

### Board of Elders Meeting October 12, 2015

### Roll Call & Prayer

The following elders were present: Pat Barry, Wayne Batten, Dick Bickings, Andy Brimer, Mark Culton, Dennis Flanagan, Swannie Griffin, Tim Gibson, Kevin Hardy, Jeremy Harkins, Scott Holwick, Chris Jones, Byron Roth and Shawn Sommons.

### **Devotional & Prayer**

Pastor Tim shared a devotional with the elders about the feeding of the 5,000 from Matthew 14.

- Do we have faith?
- Do we have eyes of spiritual perception to see what God is doing?
- This is not our ministry. It is God's ministry. We are simply stewards.
- Do we know deep in our hearts that God can provide for all our needs? If not we are no different than the disciples.
- We need to be in deep prayer asking God for wisdom on what to do.

The elders split into pairs and had an extended time of prayer for each other and for the needs of the congregation.

### Financial Report

Andy reviewed the financial report (*Attachment 1*). Giving continues to lag, and the gap between spending and giving is growing. It has been recommended by the finance committee that all non-essential spending cease for the remainder of 2015. It is also recommended that we decrease the budget for 2016 by 8-10% of the 2015 budget. A **motion** was made to approve the financial report. This was **seconded** and **passed** unanimously.

### **Approval of Minutes**

**Motion** was made to approve the minutes from the September 14, 2015 Elders meeting, **seconded** and **passed**.

### **Fover Renovation**

Wayne asked about the foyer renovation and whether we should continue to pursue the renovation given the financial climate. A **motion** was made that the continued planning for the foyer renovation be temporarily paused. This was **seconded** and unanimously **approved**.

### **BFC Ministerial Convention**

The pastors shared about the recent BFC convention on sexual purity and homosexuality with Harvest USA. We discussed how important it is for us to address the issues of sexuality and homosexuality. We talked about the need for us as leaders to be vigilant and accountable so that we can have integrity as we lead the congregation. The idea of support groups for sexual sin was discussed with the idea that Shawn might lead one with the support and help of Harvest USA. We will continue to pursue this idea and see how God might lead us to help our congregation and perhaps others in the Lehigh Valley grow in freedom from sin.

### **Membership and Discipline**

The following individuals were voted on for membership.

- Kathy Gountis
- Kristine Hard (pending baptism)
- Michael Hard Jr. (pending baptism)
- William Kelly (pending interview)
- Marcia Kelly (pending interview)
- Phil Norris (pending interview)
- Carla Norris (pending interview)
- Ethan Silberman
- Nancy Sterner (pending interview)

These were all accepted unanimously.

### **Pastoral Reports**

The pastors submitted their monthly reports:

- Tim Gibson, Senior Pastor (Attachment 2)
- Dick Bickings, Pastor of Discipleship (Attachment 3)
- Jeremy Harkins, Worship Pastor (Attachment 4)
- Mark Culton, Youth Pastor (Attachment 5)

### **Adjournment & Prayer**

The elders closed in prayer and the meeting was adjourned.

Respectfully submitted.

Mark Culton

Secretary to the Board of Elders

### October 12, 2015

To:

**Board of Elders** 

From:

Andy Brimer, Treasurer

Subject:

Financial Report for September 2015

The September 2015 Financial Report has the following attachments:

- September Financial Statement
- YTD Financial Statement
- Graphical representation of Income and Expenses vs Budget, Income vs Expense trends, and Asset trends

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

- Total income for September was 74% of the budgeted forecast while the YTD income was 93% of the budgeted forecast.
- Expenses for September were 86% of the budgeted forecast while the YTD expenses were 96% of the annual forecast.
- Giving continues to lag, and the gap in spending vs income for the past two months is significant such that we are approximately \$23,000 behind our *actual* expenses.
- The Finance team recommends that all non-essential spending cease for the remainder of 2015.

