



Board of Elders Meeting August 13, 2012

Roll Call:

- **Present:** Tim Gibson, Jason Hoy, Dick Bickings, Wayne Batten, Scott Holwick, Shawn Van Doren, Shawn Sommons, Andy Brimer, Mike Capaldi
- **Excused late arrival:** Mark Culton

Prayer and Devotion:

- The elders continued their review of the Bible Fellowship Church Articles of Faith by discussing Article 20, Ordinances.
- The elders shared in a time of thanksgiving and prayer.

Approval of Minutes:

Motion was made to approve the Board of Elders Meeting Minutes from July 9, seconded and passed.

Financial Report:

- Treasurer Andy Brimer reviewed the July Financial Report with the elders. A slight error in the spreadsheet formula was identified and Andy agreed to make the changes. Based on the changes, a **motion** was made to approve the report, seconded and passed. (Attachment 1)
- Andy shared with the men that preparation for the 2013 budget creation will begin soon and that more detailed instructions are coming.
- Andy shared that Ebenezer had been named in someone's will to receive \$4200 to be designated for children in Romania.

Discussion Items:

- 1) **Transition** – The men discussed the transition since Tim Gibson came aboard on July 22nd. He shared that his family is feeling very loved by the congregation. He also requested prayer for his children as they anticipate the beginning of the school year and that the offer which was made on his home in Texas would come to fruition.
- 2) **Bridge Ministry** – Shawn Van Doren shared that everything was planned and in order for Ebenezer's first hosting of the Bridge Ministry on August 15th. In addition to that date, we have also volunteered for the September 5th date. Our goal for these two sessions is to get some experience and learn from this experience. It is unclear if we can be a long-term solution for the Bridge Ministry, but we will keep it in prayer. In addition, it would be a goal for us to also seek opportunities within our own community of Bethlehem.
- 3) **Parish Nursing Program** – The men discussed the launch of the Parish Nursing Program led by Carol Warner which will occur on September 10th. The elders reviewed and agreed to utilize specific materials for that launch and that the program would fall under the responsibility and leadership of congregational care (Pastor Jason Hoy).
- 4) **Pinebrook** (Van Doren)
The elders agreed that Pinebrook does not constitute a committee and that this responsibility should be absorbed by the Deacons' Activities Committee.

- 5) Forks Township Church Planting Project – Mike Capaldi gave the elders an update on a recent visit by Pastor Tim Zuck hosted at his home along with three other families. (Van Dorens, Barrys, Meeks) Tim Zuck outlined his findings from the recent field work completed in Forks Township and facilitated an open discussion about the possibilities of planting there. As mentioned in previous minutes, this endeavor has the support of other BFC churches in the area. We will continue to seek God's will for this effort and any financial support that may be requested will need to be discussed within the context of the overall budget.
 - Leadership Training – One item that spawned out of this discussion was the continued need to develop future leaders at Ebenezer and now that Tim Gibson is fully in-role, we can schedule a leadership class (formerly LEAD) in January 2013.
 - Ebenezer's Vision – A second item that was generated from this discussion is the need for the elders to set aside time to prayerfully discuss the vision for Ebenezer. In order to provide ample time for this important topic, the men agreed to meet on the following dates: September 24th, October 22nd and to go on an elders retreat on March 1-2nd, 2013.
- 6) BFC Articles of Faith Changes – Based on the outcomes from the 2012 Annual Conference, two articles (21 & 27) have been amended and require a vote for approval or rejection by individual church's Board of Elders by March 1, 2013. Pastor Hoy will send the men the link to the changes and we will discuss the changes and vote in a future meeting before the deadline.

Pastoral Reports:

- Pastor of Discipleship – Dick Bickings reviewed his monthly report. (Attachment 2)
- Pastor of Congregational Care – Jason Hoy reviewed his monthly report. (Attachment 3)
- Senior Pastor – Tim Gibson did not submit one due to his recent arrival
- Youth Pastor – Mark Culton did not submit a written report due to his recent extensive travel with the youth group. Mark arrived at about the midpoint of the Board meeting. At the end of the meeting he provided updates on the following topics:
 - Some pending schedule changes to Youth programming
 - An update regarding growth groups
 - Reminder of the Prayer Walk and Pray 21 events happening later this year

Committee Reports:

