



Board of Elders Meeting October 10, 2011

Roll Call:

- Hoy, Bickings, Culton, Sommons, VanDoren, Capaldi, Brimer all present.
- Wayne Batten was excused from the meeting.

Devotion – Articles of Faith Review:

Pastor Dick Bickings led the men in a review and discussion of Article 11 on Election.

Prayer:

The men shared in a time of thanksgiving and prayer.

Approval of Minutes:

The men reviewed the minutes from the Board of Elders Meeting held on September 12, 2011.

Motion was made to approve the minutes, seconded and passed.

Financial Report:

- Andy Brimer, co-Treasurer, reviewed the September Financial Report with the elders. (Attachment #1) **Motion** was made to approve the report as submitted, seconded and passed.
- The men discussed how we could better communicate our finances to the ministry leaders and the congregation. Several options were discussed such as sending reports to ministry leaders throughout the year showing expenses for their ministry as well as sending out a quarterly financial summary to the congregation in the e-Newsletter. This could lead to greater visibility into the church's financial position.
- 2012 budget planning was discussed. Andy & Mike Capaldi, co-Treasurer, will assemble the workbook for preliminary review and feedback at the October 24th joint Deacon/Elder meeting. The budget will need to be approved by the Elder Board at the next Board meeting on November 14th.

Pastoral Reports:

- 1) Interim Senior Pastor – (Attachment #2)
 - Pastor Jason Hoy, Interim Senior Pastor, reviewed his monthly report.
 - Jason led a discussion about following up with people and the importance of reaching out to newcomers.
- 2) Youth Pastor – (Attachment #3)
 - Pastor Mark Culton, Youth Pastor, reviewed his monthly report.
 - Several of the Elders commented on the success of the recent prayer walk and it being a very positive event for all. Special thanks to the volunteers who helped make this happen.
- 3) Pastor of Discipleship – (Attachment #4)
 - Pastor Dick Bickings, Discipleship Ministries, reviewed his monthly report.

Discussion Items:

- 1) Senior Pastor Search/Hiring Committee Update:
 - Mike Capaldi, Committee Chair, provided the men with an update on the process to date.
 - Over 170 resumes have been reviewed, and from those, five men were identified to be interviewed by telephone or Skype during October. Upon completion, we will prioritize the candidates and decide whether or not we would interview any of them again.
 - In order to provide the Board of Elders with insight into our top candidate(s), we will provide information about the candidate to the Board in the event that we invite them back for a second interview.
 - Since Pastor Hoy is a final candidate, he will be interviewed when we get to that step with any other candidates. Pastor Jason and the elders agreed with this approach.
 - As always, the committee asks for your continued prayer during this process. Please pray for wisdom, discernment and the Holy Spirit's working in all of us during this time.
- 2) People Concerns: The elders discussed three matters concerning members of our congregation. In one case, Mark Culton will be following up with an individual.
- 3) By-Laws Revisions:
 - The elders reviewed the final portion of the By-Laws for the church with input from Pastor Bickings on Discipleship.
 - **Motion** was made to approve the by-laws as submitted, seconded and passed.
 - Mike Capaldi will ask Wayne Batten, who has led this effort, to create a cover memo that summarizes the areas that were updated and/or changed. This and the revised by-laws will be distributed to the congregation for review prior to the Dec 11th Budget Meeting. At that meeting the by-laws can be approved by vote by the congregation.
- 4) Budget Meeting Agenda, December 11, 2011: The elders decided that the December 11th budget meeting should also be a prayer & praise meeting to include the review of the budget and approval.
- 5) Christmas Day Services: The elders agreed to the Deacons' recommendation to host a single service on Sunday morning, December 25th. The reason for the request is to be sensitive to volunteers and staff time on Christmas morning, trying to protect as much time for them to spend with loved ones. Also, the last time Christmas was on a Sunday attendance was only 50% of the normal Sunday morning. Because of this, we feel confident that one service will suffice and minimize people's time away. The service time will be **10:00 am on Christmas.**
- 6) Joint Deacon/Elder Board Agenda, October 24, 2011:

The elders agreed to the following agenda to be followed during the upcoming joint deacon/elder meeting:

 1. Preliminary budget review
 2. Vision discussion
 3. Security recommendation about locking classrooms
 4. Property matters
- 7) Vision Discussion: The elders continue to be led to review and enhance the vision for Ebenezer. Knowing that this is an important task, the discussions have been very broad thus far and we continue to pray that God would guide us in this important leadership matter. We also realize that having ample time in the best possible setting will allow us to do this well. We are holding

November 28th for a potential date of spending all of our meeting time on the subject of visioning.

