



Board of Elders Meeting September 12, 2011

Roll Call:

Jason Hoy, Mark Culton, Shawn VanDoren, Shawn Sommons, Wayne Batten, Andy Brimer, Dick Bickings, Mike Capaldi (excused late)

Prayer: Jason opened in prayer.

Approval of Minutes:

- Motion was made to approve the August 8, 2011 meeting minutes, support, passed
- Motion was made to approve the August 22, 2011 meeting minutes, support, passed
- Motion was made to approve the policy for approving draft congregational meeting minutes by the Elder Board to be distributed prior to the next congregational meeting. The congregation will vote on the minutes at the next meeting. Motion to approve, support, passed
- Approval of the Draft Semi-Annual Congregational Meeting July 31, 2011 minutes for communication to the congregation, support, passed. (Attachment #1)

Financial Report:

Motion was made to approve the report as presented, seconded, passed (Attachment #2)

Pastoral Reports:

- Interim Senior Pastor (Attachment #3)
 - Discussed people issues surrounding church discipline and the revoking of their church membership.
 - Follow-up with people in Jason's absence on vacation.
- Youth Pastor (Attachment #4)
 - Malachi 4:6 – fulfill this
 - Highlighted the High School family night as a memorable event
 - Focus on Evangelism
- Pastor of Discipleship (Attachment #5)

Discussion Items:

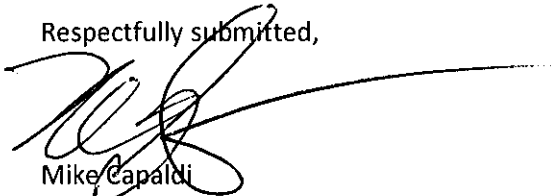
- 1) By-Laws – Dick will update the Discipleship section and it will be voted on in the October meeting.
- 2) Saucon Community Church – Tim Zuck – Shared his vision with us:
 - He believes he has been called to be a church planter and that has been clear to the Saucon Community Church – timing. Looking to develop other leaders/teachers, God's wired him that way.
 - Starting churches start a church planting movement within the BFC denomination.
 - Gathered statistics about area for planting a church and may focus on Forks or Palmer. Meetings continue although they are moving slowly.
 - Calvary BFC (Coopersburg), EBFC, Whitehall BFC and Saucon Community Church are interested in participating in church planting.
 - Timing for starting – approximately two years; timeline is being worked on SCC – growth over the summer, 75-80 people, college students from Lehigh, ahead of budget; 5 elders including Tim, 2 deacons; working on finding a facility
- 3) Senior Pastor Hiring Process
 - Mike Capaldi, Chair, provided an update on the work of the committee. The update will be shared with the congregation by way of written announcement on Sunday, September 18th.
 - By way of summary, the committee is processing 170+ resumes that were submitted during the pause of our search. The committee is prioritizing this list of candidates and making contact with those whom we rate the highest based on experience and education. Committee members will be available immediately following first service and immediately prior to second service in Room 4 to pray if anyone wishes to join us.
- 4) Visioneering (Devotion, Prayer, Process)
 - The elders believe it is wise to evaluate our current mission and vision and to seek wisdom from God as to where we should be focused both near and long-term. The exercise of casting a vision is a healthy one so long as Word of God and Prayer are at the core of the process.
 - There was some discussion of the book 'Radical' and of Acts 4 during this time.
 - The men paused and spent time in prayer seeking God's guidance in what may be a long process and most surely an important one.
 - Pastor Jason provided examples of Vision Statements from other churches and/or pastors who we regard as Christ-centered.
 - The men had a healthy discussion that followed and next steps were identified.
- 5) Christmas Services
 - Question was raised by the Deacons regarding Sunday services on December 25th (Christmas) this year and a concern that we may not be able to have volunteers.
 - The last time this happened the Christmas Eve services had approximately 600 attendees and Christmas Day had approximately 300 attendees.
 - The Elders would like to continue with Sunday services at their normal times on Christmas Day to accommodate those who wish to worship that morning; as well as the opportunity for congregants to bring family and other guests to be able to hear the gospel.
 - We will do our best to manage the needs for volunteers and possibly limit some things.
- 6) Joint Board of Elders and Deacons Meeting requested and is preliminarily scheduled for October 24, 2011.