- 1) Evangelism: (Van Doren)
 - EV2 class will be held this September. (Dates TBD)
 - The elders agreed to the use of post-cards to promote our Christmas services and to canvas the neighborhoods to invite people to fellowship with us during the Christmas services.
 - Nursing home ministry has been a blessing to the residents. We need more volunteers and awareness for this ministry to meet the needs.
 - A request from Nehemiah's Wall was received and Shawn discussed this with Joe Meier, Deacon who leads the Benevolence Committee. Kevin Kritzer, Deacon, is also working with Joe to see what assistance we can possibly provide.
- 2) Membership & Discipline: (Bickings)
 - Pastor Dick reviewed the applications for membership for James & Kathy Tobar. Both are pending baptism in the coming weeks. Based on the impending baptisms, a **motion** was made to approve James & Kathy Tobar for membership, seconded and passed.
 - People issues: The elders discussed some people issues/concerns.
- 3) Worship (Gibson)
 - **Motion** was made for Tim Gibson to serve as Chair of the Worship Committee, seconded and passed.
 - Tim shared changes requested in the Worship Coordinator's job description submitted to him by Jennie Flicker. As supervisor to this position, the Senior Pastor is empowered to make these changes as he see fit.

4) Pastoral Relations (Capaldi)

- Personnel Handbook – The PRC recommended a policy change to the employee personnel handbook regarding non-pastoral staff going on mission trips and whether or not support could be provided in the way of paid vacation. The PRC recommended the following changes:
 - Missions Trips – In order to be supportive of non-pastoral staff members' participation in missions, up to one week of paid leave will be permitted under the following conditions:
 - ❖ The staff member notifies his/her supervisor at least 90-days in advance of the mission's leave dates and the supervisor approves of the timing based on Ebenezer's schedule of activities.
 - ❖ The requests are on a first-come, first-serve basis as it is not likely that Ebenezer can support more than one staff member going on missions leave at a time.
 - ❖ Every effort within reason should be made to shift critical workload and/or projects to be completed before the missions leave begins.
 - ❖ If the trip is longer than one week, it will be up to the employee to decide whether or not to use vacation time to supplement the rest of the time away.
 - **Motion** was made to accept these changes, seconded and passed.
- Pastor Jason's Compensation – Pastor Jason Hoy had been receiving special compensation in his role as Interim Senior Pastor. Since Pastor Tim has begun in that capacity, it is prudent to remove that special pay; however the PRC recommends doing it in a manner that allows Pastor Hoy's family budget to adjust over time rather than immediately. Therefore, the PRC recommended decreasing the pay by 25% in September, 50% in October, 75% in November and eliminating the special pay entirely in December. **A motion** was made to accept this recommendation, seconded and approved.
- Thanking Pastor Jason Hoy – The elders provided Pastor Jason Hoy with a card and a gift in gratitude for his work as Interim Senior Pastor.
- Calling Pastor Tim Gibson – The elders signed Pastor Tim Gibson's official call letter and will submit it to the BFC Ministerial Relations Committee.

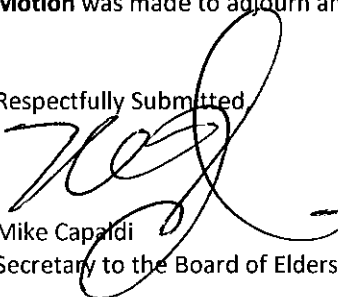
5) Deacon Liaison (Sommons)

- An Emergency Response Team is being formed and is set to meet on August 17th. This effort is being spearheaded by Rob Lofthouse, Deacon of Security, based on some recent health-related emergencies during Sunday services.
- Costs for Bridge Ministry – The Deacons expressed some concern about how we will pay for the cost associated with the Bridge Ministry activities, namely food costs.
- New Van – Mark Hardy, Deacon responsible for transportation continues to search for another vehicle to replace the van that was just sold.
- Deacon Meetings – As a reminder, the Deacons meet on the third Monday of every other month (odd months).

Closing:

Motion was made to adjourn and Pastor Tim Gibson closed the meeting in prayer.