Closing:

Pastor Culton closed the meeting in prayer.

Respectfully Submitted

A handwritten signature in black ink, appearing to read 'Mike Capaldi', with a long horizontal line extending to the right.

Mike Capaldi

Secretary to the Board of Elders

October 10, 2011

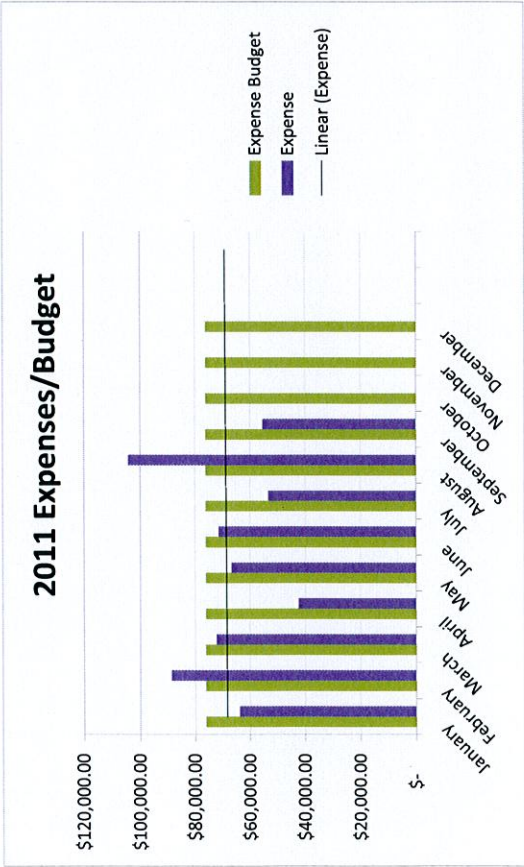
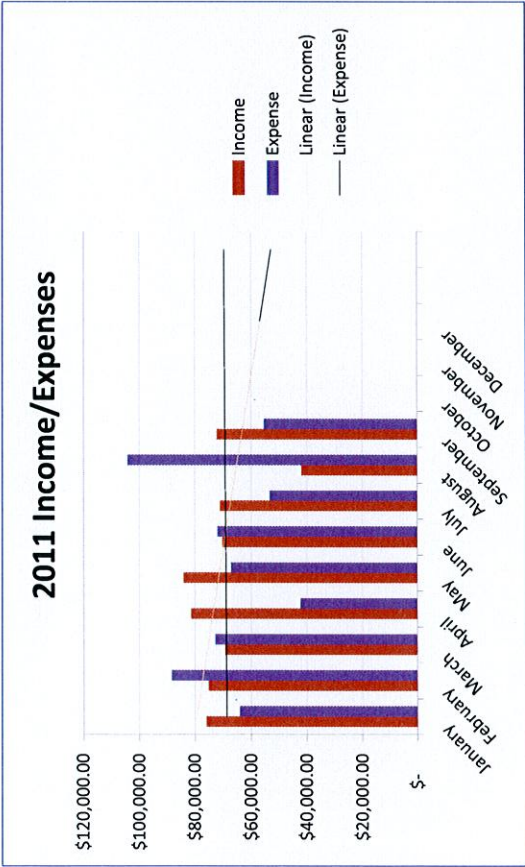
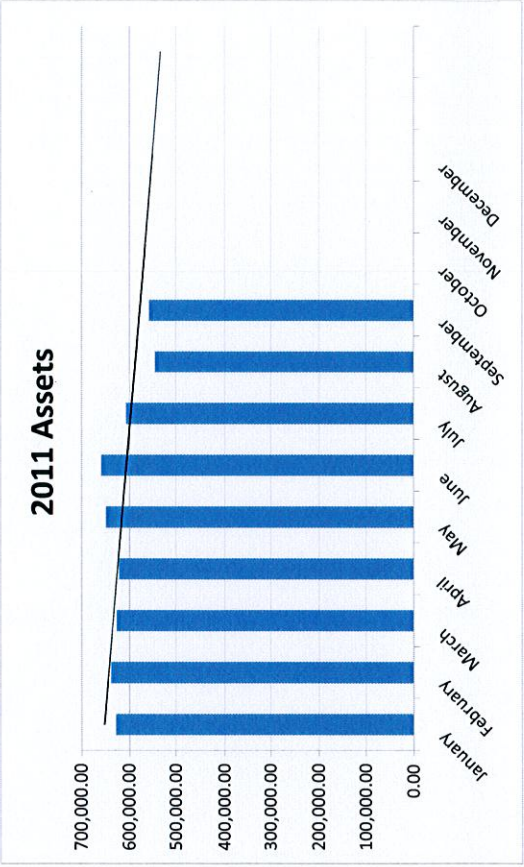
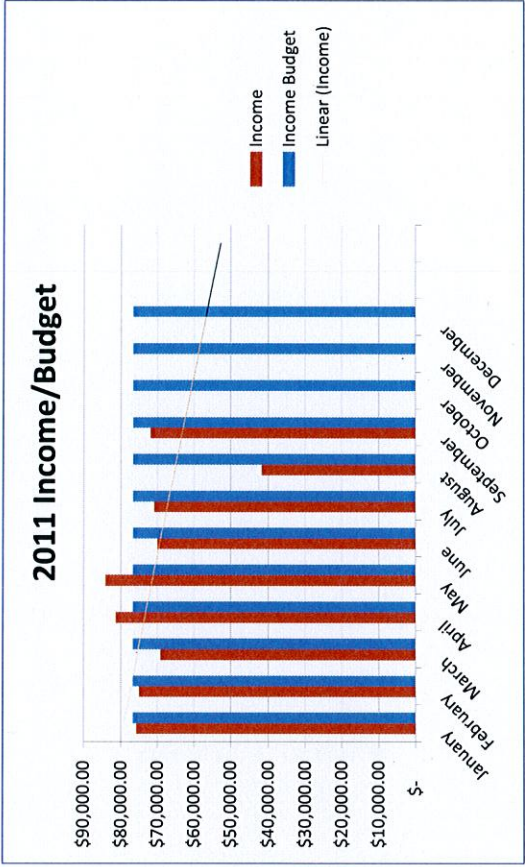
To: Board of Elders
From: Treasurers, Mike Capaldi & Andy Brimer
Subject: Financial Report for October 2011