Committee Reports:

- 1) Missions Committee (Batten)
 - Wayne reported on preliminary recommendations for supporting the Cape May ministry and Keith Strunk in 2012. Details will be presented within the context of the budget.
 - Unfortunately, the 'Run for the Children' will not be held this year. This is mainly because there are no volunteers to lead it this year.
- 2) Pastoral Relations Committee (Capaldi)
 - Nothing substantive to report.
- 3) Worship Committee (Culton)
 - Nothing substantive to report
- 4) Finance Committee (Brimer)
 - Andy Brimer reminded everyone of the pending deadlines for the budget submission. Initial submissions are due October 3, 2011.

Motion was made to adjourn, seconded and passed. The men closed in prayer.

Respectfully submitted,



Mike Capaldi
Secretary to the Board of Elders



**Ebenezer
Bible Fellowship Church**

Semi-Annual Congregational Meeting July 31, 2011

DRAFT

These minutes have been approved by the Elder Board, but are pending congregational approval at the next congregational meeting.

Prayer: Pastor Jason Hoy called the meeting to order and opened in prayer.

Roll Call: Secretary, Mike Capaldi

- Elders Present: Pastor Jason Hoy, Pastor Mark Culton, Wayne Batten, Andy Brimer, Mike Capaldi, Shawn Sommons, Shawn Van Doren
- Elders Absent: Pastor Dick Bickings (excused)
- Deacons Present: Rob Christiansen, Bruce Eckel, George Hardy, Mark Hardy, Joe Meier, John Romero
- Deacons Absent: Kamba Kalubi, Kevin Kritzberger (excused), Jason Lee (excused), Rob Lofthouse, Eric Sherer (excused)

Approval of Minutes from Prior Congregational Meetings: Secretary, Mike Capaldi

- After reviewing the minutes, a motion was made to approve the minutes for the January 31st, 2011 Annual Congregational Meeting, seconded and approved.
- After reviewing the minutes, a motion was made to approve the minutes for the April 10th, 2011 Special Congregational Meeting, seconded and approved.

Financial Report:

- Co-Treasurer, Andy Brimer, reviewed the Financial Report for the first half of 2011. (Attachment #1)
- The general summary is that we praise God for his provisions thus far in 2011.
- As a matter of update Co-Treasurer, Mike Capaldi, shared with the congregation the decision to support Keith Strunk (former Member, Elder and Pastoral Intern) with a lump sum of \$22,500. This gift is in recognition of Keith's call to Pastor the Cape May, NJ church plant beginning in August, 2011. Keith sends his sincere gratitude and love to the EBFC congregation for their support of him.
- A few questions were asked about Keith and Cape May and were answered by the Elders and Jason Hoy.

Deacon Report:

- Deacon and Property Committee Chair, George Hardy provided an update on Capital Improvement projects; such as the recently completed Sanctuary renovation.
- George thanked the Property Committee and Decorating Committee for their work throughout the project. Special thanks were given to Kevin Kritzberger and Otis Powell for their efforts.
- George reminded the congregation of the continued need for giving to the Building Fund so that other facility needs can be met. For example, the fellowship hall roof may need to be replaced soon.
- George praised God for the way He worked to allow a local church to come and take the pews and blue carpet to be used in their building and that the timing was perfect for our needs as well.
- Upcoming projects include: Lady's Room vanity upgrades and some ceiling repairs.

Vote on Nominating Committee Members: Wayne Batten, Elder & Nominating Committee Chair

- The following names were presented to the congregation to serve on the Nominating Committee: Wayne Batten, Donna D;Imperio, John Elston, Dennis Flanagan, Kevin Kritzberger, Shelley Penchick
- Committee Members were voted by secret ballot.
- All nominated individuals were approved by majority vote to serve on the Committee.