Respectfully Submitted



Mike Capaldi
Secretary to the Board of Elders

August 13, 2012

To: Board of Elders
From: Andy Brimer, Treasurer
Subject: Financial Report for August 2012

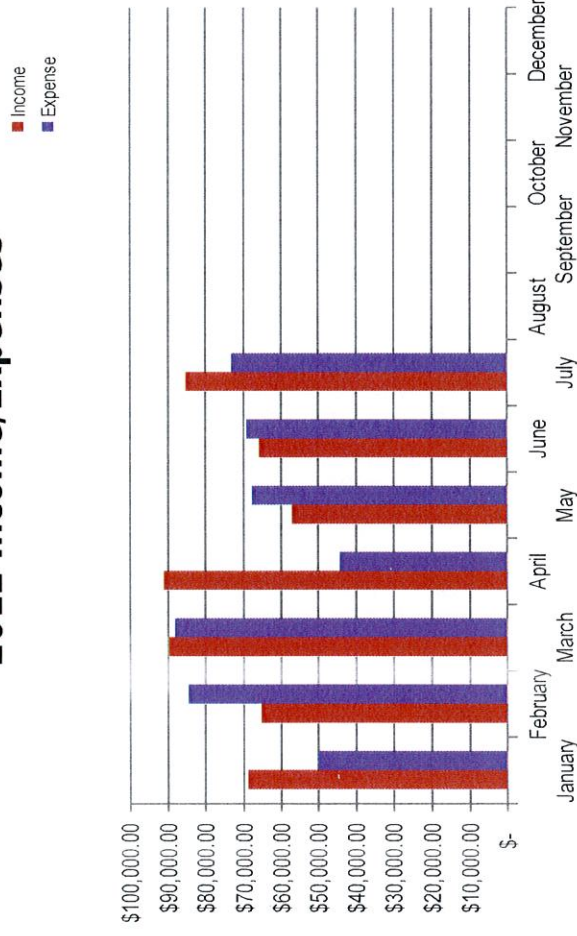
Attached you will find the following documents as the submission for the July 2012 Financial Report:

- July Financial Statement
- 2012 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

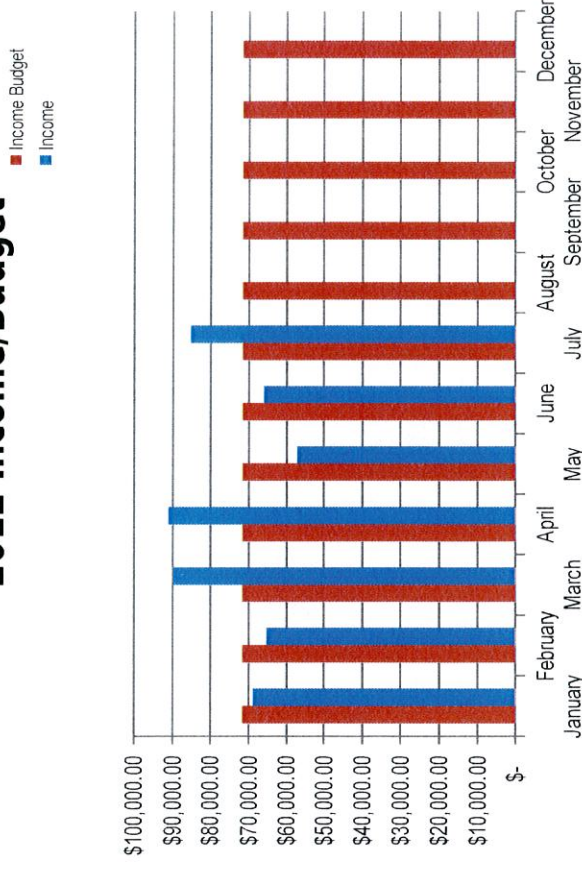
In reviewing the financial statements, I would like to make the following comments:

- Giving for July was 119% of the budgeted forecast while the YTD giving was at 104% of the annual forecast.
- Expenses for July were 112% of the budgeted forecast while the YTD expenses were at 97% of the annual forecast.