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

- September Financial Statement
- September 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 September was 94% of the budgeted forecast while the YTD giving is at 93% of the annual forecast.
- Expenses for September were 72% of the budgeted forecast while the YTD expense level is at 90% of the annual forecast.
- We recommend that we remain diligent with current spending and our assessment of any major financial decisions in the coming months.
- Pray as we assemble the proposed 2012 ministry budgets and discuss them keeping in mind the ministry goals and alignment with the vision God has given us here at EBFC.



EBENEZER BIBLE FELLOWSHIP CHURCH - SEPTEMBER YTD 2011 FINANCIAL STATEMENT

BALANCE SHEET REPORT / COMPARISON

GENERAL FUND - BUDGET vs. ACTUAL

ASSETS	30-Sep-11	31-Dec-10 \$ Change
Assets - Checking/Savings		
18000 · Checking (KNBT)	365,530.34	410,075.92
18001 · CDs (KNBT)	66,305.83	66,305.83
19000 · Savings (M&T Bank)	116,259.17	140,997.57
19001 · Checking (M&T Bank)	12,397.84	11,845.69
Total Checking/Savings	560,493.18	629,225.01

TOTAL ASSETS 560,493.18 629,225.01 -68,731.83

LIABILITIES

Current Liabilities

901 · Building Fund	-5,963.39	66,638.86	-72,602.25
902 · Capital Improvement Fund	5,746.54	10,338.00	-4,591.46
903 · Transportation Fund	16,243.00	14,555.00	1,688.00
904 · Scholarship Fund	2,339.80	3,602.41	-1,262.61
905 · Faith Promise	20,285.23	17,708.65	2,576.58
907 · Benevolence Fund	14,792.95	14,198.34	594.61
908 · Music Fund	112.95	1,136.45	-1,023.50
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	5,461.87	125.77	5,336.10
100 · Payroll Liabilities	5,580.34	6,074.34	-494.00
Total Other Current Liabilities	69,490.78	147,672.56	-78,181.78