### Other:

- The fraudulent donation matter is closed.
- PayPal is being used for online registrations and payments for AWANA, The Bethel Bible Series, and Run for the Children. For regularly giving and designated fund giving, ServiceU will be retained until the database transition is complete.
- Budget sheets will be sent out this week, and responses will be due back the week of October 26, 2015. The overall budget target for 2016 will be an 8-10% (\$890,000-\$870,000) reduction from the 2015 target of \$967,000.

# EBENEZER BIBLE FELLOWSHIP CHURCH - SEPTEMBER YTD 2015 FINANCIAL STATEMENT

## BALANCE SHEET REPORT / COMPARISON

## GENERAL FUND - BUDGET vs. ACTUAL

ASSETS	30-Sep-15	31-Dec-14	\$ Change		Sep YTD	Budget	Variance	%BGT YTD
Assets - Checking/Savings				Income			0	000
18000 · Checking (KNBT)	514,364.93	578,252.65	-63,887.72	1100 · Offerings / Gifts	666,294.92	721,493.16	-55,198.24	92.3%
18002 · CDs (KNBT)	67,587,38	67,545.48	41.90	1400 · interest	457.79	632.00	-174.21	72.4%
19000 Savings (M&T Bank)	90 845 94	90 770 55	75.39	1700 · Memorials	1,800.00	00.0	1,800.00	A/N
19000 Cavingo (M&L Bank)	5375.67	5 375 67	000	1900 · BCS / Blda Use	9,837.00	9,837.00	0.00	100.0%
Total Checking/Savings	678,173.92	741,944.35	-63,770.43	Total Income	678,389.71	731,962.16	-53,572.45	92.7%
TOTAL ASSETS	678,173.92	741,944.35	-63,770.43	Expenses				
				2000 · General Finance	37,045.77	34,887.00	2,158.77	106.2%
INBILITIES				3000 · Discipleship	17,200.39	27,327.88	-10,127.49	62.9%
Current I jabilities				5000 · Evangelism	4,796.79	6,200.00	-1,403.21	77.4%
901 - Building Fund	97,550,07	93,730,19	3.819.88	6000 · Missions	124,162.38	124,762.50	-600.12	99.5%
902 Capital Improvement Fund	-31,553,15	00.0	-31,553,15	7000 · Deacon	73,382.54	89,112.56	-15,730.02	82.3%
903 · Transportation Fund	178.00	118.00	00.09	8000 · Worship	8,622.04	5,910.00	2,712.04	145.9%
904 · Scholarship Fund	1.261.50	2,381.50	-1,120.00	9000 · Office/Admin	10,984.03	14,462.00	-3,477.97	76.0%
905 Faith Promise	10,706.82	32,400.32	-21,693.50	10000 · Congregational Care	215.76	3,787.41	-3,571.65	2.7%
	16,275.57	15,172.92	1,102.65	11000 · Compensation	425,108.28	425,512.81	-404.53	99.9%
	174.20	144.20	30.00	Total Expense	701,517.98	731,962.16	-30,444.18	95.8%
911 Year End Accruals	8,480.16	7,488.33	991.83					
912 · Run For The Children	511.57	409.29	102.28	Net Ordinary Income	-23,128.27	00.00	-23,128.27	
914 · HRA	2,146.40	00:0	2,146.40	Net Transfers between Accts.	0.00	0.00	0.00	
915 · Youth Summer Missions	4,523.88	-320.53	4,844.41	Net Income	-23,128.27	0.00	-23,128.27	
100 · Payroll Liabilities	7,452.77	6,825.73	627.04					
Total Current Liabilities	117,707.79	158,349.95	-40,642.16	DESIGNAT	DESIGNATED FUNDS			
l ong Term l'isbilities					Income	Expenses	Net Income	
			000	901 · Building Fund	10.086.00	6.266.12	3,819.88	
Total Long Torm Liabilities		00.0	00 0	903 Transportation Fund	00.09	0.00	00.09	
Total Libbilities	117 707 79	158 349 95	40 642 16	904 · Scholarship Fund	1.270.00	2,390.00	-1,120.00	
		) ) ) ) )		905 · Faith Promise	18,296.50	39,990.00	-21,693.50	
EQUITY				907 · Benevolence Fund	16,121.81	15,019.16	1,102.65	
900 · Retained Earnings	991,473.20	931,656.18	59,817.02	908 · Music Fund	30.00	00.00	30.00	
Net Income	-23,128.27	59,817.02	-82,945.29					
1000 · Opening Bal Equity	-407,878.80	-407,878.80	00.0	OTHER LIABILITY ACCOUNTS	ITY ACCOUN	ITS		
Total Equity	560,466.13	583,594.40	-23,128.27	902 · Capital Improvement Fund	8,703.85	40,257.00	-31,553.15	
TOTAL LIABILITIES & EQUITY	678,173.92	741,944.35	-63,770.43	911 · Year End Accruals	991.83	0.00	991.83	
7				912. Run For The Children	132.17	29.89	102.28	
11000				914 · HRA	6,600.00	3,381.60	3,218.40	
(Inday) [ : Meses		,	10/12/15	915 · Youth Summer Missions	28,476.58	19,046.32	9,430.26	
Treasurer			Date	Total Other Current Liabilities	90,768.74	126,380.09	-35,611.35	