Pastoral Reports:

- Mark Culton, Youth Pastor opened by reading Matthew 28:18-20
 - Mark spoke of the need of youth to be connected to the purpose of the church, referencing 2 Timothy. He also shared the need for the youth activities to be even more connected with parents.
 - Mark reviewed his goals set at the beginning of 2011 and provided a summary of progress to-date for the year.
 - Mark took a few questions from the congregation and answered them accordingly.
- Jason Hoy, Interim Sr. Pastor and Pastor of Congregational Care opened by reading from Ephesians 4.
 - Jason thanked his fellow Pastors and staff for their support thus far in 2011 which has proved to be a difficult time. He referenced those who are no longer with us and that he misses them. He also appreciated the opportunity to lead in this capacity.
 - Jason spoke of the recent Elders Retreat and Carl Cassel's support and thanked the Elders and Deacons for their leadership.
 - Jason expressed the desire to keep up with people's needs as best possible.
 - Jason praised God for enabling him to pass the credentials process for the BFC denomination.
 - Jason told the congregation that we will likely tweak the service times again. New service times would likely be 8:45-9:50, 10:05-11:00 Sunday school, and 11:15-12:20.
- Dick Bickings, Pastor of Discipleship submitted a written report since he was away at a training conference (Attachment #2).

Senior Pastor Update:

- Pastor Jason Hoy introduced the topic by recapping his sermon earlier in the day on the book of Titus. His reasoning for selecting the text was its appropriateness to this decision and to highlight that our "character, conviction and conduct" should be based on the text.
- Elder Mike Capaldi who was appointed by the Elders to serve as Committee Chair for the hiring/search process led the remainder of the discussion.
 - Mike provided a brief historical sketch of what has happened since the resignation of Pastor Brian Cooper in August, 2008.
 - Mike provided insight into the decision-making process that led the Elders to the decision to proceed with a hiring process that allows us to include Pastor Jason Hoy as a serious candidate along with opening the search up to external candidates.
 - For a detailed review of the basis for this decision, please see meeting minutes from the June 17-18, 2011 Elders Meeting/Retreat.
http://aplaceforyou.org/upload/Elder-Meeting-Minutes_06-17-2011.pdf
 - The updated Senior Pastor Job Description was provided (Attachment #3)
 - After Mike's opening remarks, a question and answer period followed. A wide range of questions and comments were voiced by members that spanned the continuum of support for Jason to assume the role without a search, support for a search that includes Jason, and concerns whether or not Jason is the one God has for this position. Other topics included timing, methods for search and committee member makeup.

- The following people were nominated by the Elders prior to this meeting to serve as committee members: Mike Capaldi, Shawn Sommons, Rich Mastronardo, Ian Thompson, Tom Galloway, Erin Stephens, Shelly Carlstrom and Gail Tshudy. The members who were present voted on these individuals by secret ballot. All eight members were approved by the congregation.
- At the request of a member, Pastor Jason Hoy was asked to share his heart about the decision and how he feels about it personally.
- After nearly one hour of discussion, this portion of the meeting was concluded and Mike Capaldi committed to the congregation that this process would follow three guiding principles:
 - 1) The process will be above reproach with transparent communication throughout
 - 2) We will strive for face-to-face communication in the event that members desire to give input, which is highly encouraged
 - 3) The process should be bathed in prayer and we will ask for everyone's participation in praying for our process.

Adjournment: Elder, Shawn Van Doren closed the meeting in prayer and it was adjourned.

Respectfully Submitted,

Mike Capaldi,
Secretary to the Board of Elders, EBFC

September 12, 2011

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

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

- August Financial Statement
- August 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 August was 55% of the budgeted forecast while the YTD giving is at 93% of the annual forecast.
- Expenses for August were 136% of the budgeted forecast while the YTD expense level is at 92% of the annual forecast.
- Note the lower giving can be attributed to the cancellation of service due to Hurricane Irene on August 28.
- The quarterly checks for Missions which included support for the Strunks were disbursed this month which apparently increases the monthly spending.
- We recommend that we remain diligent with current spending and our assessment of any major financial decisions in the coming months.
- Pray as we put together the proposed 2012 budget based on ministry goals and alignment with the vision God has given us here at EBFC.

EBENEZER BIBLE FELLOWSHIP CHURCH - AUGUST 2011 FINANCIAL STATEMENT

BALANCE SHEET REPORT / COMPARISON

GENERAL FUND - BUDGET vs. ACTUAL

ASSETS	31-Aug-11	31-Jul-11	\$ Change
Assets - Checking/Savings			
18000 · Checking (KNBT)	351,193.06	409,385.11	-58,192.05
18001 · CDs (KNBT)	66,305.83	66,305.83	0.00
19000 · Savings (M&T Bank)	116,230.51	116,200.90	29.61
19001 · Checking (M&T Bank)	13,926.25	15,901.12	-1,974.87
Total Checking/Savings	547,655.65	607,792.96	-60,137.31