Long Term Liabilities

810 · Mortgage	0.00	0.00	0.00
Total Long Term Liabilities	0.00	0.00	0.00
Total Liabilities	69,490.78	147,672.56	-78,181.78

EQUITY

900 · Retained Earnings	888,339.69	855,140.44	33,199.25
Net Income	10,541.51	34,290.81	-23,749.30
1000 · Opening Bal Equity	-407,878.80	-407,878.80	0.00
Total Equity	491,002.40	481,552.45	9,449.95
TOTAL LIABILITIES & EQUITY	560,496.14	629,225.01	-68,728.87

Andrew J. Turner
Treasurer

10/10/11

	Income	Sep YTD	Budget	Variance	% BGT
1100 · Offerings / Gifts		630,927.25	682,499.97	-51,572.72	92%
1400 · Interest*		347.67	1,350.00	-1,002.33	26%
1700 · Memorials		3,560.00	900.00	2,660.00	396%
1900 · BCS / Bldg Use		5,314.99	5,185.53	129.46	102%
Total Income		640,149.91	689,935.50	-49,785.59	93%
Expenses					
2000 · General Finance		24,484.63	35,759.97	-11,275.34	68%
3000 · Discipleship		16,883.65	26,640.00	-9,756.35	63%
5000 · Evangelism		1,000.87	2,549.97	-1,549.10	39%
6000 · Missions		123,517.69	103,087.53	20,430.16	120%
7000 · Deacon		71,191.18	82,567.53	-11,376.35	86%
8000 · Worship		3,381.23	5,887.53	-2,506.30	57%
9000 · Office/Admin		14,955.28	16,642.53	-1,687.25	90%
10000 · Congregational Care		1,753.82	3,600.00	-1,846.18	49%
11000 · Compensation		361,661.30	413,200.44	-51,539.14	88%
Total Expense		618,829.65	689,935.50	-71,105.85	90%

Net Ordinary Income 21,320.26 0.00 21,320.26

Net Transfers between Accts. 8,000.00 0.00 8,000.00

Net Income 13,320.26 0.00 13,320.26

DESIGNATED FUNDS

	Income	Expenses	Net Income
901 · Building Fund	10,804.00	83,406.25	-72,602.25
903 · Transportation Fund	1,688.00	903.00	785.00
904 · Scholarship Fund	4,223.89	5,486.50	-1,262.61
905 · Faith Promise	8,835.57	7,373.99	1,461.58
907 · Benevolence Fund	22,119.87	22,509.63	-389.76
908 · Music Fund	0.00	1,023.50	-1,023.50

OTHER LIABILITY ACCOUNTS

902 · Capital Improvement Fund	63,772.53	69,869.38	-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	3,863.90	4,136.10
Total Other Current Liabilities	111,443.86	200,557.73	-89,113.87
(Income/Expenses without transfers)	-1,620.70	114,016.82	-115,637.52

EBENEZER BIBLE FELLOWSHIP CHURCH - SEPTEMBER 2011 FINANCIAL STATEMENT

BALANCE SHEET REPORT / COMPARISON

GENERAL FUND - BUDGET vs. ACTUAL

ASSETS	30-Sep-11	31-Aug-11 \$ Change
Assets - Checking/Savings		
18000 · Checking (KNBT)	365,530.34	14,337.28
18001 · CDs (KNBT)	66,305.83	0.00
19000 · Savings (M&T Bank)	116,259.17	28.66
19001 · Checking (M&T Bank)	12,397.84	-1,528.41
Total Checking/Savings	560,493.18	12,837.53