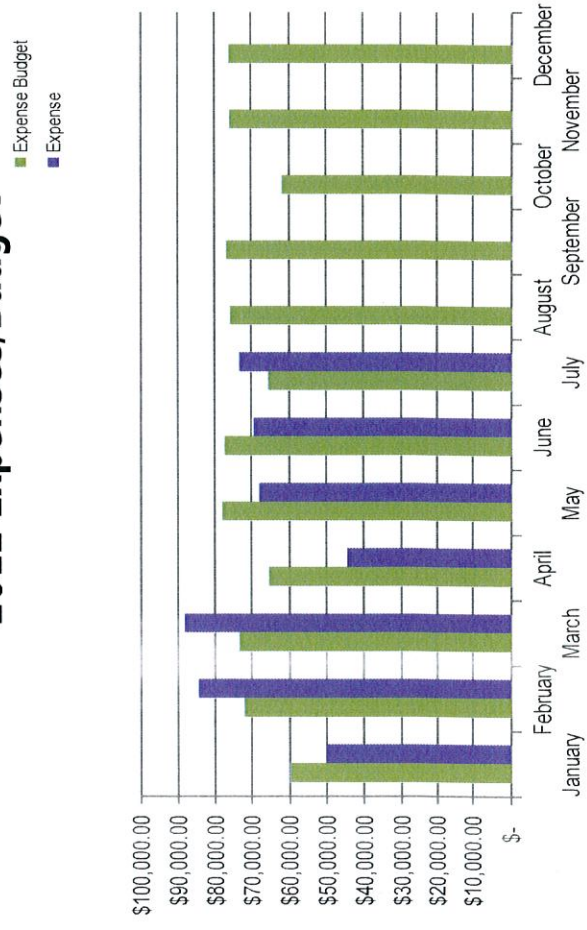
2012 Income/Expenses



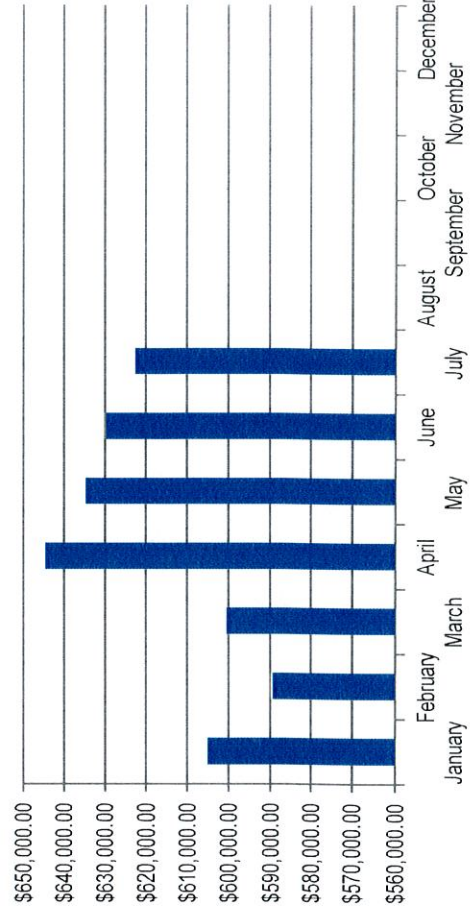
2012 Income/Budget



2012 Expenses/Budget



2012 Assets



EBENEZER BIBLE FELLOWSHIP CHURCH - JULY 2012 FINANCIAL STATEMENT

BALANCE SHEET

GENERAL FUND - BUDGET vs. ACTUAL

ASSETS	31-Jul-12	30-Jun-12	\$ Change	July	Budget	Variance
Assets - Checking/Savings						
18000 · Checking (KNBT)	454,713.76	459,006.34	-4,292.58	84,531.64	71,261.25	13,270.39
18001 · CDs (KNBT)	66,808.26	66,808.26	0.00	51.36	66.67	-15.31
19000 · Savings (M&T Bank)	91,503.12	96,482.94	-4,979.82	235.00	0.00	235.00
19001 · Checking (M&T Bank)	9,417.52	7,339.19	2,078.33	579.58	394.00	185.58
Total Checking/Savings	622,442.66	629,636.73	-7,194.07	85,397.58	71,721.92	13,675.66
TOTAL ASSETS	622,442.66	629,636.73	-7,194.07			
LIABILITIES						
Current Liabilities						
2111 · Direct Deposit Liabilities	0.00	0.00	0.00			
901 · Building Fund	8,477.24	7,190.24	1,287.00			
902 · Capital Improvement Fund	-20,213.46	5,746.54	-25,960.00			
903 · Transportation Fund	21,073.00	17,843.00	3,230.00			
904 · Scholarship Fund	2,994.60	3,018.00	-23.40			
905 · Faith Promise	20,359.11	19,008.11	1,351.00			
907 · Benevolence Fund	18,519.25	17,209.15	1,310.10			
908 · Music Fund	28.20	28.20	0.00			
910 · Angel Food Ministries	0.00	0.00	0.00			
911 · Year End Accruals	5,990.99	5,990.99	0.00			
912 · Run For The Children	700.23	700.23	0.00			
914 · HRA	6,562.28	5,435.28	1,127.00			
100 · Payroll Liabilities	5,388.20	5,690.82	-302.62			
Total Other Current Liabilities	69,879.64	87,860.56	-17,980.92			
Long Term Liabilities						
810 · Building Mortgage	0.00	0.00	0.00			
Total Long Term Liabilities	0.00	0.00	0.00			
EQUITY						
900 · Retained Earnings	923,839.75	923,839.75	0.00			
Net Income	36,602.07	25,815.22	10,786.85			
1000 · Opening Bal Equity	-407,878.80	-407,878.80	0.00			
Total Equity	552,563.02	541,776.17	10,786.85			
TOTAL LIABILITIES & EQUITY	622,442.66	629,636.73	-7,194.07			