TOTAL ASSETS 547,655.65 607,792.96 -60,137.31

LIABILITIES

Current Liabilities

901 · Building Fund	50,881.14	50,352.14	529.00
902 · Capital Improvement Fund	-52,925.99	-52,925.99	0.00
903 · Transportation Fund	16,218.00	16,168.00	50.00
902 · Scholarship Fund	2,171.05	2,295.75	-124.70
905 · Faith Promise	23,145.23	22,737.23	408.00
907 · Benevolence Fund	16,947.35	15,790.35	1,157.00
908 · Music Fund	112.95	112.95	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 · Health Care Account	5,952.54	6,079.32	-126.78
100 · Payroll Liabilities	5,660.45	4,906.83	753.62
Total Other Current Liabilities	73,054.21	70,408.07	2,646.14

Long Term Liabilities

810 · Building Mortgage	0.00	0.00	0.00
Total Long Term Liabilities	0.00	0.00	0.00
Total Liabilities	73,054.21	70,408.07	2,646.14

EQUITY

900 · Retained Earnings	888,339.69	888,339.69	0.00
Net Income	-5,859.45	56,924.00	-62,783.45
1000 · Opening Bal Equity	-407,878.80	-407,878.80	0.00
Total Equity	474,601.44	537,384.89	-62,783.45
TOTAL LIABILITIES & EQUITY	547,655.65	607,792.96	-60,137.31

Andrew M. Brown
Treasurer

9/12/11

Income	August	Budget	Variance
1100 · Offerings / Gifts	41,620.36	75,833.33	-34,212.97
1400 · Interest	56.45	150.00	-93.55
1700 · Memorials	150.00	100.00	50.00
1900 · BCS / Bldg Use	0.00	576.17	-576.17
Total Income	41,826.81	76,659.50	-34,832.69

Expenses			
2000 · General Church Finance	80.77	3,973.33	-3,892.56
3000 · Discipleship Ministries	8,273.76	2,960.00	5,313.76
5000 · Evangelism Ministries	141.91	283.33	-141.42
6000 · Missions	53,355.00	11,454.17	41,900.83
7000 · Deacon Ministries	4,916.33	9,174.17	-4,257.84
8000 · Worship	172.46	654.17	-481.71
9000 · Office Expenses	1,090.27	1,849.17	-758.90
10000 · Congregational Care	320.00	400.00	-80.00
11000 · Compensation	36,017.58	45,911.16	-9,893.58
Total Expense	104,368.08	76,659.50	27,708.58

Net Ordinary Income	-62,541.27	0.00	-62,541.27
Net Fund Transfer between Accts.	0.00	0.00	0.00
Net Income	-62,541.27	0.00	-62,541.27

DESIGNATED FUNDS

	Income	Expenses	Net
901 · Building Fund	529.00	0.00	529.00
903 · Transportation Fund	50.00	0.00	50.00
904 · Scholarship Fund	10.30	135.00	-124.70
905 · Faith Promise	408.00	0.00	408.00
907 · Benevolence Fund	1,157.00	0.00	1,157.00
908 · Music Fund	0.00	0.00	0.00

OTHER LIABILITY ACCOUNTS

902 · Capital Improvement Fund	0.00	0.00	0.00
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	126.78	-126.78
Total Other Current Liabilities	2,154.30	135.00	2,019.30
(Income/Expenses without transfers)	-1,620.70	135.00	-1,755.70