TOTAL ASSETS 560,493.18 547,655.65 12,837.53

LIABILITIES

Current Liabilities

901 · Building Fund	-5,963.39	50,881.14	-56,844.53
902 · Capital Improvement Fund	5,746.54	-52,925.99	58,672.53
903 · Transportation Fund	16,243.00	16,218.00	25.00
904 · Scholarship Fund	2,339.80	2,171.05	168.75
905 · Faith Promise	20,285.23	23,145.23	-2,860.00
907 · Benevolence Fund	14,792.95	16,947.35	-2,154.40
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 · HRA	5,461.87	5,952.54	-490.67
100 · Payroll Liabilities	5,580.34	5,660.45	-80.11
Total Other Current Liabilities	69,490.78	73,054.21	-3,563.43

Long Term Liabilities

810 · Mortgage	0.00	0.00	0.00
Total Long Term Liabilities	0.00	0.00	0.00
Total Liabilities	69,490.78	73,054.21	-3,563.43

EQUITY

900 · Retained Earnings	888,339.69	888,339.69	0.00
Net Income	10,541.51	-5,859.45	16,400.96
1000 · Opening Bal Equity	-407,878.80	-407,878.80	0.00
Total Equity	491,002.40	474,601.44	16,400.96
TOTAL LIABILITIES & EQUITY	560,493.18	547,655.65	12,837.53

Andrew H. Bruner
Treasurer

10/10/11

Income	September	Budget	Variance
1100 · Offerings / Gifts	70,494.57	75,833.33	-5,338.76
1400 · Interest	53.06	150.00	-96.94
1700 · Memorials	25.00	100.00	-75.00
1900 · BCS / Bldg Use	1,352.49	576.17	776.32
Total Income	71,925.12	76,659.50	-4,734.38

Expenses			
2000 · General Finance	387.16	3,973.33	-3,586.17
3000 · Discipleship	3,731.32	2,960.00	771.32
5000 · Evangelism	-50.00	283.33	-333.33
6000 · Missions	2,307.50	11,454.17	-9,146.67
7000 · Deacon	6,002.01	9,174.17	-3,172.16
8000 · Worship	579.66	654.17	-74.51
9000 · Office/Admin	1,601.26	1,849.17	-247.91
10000 · Congregational Care	297.10	400.00	-102.90
11000 · Compensation	40,451.13	45,911.16	-5,460.03
Total Expense	55,307.14	76,659.50	-21,352.36

Net Ordinary Income

Net Fund Transfer between Accts.

Net Income 16,617.98 0.00 16,617.98

DESIGNATED FUNDS

	Income	Expenses	Net
901 · Building Fund	1,828.00	58,672.53	-56,844.53
903 · Transportation Fund	25.00	0.00	25.00
904 · Scholarship Fund	168.75	0.00	168.75
905 · Faith Promise	1,140.00	4,000.00	-2,860.00
907 · Benevolence Fund	1,961.56	4,115.96	-2,154.40
908 · Music Fund	0.00	0.00	0.00

OTHER LIABILITY ACCOUNTS

902 · Capital Improvement Fund	58,672.53	0.00	58,672.53
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	490.67	-490.67
Total Other Current Liabilities	63,795.84	67,279.16	-3,483.32
(Income/Expenses without transfers)	0.00	67,279.16	-67,279.16

INTERIM SR PASTOR REPORT

Elders Meeting – October 10, 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, **more phone calls than visitation** – can cover more ground this way, constant e-mail, one on one). **John Romero, Steve McDaniel, Ray Moretz, and Chris McGrath** have all expressed a desire to do visitation.
- Continue doing some intake counseling, on-going counseling, and meeting with men one on one. **Desiring to meet a couple of brothers on a consistent basis for mentoring.**
- **Met with Clyde Bomgardner and Randy Miller.**
- **Met with Tom Shorb**
- 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
- Kinship is studying ***The Reason for God*** by Tim Keller
- Kinship attended Fellowship Trio concert at Fellowship Manor
- Attended Prayer Walk
- Attended BFC Board of Church Health Meeting

Goals for upcoming weeks:

- Finish Greek Class
- Clean up membership rolls/Shepherding Lists after By-Laws are approved.
- Attend Care Net Gala
- Attend BFC Ministerial at the end of the month

Question:

Is there a better way for newcomer follow-up?