DESIGNATED FUNDS

	Income	Expenses	Net
901 · Building Fund	1,287.00	0.00	1,287.00
903 · Transportation Fund	3,230.00	0.00	3,230.00
904 · Scholarship Fund	361.60	385.00	-23.40
905 · Faith Promise	1,567.00	366.00	1,201.00
907 · Benevolence Fund	1,660.10	350.00	1,310.10
908 · Music Fund	0.00	0.00	0.00
OTHER LIABILITY ACCOUNTS			
902 · Capital Improvement Fund	0.00	25,960.00	-25,960.00
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	1,250.00	123.00	1,127.00
Total Other Current Liabilities	9,355.70	27,184.00	-17,828.30

Andrew M. Brumer
Treasurer

8/13/12
Date

EBENEZER BIBLE FELLOWSHIP CHURCH - JULY YTD 2012 FINANCIAL STATEMENT

BALANCE SHEET REPORT

ASSETS	31-Jul-12	31-Dec-11	\$ Change
Assets - Checking/Savings			
18000 · Checking (KNBT)	454,713.76	404,429.87	50,283.89
18001 · CDs (KNBT)	66,808.26	66,769.97	38.29
19000 · Savings (M&T Bank)	91,503.12	116,347.12	-24,844.00
19001 · Checking (M&T Bank)	9,417.52	3,107.51	6,310.01
Total Checking/Savings	622,442.66	590,654.47	31,788.19

TOTAL ASSETS	622,442.66	590,654.47	-24,844.00
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LIABILITIES

Current Liabilities

2111 · Direct Deposit Liabilities	0.00	2.96	-2.96
901 · Building Fund	8,477.24	5,746.54	2,730.70
902 · Capital Improvement Fund	-20,213.46	17,243.00	-37,456.46
903 · Transportation Fund	21,073.00	2,090.20	18,982.80
904 · Scholarship Fund	2,994.60	19,656.44	-16,661.84
905 · Faith Promise	20,359.11	13,340.27	7,018.84
907 · Benevolence Fund	18,519.25	-71.80	18,591.05
908 · Music Fund	28.20	-71.80	100.00
910 · Angel Food Ministries	0.00	11,536.85	-11,536.85
911 · Year End Accruals	5,990.99	700.23	5,290.76
912 · Run For The Children	700.23	-118.43	818.66
914 · HRA	6,562.28	5,690.65	871.63
100 · Payroll Liabilities	5,388.20	5,690.65	-302.45
Long Total Other Current Liabilities	69,879.64	74,693.52	-4,813.88

810 · Building Mortgage	0.00	0.00	0.00
Total Long Term Liabilities	0.00	0.00	0.00
EQUITY	69,879.64	74,693.52	-4,813.88

900 · Retained Earnings	923,839.75	888,479.69	35,360.06
Net Income	36,602.07	35,360.06	1,242.01
1000 · Opening Bal Equity	-407,878.80	-407,878.80	0.00
Total Equity	552,563.02	515,960.95	36,602.07
TOTAL LIABILITIES & EQUITY	622,442.66	590,654.47	31,788.19

