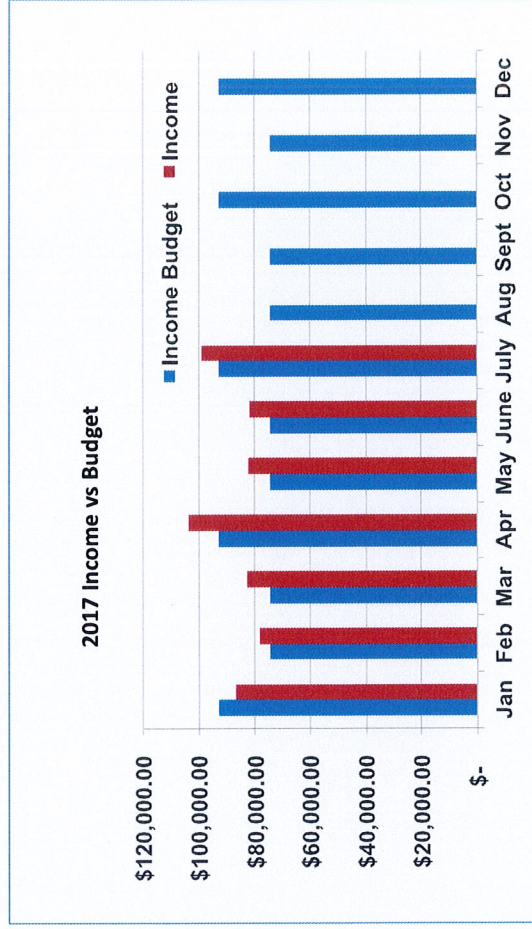
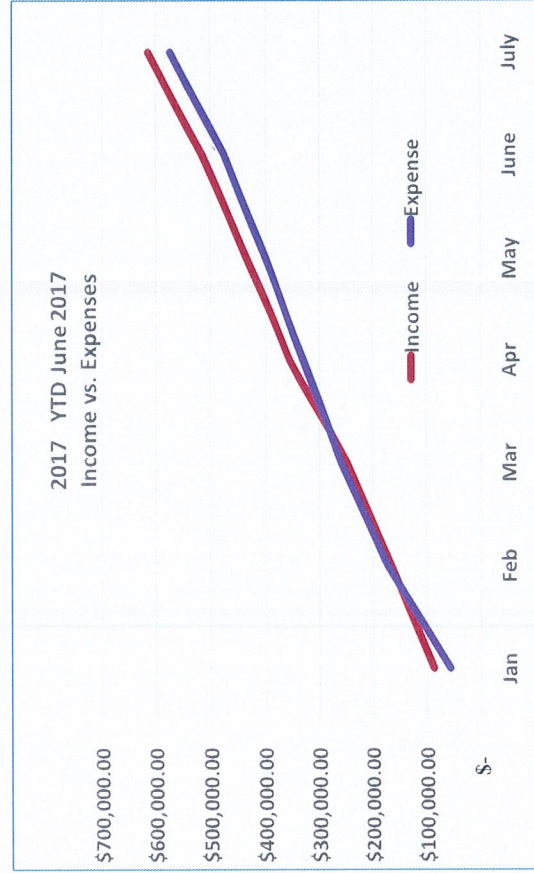
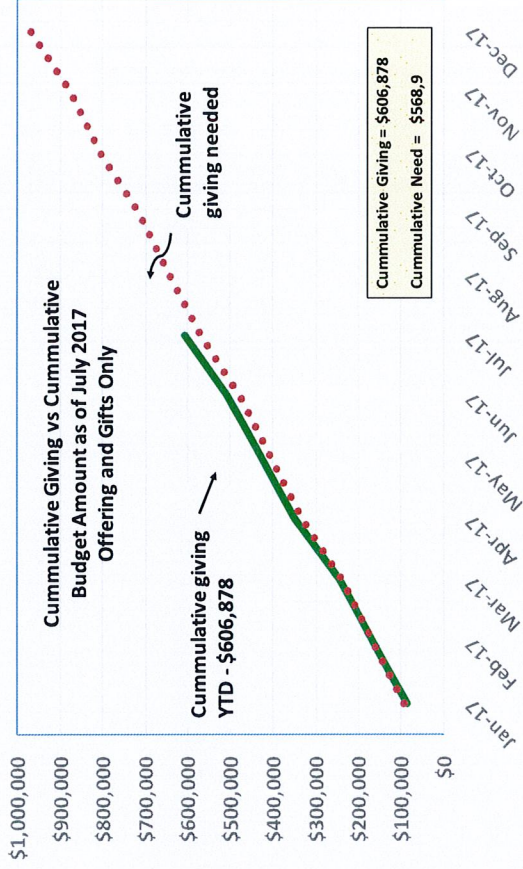
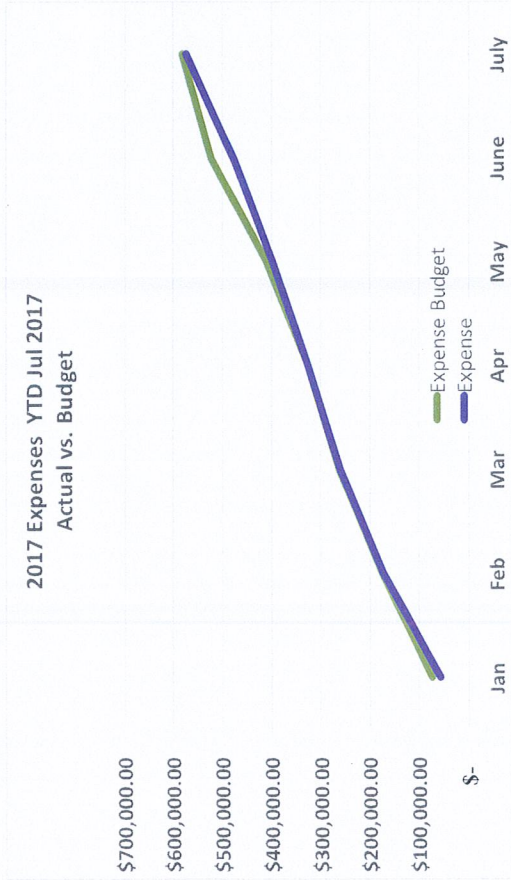
	Income	Expenses	Net
Long Term Liabilities			
810 · Mortgage	3,785.00	40,864.93	-37,079.93
Total Long Term Liabilities	0.00	0.00	0.00
Total Liabilities	114,268.38	174,084.91	-59,816.53
Equity			
900 · Retained Earnings	941,468.45	921,501.55	19,966.90
Net Income	41,591.81	19,966.90	21,624.91
1000 · Opening Bal Equity	-407,878.80	-407,878.80	0.00
Total Equity	575,181.46	533,589.65	41,591.81
TOTAL LIABILITIES & EQUITY	689,449.84	707,674.56	-18,224.72
<i>Joe Meier</i>			8/3/17
Treasurer			Date
	66,320.36	138,370.54	-72,050.18