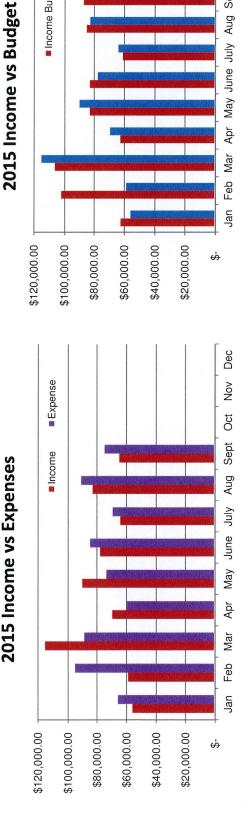
# EBENEZER BIBLE FELLOWSHIP CHURCH - SEPTEMBER 2015 FINANCIAL STATEMENT

GENERAL FUND - BUDGET vs. ACTUAL

## BALANCE SHEET REPORT / COMPARISON

ASSETS	30-Sep-15	31-Aug-15 \$	\$ Change	Incomo	September	Budget	Variance
Assets - Checking/Savings 18000 - Checking (KNBT) 18002 - CDs (KNBT) 19000 - Savings (M&T Bank)	514,364.93 67,587.38 90.845.94	530,301.13 67,587.38 90.831.00	-15,936.20 0.00 14.94	1100 · Offerings / Gifts 1400 · Interest 1700 · Memorials	63,502.29 49.31 0.00	85,855.53 41.00 0.00	-22,353.24 8.31 0.00
19001 · Checking (M&T Bank)	5,375.67	5,375.67	0.00	1900 · BCS / Bldg Use	1,093.00	1,093.00	0.00
l otal Checking/Savings	010,113.92	094,095.10	07.126.61-		i i		
TOTAL ASSETS	678,173.92	694,095.18	-15,921.26	Expenses	-2 A9R 12	616 25	-3 110 37
				2000 · General Pinance 3000 · Discipleship	962.52	3 235 32	-2,112.37
LIABILITES				5000 · Evangelism	401.93	400.00	1.93
901 · Buildina Fund	97,550.07	96,735.07	815.00	6000 · Missions	22,121.43	22,012.50	108.93
902 · Capital Improvement Fund	-31,553.15	-31,553.15	0.00	7000 · Deacon	5,224.29	8,470.84	-3,246.55
903 · Transportation Fund	178.00	178.00	0.00	8000 · Worship	5,497.04	2,880.00	2,617.04
904 · Scholarship Fund	1,261.50	1,241.50	20.00	9000 · Office/Admin	1,859.98	1,758.00	101.98
905 · Faith Promise	10,706.82	12,139.32	-1,432.50	10000 · Congregational Care	84.95	637.49	-552.54
907 · Benevolence Fund	16,275.57	17,011.77	-736.20	11000 · Compensation	40,998.95	46,979.13	-5,980.18
908 · Music Fund	174.20	174.20	0.00	Total Expense	74,654.97	86,989.53	-12,334.56
911 · Year End Accruals	8,480.16	8,480.16	0.00				
912 · Run For The Children	511.57	409.29	102.28	Net Ordinary Income	-10,010.37	0.00	-10,010.37
914 · HRA	2,146.40	2,658.72	-512.32	Net Fund Transfer between Accts.	0.00	0.00	0.00
915 · Youth Summer Missions	4,523.88	9,523.88	-5,000.00	Net Income	-10,010.37	0.00	-10,010.37