Andrew J. Bunker
Treasurer

8/13/12
Date

* Memorials in the 2012 Budget are \$0.00

GENERAL FUND - BUDGET VS. ACTUAL

	July YTD	Budget	Variance	%BGT YTD
1100 · Offerings / Gifts	517,272.04	498,828.75	18,443.29	104%
1400 · Interest	402.52	466.67	-64.15	86%
1700 · Memorials	1,110.00	0.00	1,110.00	*
1900 · BCS / Bldg Use	4,619.50	2,758.00	1,861.50	167%
Total Income	523,404.06	502,053.42	21,350.64	104%
Expense				
2000 · General Church Finance	28,058.34	24,384.85	3,673.49	115%
3000 · Discipleship Ministries	10,007.33	18,718.18	-8,710.85	53%
5000 · Evangelism Ministries	53.76	1,175.00	-1,121.24	5%
6000 · Missions	76,330.39	76,120.00	210.39	100%
7000 · Deacon Ministries	46,828.95	52,560.07	-5,731.12	89%
8000 · Worship	4,339.96	4,270.47	69.49	102%
9000 · Office Expenses	10,380.75	11,857.50	-1,476.75	88%
10000 · Prayer Ministries	371.00	1,335.00	-964.00	28%
11000 · Compensation	301,181.51	301,130.41	51.10	100%
Total Expense	477,551.99	491,551.48	-13,999.49	97%

Net Ordinary Income	45,852.07	10,501.94	35,350.13
Net Fund Transfer between Accts.	9,250.00	0.00	9,250.00
Net Income	36,602.07	10,501.94	26,100.13

DESIGNATED FUNDS

	Income	Expenses	Net
901 · Building Fund	9,600.63	0.00	9,600.63
903 · Transportation Fund	3,830.00	0.00	3,830.00
904 · Scholarship Fund	1,950.40	1,046.00	904.40
905 · Faith Promise	11,768.67	11,216.00	552.67
907 · Benevolence Fund	13,548.45	8,369.47	5,178.98
908 · Music Fund	100.00	0.00	100.00

OTHER LIABILITY ACCOUNTS

902 · Capital Improvement Fund	0.00	25,960.00	-25,960.00
910 · Angel Food Ministries	0.00	0.00	0.00
911 · Year End Accruals	0.00	5,545.86	-5,545.86
912 · Run For The Children	0.00	0.00	0.00
914 · HRA	9,250.00	2,569.29	6,680.71
Total Other Current Liabilities	50,048.15	54,706.62	-4,658.47

POD (Pastor of Discipleship) Cast – Jul/Aug 2012

Once again, my personal study of God's precious word has brought me great encouragement and strength...this time it is in the book of Lamentations where I read these awesome words...

"²⁰ My soul continually remembers it and is bowed down within me. ²¹ But this I call to mind, and therefore I have hope: ²² The steadfast love of the LORD never ceases; his mercies never come to an end; ²³ they are new every morning; great is your faithfulness. ²⁴ "The LORD is my portion," says my soul, "therefore I will hope in him." ²⁵ The LORD is good to those who wait for him, to the soul who seeks him. ²⁶ It is good that one should wait quietly for the salvation of the LORD." (Lam 3:20-26 ESV)

The writer of Lamentations has just recounted the horrible devastation of the siege of Jerusalem by the Babylonians, and is utterly distraught. However, in the midst of his night of gloom, there dawns a new day where the glory of the reality of the steadfast love of the LORD shines through and gives him hope and fills his longing with satisfaction. He saw the LORD as his portion, or his only inheritance, much like the Levites in the Old Testament.

As a result, I was challenged to refocus my attention on the steadfast love of the LORD instead of the circumstances of my own little claustrophobic world. I so desire that He would be my true satisfaction and portion...I pray so...

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

Kids Crossing

- **Curriculum Evaluation:** On going evaluation over this coming year of our FaithWeaver curriculum verses "The Gospel Project", endorsed by men like D.A. Carson, Matt Chandler, and James MacDonald. It is defined as, "... a Christ-centered curriculum that examines the grand narrative of Scripture and how the gospel transforms the lives of those it touches. Over a three-year plan of study, each session immerses participants — adults, students, and kids — in the gospel through every story, theological concept, and call to missions from Genesis to Revelation."
- **Cross Time Sunday School:** Praise the Lord, we now have a full complement of teachers and helpers.
- **Early Childhood (2&3 year-olds):** Reinstating the toddler class for the 2nd service, continues to be a work in progress.
- **Children's Church:** No change.
- **Wednesday Evening Programs:** The plans and schedule are in place for a fall start date of September 12. I will be getting together with David Lissy this week to discuss the strategy of recruiting more dads and moms as small group leaders.
- **Kids Crossing Day Camp (Monday-Friday, July 16-20):** We had a great week of day camp with 10 children attending and the joy of hearing what they learned and the songs they sung as we drove along.