EBENEZER BIBLE FELLOWSHIP CHURCH - AUGUST YTD 2011 FINANCIAL STATEMENT


BALANCE SHEET REPORT / COMPARISON

GENERAL FUND - BUDGET vs. ACTUAL

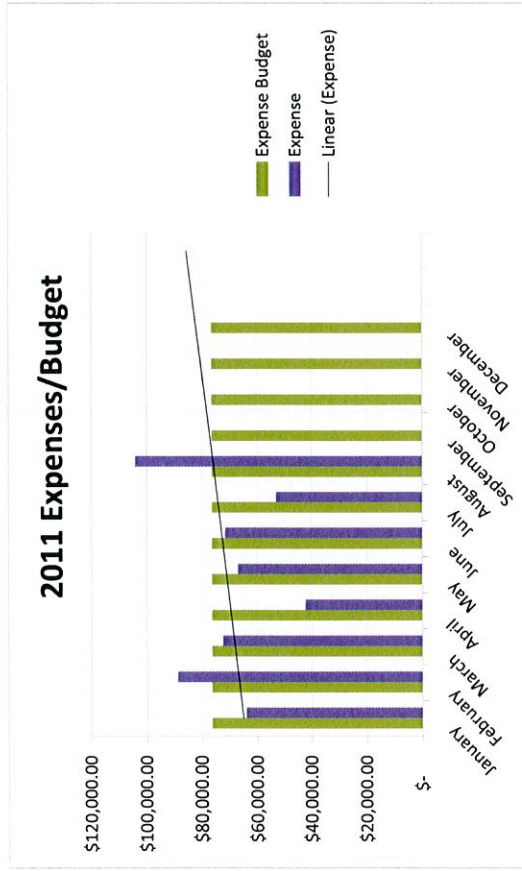
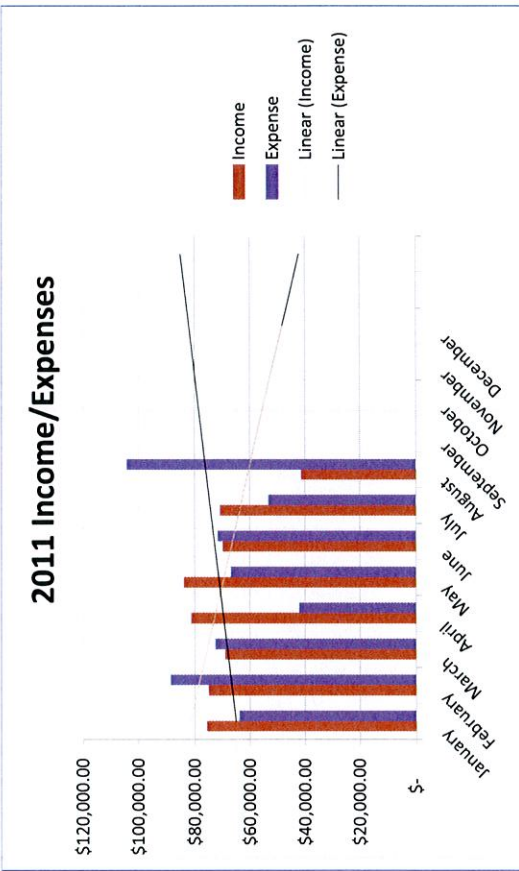
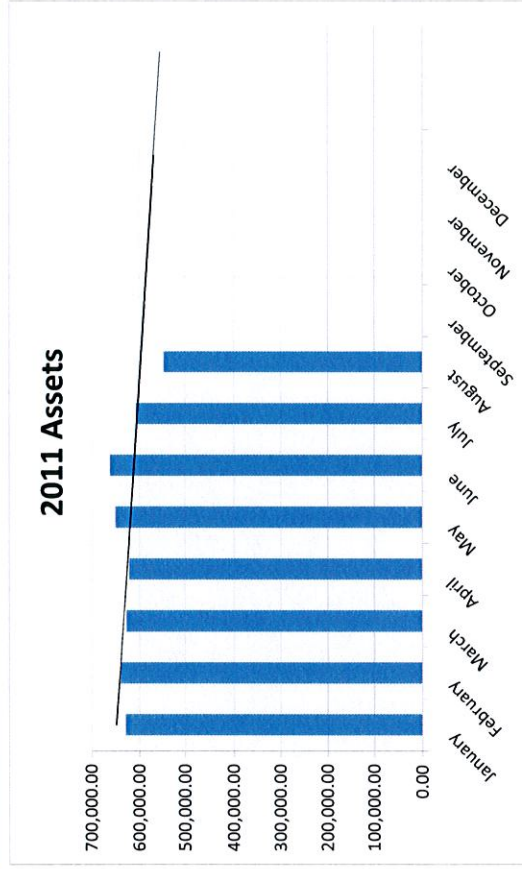
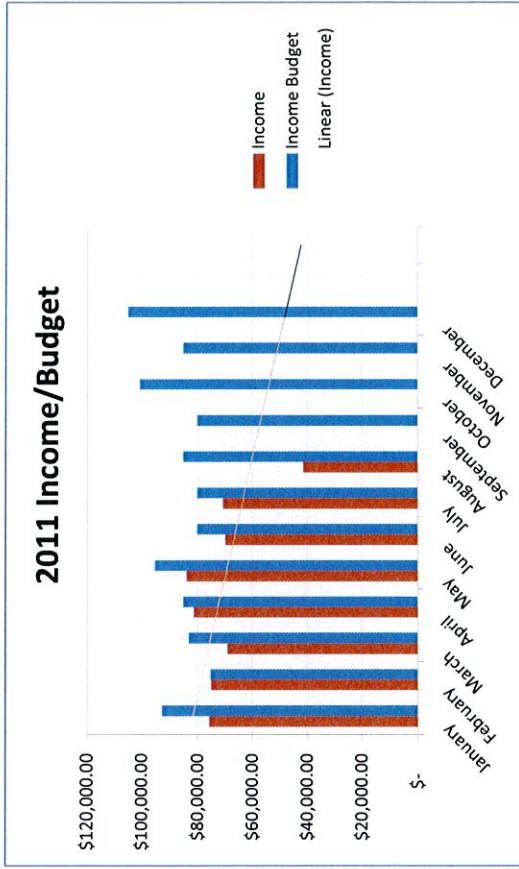
	31-Aug-11	31-Dec-10	\$ Change		August YTD	Budget	Variance	%BGT YTD
ASSETS				Income				
Assets - Checking/Savings				1100 · Offerings / Gifts	560,432.68	606,666.64	-46,233.96	92%
18000 · Checking (KNBT)	351,193.06	410,075.92	-58,882.86	1400 · Interest	294.61	1,200.00	-905.39	25%
18001 · CDs (KNBT)	66,305.83	66,305.83	0.00	1700 · Memorials	3,535.00	800.00	2,735.00	442%
19000 · Savings (M&T Bank)	116,230.51	140,997.57	-24,767.06	1900 · BCS / Bldg Use	3,962.50	4,609.36	-646.86	86%
19001 · Checking (M&T Bank)	13,926.25	11,845.69	2,080.56	Total Income	568,224.79	613,276.00	-45,051.21	93%
Total Checking/Savings	547,655.65	629,225.01	-81,569.36	Expense				
TOTAL ASSETS	547,655.65	629,225.01	-81,569.36	2000 · General Church Finance	24,097.47	31,786.64	-7,689.17	76%
LIABILITIES & EQUITY				3000 · Discipleship Ministries	13,152.33	23,680.00	-10,527.67	56%
Liabilities				5000 · Evangelism Ministries	1,050.87	2,266.64	-1,215.77	46%
Current Liabilities				6000 · Missions	121,210.19	91,633.36	29,576.83	132%
901 · Building Fund	50,881.14	66,638.86	-15,757.72	7000 · Deacon Ministries	65,189.17	73,393.36	-8,204.19	89%