Student Ministries Report – September 2011

Ephesians 4:11–14 (ESV)

And he gave the apostles, the prophets, the evangelists, the shepherds and teachers, to equip the saints for the work of ministry, for building up the body of Christ, until we all attain to the unity of the faith and of the knowledge of the Son of God, to mature manhood, to the measure of the stature of the fullness of Christ, so that we may no longer be children, tossed to and fro by the waves and carried about by every wind of doctrine, by human cunning, by craftiness in deceitful schemes.

Here is a classic text that we look to in order that we might effectively disciple our people. But are we discipling like this in our student ministry? I hope so, but I have been convicted lately that we need to focus much more on personal discipleship, starting with evangelism. And so, our focus for our student leadership this year is on personal evangelism. We have also kicked off a 4 week series on sharing our faith.

I believe that our student ministries must be about the business of making disciples. I also believe that the natural tendency for any youth ministry is to drift away from this and towards fun activities (which can actually support discipleship if they take a backseat).

We also want to continue to keep mentoring and small groups an integral part of the discipleship process for our students.

Join with us as we beg God to bring about conversions in our student ministries, and develop deeper disciples who “grow in their knowledge of God, to mature manhood...”

Activities

- **SYATP Unite Service**

We had a good night of worship and the teens were challenged to be bold about their faith - and that this boldness comes from the righteousness of Christ and not themselves. Even though it was a good night, we had far less students than previous years, and we are going to do something different next year.

- **SYATP**

Had a good morning at Freedom and East Hills, where we saw between 30-40 students praying around the flagpole.

- **Prayer Walk**

What a great night! It was such a blessing to see families walking through the church praying together. I believe it was a worshipful time and I am so thankful for the youth staff that worked so hard to pull it off.

Teaching

- **Middle School**
Just started an evangelism series that will be 3 more weeks
- **High School**
Going through the same evangelism series.
- **Sunday School**
I am trying to get a team together to share in this which includes Dale Tshudy, Tom Galloway, Tom Carlstrom, and myself. I also met with Dale to discuss the seniors sunday school class.
- **Preaching**
Always a blessing to preach, and I continue to learn what to do (and not do) as I preach
- Had the opportunity to teach at BCS for middle school chapel.
- Also had the opportunity to teach the students at Carpenter's Community church since they are without a youth pastor right now.

Shepherding

- Had a breakfast with a youth dad, and I believe it was mutually edifying.
- Enjoyed meeting with a girl and her family about baptism, and then seeing her follow Christ in believer's baptism!

Staff

- We had our 2nd annual staff meeting. It was a blessing to spend some time with the adults who love God and our students!

Other

- Hosted our monthly LV Unite meeting with other youth pastors from the community
- Went to a one day Dare 2 Share conference to learn more about challenging our students to share their faith with their lost friends.
- Enjoyed participating in the church picnic.
- Met with another youth pastor that I am mentoring
- Had breakfast with Chris Jones to talk about Young Life and the work they are doing to disciple students.
- Attended the National Youth Workers Conference where I was blessed by some great workshops and general sessions.
- Working through Old Testament Introduction Class at Reformed Baptist Seminary.

Respectfully Submitted,

Mark Culton

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

As I continue my personal trek through the book of Psalms, I was awestruck this morning by the simple phrase,

"The LORD reigns, let the earth rejoice; let the many coastlands be glad!" (Psa 97:1 ESV)

I meditated on that truth for a moment and asked the question, why is the earth rejoicing as a result of the LORD reigning? And more importantly, why should I rejoice because the LORD reigns? I think the answer is in the very next verse...

"...righteousness and justice are the foundation of his throne." (Psa 97:2b ESV)

In other words, we rejoice because the LORD is on His throne and is ruling righteously and justly. Though I may not see the immediate results of this in my day-to-day experience, nonetheless it is our present reality, allowing me to confidently go about the work He has given me to do!