100 · Payroll Liabilities	7,452.77	6,619.92	832.85				
Total Current Liabilities	117,707.79	123,618.68	-5,910.89	DESIGNAT	DESIGNATED FUNDS		
l ond Term Liabilities					Income	Expenses	Net
810 - Mortgage	000	000	000	901 · Building Fund	815.00	00.00	815.00
Total Committee	00.0	00.0	00.0	003 - Transportation Fund	000	000	000
lotal Long Term Liabilities	0.00	422 640 60	6 040 80	900 Hallsportation Find	00.00	00.0	20.00
lotal Liabilities	67:101:11	143,010.00	60.016.0-		1 067 50	2 500 00	-1 432.50
FOULTY					1,707.50	2,443.70	-736.20
900 · Retained Earnings	991,473.20	991,473.20	00.0	908 · Music Fund	0.00	0.00	00.00
Net Income	-23,128.27	-13,117.90	-10,010.37				
1000 · Opening Bal Equity	-407,878.80	-407,878.80	00.0	OTHER LIABILITY ACCOUNTS	TY ACCOUN	LS	
Total Equity	560,466.13	570,476.50	-10,010.37	902 · Capital Improvement Fund	0.00	0.00	0.00
TOTAL LIABILITIES & EQUITY	678,173.92	694,095.18	-15,921.26	911 · Year End Accruals	0.00	0.00	00:00
,				912 · Run For The Children	132.17	29.89	102.28
11000			2/2/	914 · HRA	0.00	312.32	-312.32
(moder) ( Junes			121217	913 · Todal Summer Missions Total Other Current Lishilities	3 742 17	5 285 91	-1.543.74
reasurer		_	Jaie	(Income/Expenses without transfers)	0.00	5,285.91	-5,285.91

## 2015 Income vs Expenses

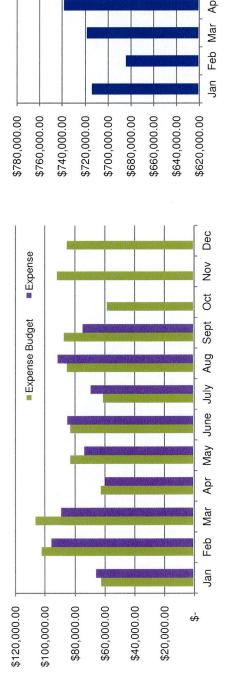


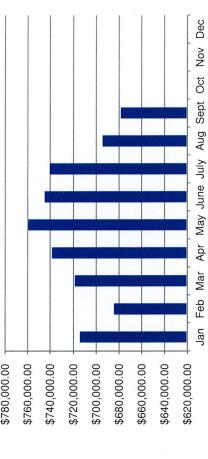
### Jan Feb Mar Apr May June July Aug Sept Oct Nov Dec Income Budget

■ Income

### 2015 Assets

2015 Expenses vs Budget





### Pastor Tim's Ministry Report October 12, 2015

### Studying & Preaching:

- Began preaching a new series from 1 Peter, called "Standing Firm." I'm excited to see how the Lord is going to use this book to strengthen our faith and help us stand firm in an age where Christianity is no longer the norm or acceptable. This book will truly help equip us to set our eyes toward heaven.
- Matthew series on Wednesday night.