902 · Capital Improvement Fund	-52,925.99	10,338.00	-63,263.99	8000 · Worship	2,801.57	5,233.36	-2,431.79	54%
903 · Transportation Fund	16,218.00	14,555.00	1,663.00	9000 · Office Expenses	13,354.02	14,793.36	-1,439.34	90%
904 · Scholarship Fund	2,171.05	3,602.41	-1,431.36	10000 · Congregational Care	1,456.72	3,200.00	-1,743.28	46%
905 · Faith Promise	23,145.23	17,708.65	5,436.58	11000 · Compensation	321,210.17	367,289.28	-46,079.11	87%
907 · Benevolence Fund	16,947.35	14,198.34	2,749.01	Total Expense	563,522.51	613,276.00	-49,753.49	92%
908 · Music Fund	112.95	1,136.45	-1,023.50	Net Ordinary Income	4,702.28	0.00	4,702.28	
910 · Angel Food Ministries	1,049.46	1,049.46	0.00	Net Fund Transfer between Accts.	8,000.00	0.00	8,000.00	
911 · Year End Accruals	3,138.84	11,542.09	-8,403.25	Net Income	-3,297.72	0.00	-3,297.72	
912 · Run For The Children	700.23	700.23	0.00					
914 · HRA	5,952.54	125.77	5,826.77					
100 · Payroll Liabilities	5,660.45	6,074.34	-413.89					
Total Other Current Liabilities	73,054.21	147,672.56	-74,618.35					
Long Term Liabilities								
810 · Building Mortgage	0.00	0.00	0.00					
Total Long Term Liabilities	0.00	0.00	0.00					
Total Liabilities	73,054.21	147,672.56	-74,618.35					
Equity								
900 · Retained Earnings	888,339.69	855,140.44	33,199.25					
Net Income	-5,859.45	34,290.81	-40,150.26					
1000 · Opening Bal Equity	-407,878.80	-407,878.80	0.00					
Total Equity	474,601.44	481,552.45	-6,951.01					
TOTAL LIABILITIES & EQUITY	547,655.65	629,225.01	-81,569.36					