OTHER LIABILITY ACCOUNTS

902 · Capital Improvement Fund	0.00	21,323.47	-21,323.47
911 · Year End Accruals	0.00	0.00	0.00
912 · Run For The Children	0.00	3,500.00	-3,500.00
914 · HRA	5,509.00	2,917.55	2,591.45
915 · Youth Summer Missions	27,128.11	26,655.49	472.62
Total Other Current Liabilities	66,320.36	138,370.54	-72,050.18

Attachment #1

ASSETS				July		Budget		Variance		% BGT MTD	
Assets - Checking/Savings				Income		Expenses		Net			
18000 · Checking (BB&T/KNBT)	523,296.65	540,533.93	-17,237.28	1100 · Offerings / Gifts	97,605.18	91,772.90	5,832.28	106%			
18002 · CDs (BB&T/KNBT)	67,770.97	67,770.97	0.00	1400 · Interest	29.04	70.75	-41.71	41%			
19000 · Savings (M&T Bank)	93,006.55	92,998.65	7.90	1700 · Memorials	155.00	0.00	155.00				
19001 · Checking (M&T Bank)	5,375.67	5,375.67	0.00	1900 · BCS / Bldg Use	1,256.00	1,421.89	-165.89	88%			
Total Checking/Savings	689,449.84	706,679.22	-17,229.38	Total Income	99,045.22	93,265.54	5,779.68	106%			
TOTAL ASSETS				Expenses							
				2000 · General Church Finance	523.25	487.50	35.75	107%			
				3000 · Discipleship Ministries	757.84	1,279.59	-521.75	59%			
				5000 · Evangelism Ministries	1,060.20	361.66	698.54	293%			
				6000 · Missions	200.00	62.50	137.50	320%			
				7000 · Deacon Ministries	32,874.72	5,365.00	27,509.72	613%			
				8000 · Worship	44.39	1,345.00	-1,300.61	3%			
				9000 · Office Expenses	929.22	1,085.50	-156.28	86%			
				10000 · Congregational Care	-415.35	246.66	-662.01	-168%			
				11000 · Compensation	61,649.94	49,302.55	12,347.39	125%			
				Total Expense	97,624.21	59,535.96	38,088.25	164%			
				Net Ordinary Income	1,421.01	33,729.58	-32,308.57				
				Net Fund Transfer between Accts.	0.00	0.00	0.00				
				Net Income	1,421.01	33,729.58	-32,308.57				
DESIGNATED FUNDS											
				Income	Expenses		Net				
				901 · Building Fund	475.00	19,247.27	-18,772.27				
				903 · Transportation Fund	0.00	0.00	0.00				
				904 · Scholarship Fund	40.00	0.00	40.00				
				905 · Faith Promise	2,320.00	0.00	2,320.00				
				907 · Benevolence Fund	1,825.34	3,263.00	-1,437.66				
				908 · Music Fund	0.00	0.00	0.00				
OTHER LIABILITY ACCOUNTS											
				902 · Capital Improvement Fund	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	280.51	-280.51				
				915 · Youth Summer Missions	0.00	758.37	-758.37				
				Total Other Current Liabilities	4,660.34	23,549.15	-18,888.81				
				Joe Meier							
				Treasurer	Date						