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

Kids Crossing

- **Cross Time Sunday School:** Praise the Lord, we continue to thank Him for providing us with an amazing staff of teachers and helpers!
- **Early Childhood (2&3 year-olds):** The 8:45 and 10:05 classes are going well, with little progress on staffing the 11:15 service, we therefore continue to 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 and so far, we have not received any complaints from the teachers about including the 3 year-olds.
- **Wednesday Evening Programs:** FaithWeaver Friends continues to go well with a greater emphasis on Bible memorization this year in cooperation with the Sunday School classes. Please 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 are currently running well over 100 in the Adult Electives. As a reminder, here are the fall classes offered: Genesis (Rich Mastronardo), Galatians/Ephesians/Philippians (Dick Bickings), and Discipleship Essentials (Joe Maddock).
- **Men's Ministry:**
 - **Bethel Series:** Jason Lee and I began teaching the Bethel Series OT on October 5 & 8 respectively. We are very excited and blessed to be apart of this study, and currently have close to 20 participating between the Wednesday night and Saturday morning classes.
 - **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, The Bethel Series taught by myself.
 - Thursday mornings from 6:15 AM – 7:30 AM, Dave VanWinkle continues in his study on the book of *Romans*, they are however finishing soon and the next study is still undetermined.
- **Women's Ministry:** I have been meeting with Laura Sommons periodically to focus on mentoring and outreach program possibilities. Continue to pray for Laura and her team as they reach out to disciple the women in our church.

Discipleship Support

- **Kinship:** Kinship Groups continue to function well, with a few people who still need to be placed. I am also working on finding a leader for one group that still meets unofficially, but has no leadership. I praise the Lord for the diligence of each group leader.
- **Membership Class & Interviews:** We will begin a new membership class on October 12.

Other:

- Continue to meet with several individual men biweekly/monthly to counsel and encourage.
 - Please pray for one man who recently was discharged from the hospital and is now leaving at home with his wife, after 2 years of separation and counseling.
 - Please pray for another man who has been angry with God for over 35 years for an incident that happened 37 years ago, and after 2 years of counseling, he has finally agreed to read the scriptures and take action to turn back towards God.
- Met with a family who is undergoing financial and deep inter-family struggles. Worked with two young couples and other older men to provide the necessary support for this family.
- Preached once
- Had, and will continue to have the privilege of heading up the 1^{1/2} - 2^{1/2} year-olds MOPPETS class every other Thursday for MOPS. It is an honor to work alongside 3 gifted junior leaders
- Continued to work through my TNARS, BS410 - NT Theology course as time permits.

Respectfully Submitted,

Dick Bickings,

Pastor of Discipleship

1. They shall seek to promote missions in the Local Church.
2. They shall maintain communication with those Missionaries that are affiliated brethren of the Local Church and those assigned by the Board of Missions of the Bible Fellowship Church. They will be responsible for seeking out and reporting to the Board of Elders the needs of these missionaries.
3. They shall recommend to the Board of Elders projects for disbursement of the moneys set apart from Annual Church Budget excess.
4. They shall seek to promote missionary work among the membership, screen candidates, and make recommendations as regards financial support.
5. They shall assist the Pastor in the planning of missionary services.

Tech Support 5/13/11 4:04 PM
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Tech Support 5/13/11 4:04 PM
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F. Discipleship Ministries

1. The Pastor of Discipleship shall promote the programs of Christian Education and prayer in the Church.

Tech Support 5/13/11 4:04 PM
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Dick Bickings 10/10/11 1:02 PM
Deleted: Christian

- a. He shall supervise all Christian Education and Youth activities and integrate these activities with the Church program, and shall meet periodically with ~~his committee of~~ adult, youth and children's ministry coordinators to facilitate necessary cooperation.
- b. He shall act as Sunday School Superintendent over all the children, youth, and adult Sunday School programs.
- c. He shall seek to promote prayer among God's people and shall be responsible for the weekly prayer services of the Church.

Tech Support 5/13/11 4:05 PM
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G. Worship Committee (members include Elder of Worship and Worship Coordinator)

1. They shall be responsible to the Board of Elders for all aspects of the worship services of the church including music, sound room, etc.
2. The Worship Coordinator shall meet regularly with Worship Ministry Leaders and Committees which shall include, but not be limited to Choir Committee, Sound Room Committee, and Worship Team Leaders. The purpose of these meetings would be to assure alignment of all worship ministries.
3. The Elder of Worship shall represent Worship Ministries to the Board of Elders for purposes of communication and decisions required by the Board.

Tech Support 5/13/11 4:13 PM
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Tech Support 5/13/11 4:16 PM
Deleted: <#>They shall recommend compensation for the Choir Director and musicians.
<#>Prayer
Tech Support 5/13/11 4:16 PM
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