DESIGNATED FUNDS

	Income	Expenses	Net
901 · Building Fund	8,976.00	24,733.72	-15,757.72
903 · Transportation Fund	1,663.00	903.00	760.00
904 · Scholarship Fund	4,055.14	5,486.50	-1,431.36
905 · Faith Promise	7,695.57	3,373.99	4,321.58
907 · Benevolence Fund	20,158.31	18,393.67	1,764.64
908 · Music Fund	0.00	1,023.50	-1,023.50
OTHER LIABILITY ACCOUNTS			
902 · Capital Improvement Fund	5,100.00	69,869.38	-64,769.38
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	3,373.23	4,626.77
Total Other Current Liabilities	47,648.02	133,278.57	-85,630.55
(Income/Expenses without transfers)	-1,620.70	46,737.66	-48,358.36


 Treasurer

9/12/11



INTERIM SR PASTOR REPORT

Elders Meeting – September 12, 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, on-going counseling, and meeting with men one on one.
- 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. Help Jennie and Robbin make administrative decisions.
- Enjoying the Mark series
- Attended Lasso Funeral
- Attended BFC Ministerium
- Started Kinship

Goals for upcoming weeks:

- Finish Greek Class
- Keep up with a few specific people needs this week prior to vacation
- Clean up membership rolls/Shepherding Lists (Fall project)

People issues

Student Ministries Report – August 2011

Malachi 4:5-6 (ESV)

5 “Behold, I will send you Elijah the prophet before the great and awesome day of the Lord comes. 6 And he will turn the hearts of fathers to their children and the hearts of children to their fathers, lest I come and strike the land with a decree of utter destruction.”

Whether this verse applies to John the Baptist or Jesus (or some other prophet), the point is crystal clear to us - in this last age one of the things God desires is that the hearts of fathers are turned toward their children, and children grow in love for their parents.

This verse was brought to my attention recently while watching a controversial film about youth ministry called “Divided”. This film basically says that modern youth ministry has divided the family and done more damage than good.

The conclusion that this movie came to was misguided at best and to be vigilant that we as a student ministry are actively seeking to empower dads and moms to disciple their children, while simultaneously challenging students to grow in their love and obedience towards their parents. This is quite the challenge given the state of the typical American family today. Yet, it is what we are called to do, damaging at worst, but I will say that there were still some good pearls to be gained from the film - some things that we all need to work toward if we care about students and their families.

We have found it is why we have been focusing on the whole concept of “Orange” the last year or so.

Please pray with us that we might be used by God to fulfill Malachi 4:6.

Activities

- **Kickback**

We had a smaller group of high schoolers come on our annual camping trip, and yet that was neat because we saw everyone hanging out together. I think it was a great time of getting to know each other and we had a good study going through a book called “The Radical Question” by David Platt.

- **Summer Family Night**

We had an awesome night with high school students and their families. We ate together, played some games together, sang worship songs and even did a study together. I felt tremendous joy as I looked across and saw parents and students worshipping together! We will definitely be doing this again, I think on a semi-regular basis.

- **MS Beach Day**

Had a nice trip to Ocean Grove with the middle school students. One of the neat things about this year was having some high school student leaders come and build relationships with the middle school students, as well as run the logistics.

Teaching

- **Middle School**

Going through a series on Worship, and how that involves our entire life, not just the times in the church building.

- **High School**

We just finished going through the book of Galatians. Getting ready to hit another OT book.

- **Sunday School**

I am trying to get a team together to share in this which includes Don Panto, Dale Tshudy, Tom Galloway, Tom Carlstrom, and myself. I also met with Dale to discuss the seniors sunday school class.