Welcome Ministry

"Therefore welcome another as Christ has welcomed you, for the glory of God." Romans 15:7

The goal of the welcome ministry is to warmly receive visitors to our church and represent the love of Christ to them. There are two parts to this ministry: Welcoming and Visitor Follow-up.

Welcoming involves greeting and the Welcome Center. We have continued the practice of greeting one another in the service before the music, as a way to recognize and welcome visitors on Sunday morning. This has proven to be a great way to meet and welcome visitors to our church in a winsome and comforting way. The Welcome Center provides a central location for information about our church and its ministries. We have decided that it is advantageous to have someone remain behind the desk as well as people out front greeting. Many visitors have utilized the welcome center to find out more about the church and receive a visitor packet.

We have a team consists of 25-30 Greeters who serve faithfully once monthly, prior to and following each service, helping others to feel welcome, orienting them toward classes, making introductions, and offering information about current ministries and programs. Starting this year, Lois Favere will serve as Head Greeter. In this role, she will organize and encourage the greeters, as well as seeking new ways to make people feel welcomed and blessed at Ebenezer.

The other part of welcoming is visitor follow-up. Once someone has come to visit our church, it is important to follow-up that visit, with some form of contact. The contact can be in the form of a letter, a phone call or a personal visit. This year we have had several volunteers sending each new visitor a personal letter within the first week of their visit. Many have also been contacted by email and invited to the Newcomer Luncheon.

The Newcomer Dessert is held on Saturday evenings each month. We had many successful Desserts this year with many new couples attending. This will continue to be an important part of the welcome ministry as a way for visitors to get information and feel welcomed. The dessert allows visitors to meet the Pastor, church members and other new attendees in an informal setting to find out more about our church and have their questions answered. Starting in April we transitioned to a Newcomer Luncheon after the second service in the serving room. This has been a good success. We have had more people attend and also have had more Elders stop in to meet the attendees.

There has been some thought on how to engage visitors in between services. One thought is to invite visitors to come to the serving room after first service for coffee and to meet pastors, elders and church members. We anticipate another great year of welcoming and greeting visitors to our church, I welcome any suggestions for ways to better engage and welcome the visitors to Ebenezer.

In Christ's Service,
Chris Jones

NEW SECTION TO BE ADDED TO PERSONNEL HANDBOOK

7.15 OTHER MINISTRY FOR STAFF CATEGORY 1 PERSONNEL

EBFC will provide time away from normal duties for other ministry to groups outside of EBFC, special retreats, studies, or activities of EBFC groups requiring traveling off site and missing normal work activities, and short term missions trips.

Requests for participation in such activities shall be submitted in writing, including detailed ministry responsibilities, to a pastor's immediate supervisor or the senior pastor 60 days in advance of the activity.

Staff person making the request is responsible to see that appropriate coverage of his normal duties is provided and approved by his immediate supervisor.

Time away from normal activities shall be limited to two activities per year, shall be limited to eight days and may only include two Sundays.

When planning to participate in such activities all pastoral staff are to realize that Sundays are a special day when God's people gather as his Church and are strongly encouraged whenever possible to schedule their responsibilities to end in a timely manner permitting their attendance at normal Sunday activities.

This policy is intended to give guidance and regulation for whole days, Sundays, or groups of days away from normal work activities. It is not meant to address single meetings, speaking or teaching engagements which are limited to a few hours, or denominational activities. However it is wise for all pastoral staff to discuss their involvement in such activities with their immediate supervisor for balance and wisdom so that such activities are always seen as minor compared to primary job responsibilities.