Student Ministry

- See Pastor Mark's report.

Adult Ministry

- **Adult Electives:** We are planning an offsite Adult Elective Teacher's Meeting on August 18. This meeting will provide a catalyst for planning our 2012/2013 season as we discuss the following:
 - Discuss what has been working well with the electives & what needs improvement.
 - Discuss what the needs of the people are around education for the next few years
 - Discuss where we see the congregation and their needs

- **Men's Ministry:**
 - **Bethel Series:**
 - We are planning on have all the classes together on Saturday, August 25, for one "Intertestamental Period" class that bridges the Old and New Testaments. We also plan to visit the "Dead Sea Scrolls" exhibit afterwards on that same day at the Franklin Institute.
 - We will not be having an OT Bethel class this year for either men or women, but will be starting 3 NT Bethel classes the week of October 1. Gail Tshudy will be teaching the women's class on Thursday evenings, and Jason Lee and myself will be teaching the coed classes on Wednesday evenings and Saturday mornings respectively.
 - **BattleZone™:** I am privileged to be a part of a group lead by Andy Brimer and Matt Flicker.
 - **Men's Bible Studies:**
 - Wednesday evenings from 7:00 PM – 9:00 PM, see Bethel Series above.
 - Saturday mornings from 8:00 AM – 10:00 AM, see Bethel Series above.
 - Thursday mornings from 6:15 AM – 7:30 AM, This early morning group is currently engaged in a new study called "Gospel in Life" by Timothy Keller.
- **Women's Ministry:** Though many of the women's programs are in a summer hiatus, women's bible studies are being held on Tuesday's and Thursday's.

Discipleship Support

- **Kinship:** Kinship Groups as a regular scheduled meeting will be starting Sunday, September 9. I have contacted all the group leaders and will be working on a schedule to place new people in the next 2 weeks. I plan to have a Kinship Ministry table set up in the foyer for Sunday, August 26 that introduces the groups and has signup sheets for people not involved.
- **Membership Class:** I will be teaming up with Pastor Tim to teach 4 membership classes on off-Kinship Sunday evenings from September 30-November 11.

Other:

- Continue to meet with one man to counsel and encourage.
- Transported the Victory Valley Day Camp kids the week of July 16
- Helped with Rachel and Dan Marks' wedding on August 4.
- Continue to teach Adult Electives' course on "Process Spirituality" on Sunday Mornings
- Co-taught with my wife several Children's Church classes
- Continued course work for my AP410 Apologetics class as time permits.

Respectfully Submitted,

Dick Bickings,

Pastor of Discipleship

PASTOR OF CONGREGATIONAL CARE

Elders Meeting – August 13, 2012

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

1. **Shepherding**

- Made numerous visits to hospitals and homes. Made phone calls during my sickness.
- In the process of setting up the first meeting for our visitation team which consists of: Steve McDaniel, Chris McGrath, John Romero, Ray Moretz. All have expressed interest in visiting those in the hospital and our shut-ins. May go this route instead of a “Mercy Team.”
- In partnership with Donna D’Imperio, identified and called members or regular attenders who haven’t been around for several weeks. No concerns at this time. Most of those identified haven’t signed in or deal with health issues at the moment.

2. **Counseling**

- Ongoing counseling in the areas of depression, addiction, theology (reformed theology), and marriage (manageable level) and referred others to our in-house network of counselors Eric Johnson and Janet Vinson. Also referred one individual to my friend who directs the Foundations of Christian Counseling Center.
- Participated in a family intervention.
- Will meet with Rich Mastronardo and the SS team to discuss future practical theological courses offered during SS. *The Art of Marriage* Seminar is currently scheduled for Oct. 5&6. Also taught the Young Adults another session from the *How People Change* Curriculum.
- Griefshare and DivorceCare are scheduled to begin on September 11th. Carol Burress and myself plan on beginning DivorceCare 4 Kids on September 11th as well.

3. **Other**

- Church Health Committee – Met with Walnutport BFC to help with that work.
- Met with Pastor Tom Shorb for mutual accountability.
- Attended Dan and Rachel Marks Wedding

4. **Goals**

- Complete advertising for AOM Conference and Support Groups
- Schedule a meeting for the Visitation Team
- Coordinate upcoming Practical Theology SS courses
- Participate in the Bible Bee Day
- Continue Preaching and Teaching seminary course
- Vacation first week in September