- **Preaching**

Enjoyed having the privilege of bringing the Word again on the 14th.

Shepherding

- Spent an afternoon with a recent graduate, and it was mutually encouraging.

Staff

- It was great to have a joint staff meeting with our middle school and high school staff. We did this last year, and I enjoyed doing it again. We watched the movie "Divided", and discussed its implications on our youth ministry.

Other

- Met with other youth pastors from the community for our monthly LV Unite meeting.
- Enjoyed a wonderful vacation with my 4 girls. :-).
- Had 2 great phone conversations with John Musil from Dare 2 Share about developing a climate of evangelism in our youth ministry here, as well as growing in my evangelistic endeavors. I will be attending a conference for youth pastors this month.
- Met with another youth pastor that I am mentoring
- Working through Old Testament Introduction Class at Reformed Baptist Seminary.

Respectfully Submitted,

Mark Culton

POD (Pastor of Discipleship) Cast – Aug/Sep 2011

I recently was challenged by a conversation with a young man at a family birthday party my wife and I attended. He was confessing to me his lack of love for people and especially for God. He talked about how much of what he does is more out of habit than true devotion. As a result, he has been crying out to God in confession, asking God to change his heart and give him the love he should have. As I pondered our conversation, I had to inventory all that I do as a pastor...does it stem from what the scriptures command when they say...

"You shall love the LORD your God with all your heart and with all your soul and with all your might." (Deut 6:5 ESV)

...or is it simply out of habit. I pray that as I serve my master, it is always with my focus on Him, and the ministry I do is a direct outflow of my love for Him.

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

Kids Crossing

- **Cross Time Sunday School:** Praise the Lord, He has brought in the teachers and assistants to fill all the Sunday School gaps, and the recent promotion of the age groups along with service time changes went flawlessly! We are currently working with the school (BCS) to coordinate room setups that will best facilitate the needs of both groups.
- **Early Childhood (2&3 year-olds):** We are still only providing the toddler classes for the 8:45 and Sunday School time frames. For the 11:15 service, we split the class into 2 year-olds who go to the nursery, and 3 year-olds who go to children's church.
- **Children's Church:** The class size is still manageable even though we are including 3 year-olds.
- **Wednesday Evening Programs:** FaithWeaver Friends began on September 7 with approximately 50 kids for the first night. There is a greater emphasis on Bible memorization this year in cooperation with the Sunday School classes. We are also considering some changes in the program that will make it even better, such as more gender appropriate games and crafts. Continue to pray that the lord will bring in the volunteers needed to serve in this important children's ministry.

Student Ministry

- See Pastor Mark's report.

Adult Ministry

- **Adult Electives:** We began our fall 2011 Adult Electives classes on Sunday, September 11. Here is the new class breakdown: Genesis (Rich Mastronardo), Galatians/Ephesians/Philippians (Dick Bickings), and Discipleship Essentials (Joe Maddock).
- **Men's Ministry:**
 - **Bethel Series:** Jason Lee and I will begin teaching the Bethel Series OT beginning in October. We are currently receiving signups for both the Wednesday night class (Jason Lee), and the Saturday morning class (me).
 - **BattleZone™:** We are currently running two groups that meet early on Saturday mornings.
 - **Men's Bible Studies:**
 - Saturday mornings from 8:00 AM – 10:00 AM, this class will be replaced by the Bethel Series beginning in October.
 - Thursday mornings from 6:15 AM – 7:30 AM, Dave VanWinkle continues in his study on the book of *Romans*.

- **Women's Ministry:** Laura Sommons continues to move forward to build her leadership team. She has been able to put the right people in the right spots. Continue to pray for Laura and her team as they reach out to disciple the women in our church.

Discipleship Support

- **Kinship:** Kinship Groups officially began for this year, Sunday, September 11. We currently have 14 groups with 250+ people attending. I praise the Lord for the diligence of each group leader. We will be adding a greater focus on outreach this year along with each group taking on a member who is shut-in.
- **Membership Class & Interviews:** We will begin a new membership class in October.

Other:

- Consistently meeting with several individual men weekly or biweekly to counsel and encourage. Pray that they will hold strong and that the Lord will give me wisdom to help them through these times.
- Continued to work through my TNARS, BS410 - NT Theology course as time permits.

Respectfully Submitted,

Dick Bickings,

Pastor of Discipleship