### **Shepherding/Ministry:**

- Continued marriage counseling, premarital counseling many phone conversations
- Continue to meet with men on a regular basis for breakfast & lunch/prayer
- Continuing premarital counseling with 1 new couple
- 3-4 Membership interviews
- Hazel Bomba's funeral (Shirley Stocker's mom) in Moscow, Pa on Sept 18
- Kinship is going great. We added 1 couple to our group. We are having a great time of fellowship, prayer and bible study through Romans!
- Visit with one individual several times per week for accountability
- Began a new membership class in October

### Mentoring/Accountability:

- Met with Dave Gundrum to discuss TLT for Covenant BFC in Naples, Fl with Jason Filbert
- Continue to visit with Jason Filbert (Naples, Fl) over the phone a couple of times for prayer & encouragement
- Met with Mark Fodelle, Disciple Makers, for mutual encouragement and prayer.

### **Hospital/Home Visitation**:

• 4Hospital visitations

### Other:

- Golf tournament fundraiser for Fellowship Manor with Steve Leaser Sept 28
- Ministerial Convention at Pinebrook October 6-7 on Sexuality. This was a great conference. We took the entire staff.
- Participated in the fundraiser for Bethlehem Christian School at Lehigh Valley Sporting Clays. It was a great event.

The Lord is great and greatly to be praised. I am enjoying ministering the Gospel and the Word of God on a weekly basis. While this is a joy, I am also feeling the pressure of the world and the trials that come. I know that the Lord is faithful and I am continuing to trust in Him.

Serving Christ, **Pastor Tim Gibson** 

### POD (Pastor of Discipleship) Report, Sep/Oct 2015

I have been privileged in my trek through the scriptures to land currently in the book pf Psalms. What an amazing, practical, hit-you-where-you-are collection of God's inspired Word! For instance, this morning I read this verse form Psalm 32:

"Shout for joy in the Lord, O you righteous! Praise **befits** the upright." (Psalm 33:1, ESV)

The Hebrew word for befits (נְּאָוֹה), means, "suitable or proper". As I meditated on this verse, it hit me that not only should I praise because it's time, or because God deserves it (which he absolutely does), but it is because it is a part of who I am, as an upright person, or child of God...sort of like breathing is to being human.

"Lord, help me to instinctively breathe my praise to you for it is only natural that I do so, Amen."

With that in mind, here is a quick summary of some of the ministry opportunities from September/October 2015:

### Kids Crossing

- Cross Time Sunday School: Praise the Lord for the full complement of teachers he has given us! Our current study is about "God the Covenant-Maker".
- Early Childhood (2&3 year-olds): Continuing to go well for both services and Sunday School. Praise the Lord, all teaching positions are filled.
- Children's Church: The Gospel Project curriculum worship segment continues to work well for Children's Church. We continue to see between 8-12 students each week.
- **New Security Check-in:** A new computer based check-in system/procedure will be implemented soon to allow parents to check-in their children, providing the teachers with the detailed information they need regarding each child in their class, and the whereabouts of the parents should an emergency occur.
- **Wednesday Evening Programs:** Our Awana program is blessed this year with around 70 children, which the elder's have the privilege of teaching both the T&T and Sparks groups, focusing in on the question, "Who is Jesus?" from the gospel of John. Please pray for Julie Gibson in her role as Awana commander, and that the Lord would provide more volunteers for the T&T group.
- New PA Background Check Requirements for Employees & Volunteers: We are 100% complete with the new PA Background Check Requirements for volunteers with good cooperation from everyone. Since the deadline has come and gone, no person 18 yrs or older can serve without their background checks completed. The good news is that from here on out, the cost is free for volunteers, and it only has to be done every 5 years! There are still a number of volunteers who have not completed the Mandatory Reporter Training, though not required to serve.

### **Student Ministry**

See Pastor Mark's report.

### **Adult Ministry**

- Adult Electives: We are continuing in our fall semester with the following breakdown of classes:
  - o Ecclesiastes Rich Mastronardo
  - Networking Kevin Hardy & Andy Brimer
  - o Basic Theology Joe Maddock

As always, please continue to pray that the Lord would send forth some new adult elective teachers so that we may offer a variety of subjects, and give the current teachers a break. We currently only have 5 teachers.

Men's Ministry:

O **Bethel Series:** The new cycle in The Bethel Series began in the first week of October 2015. There is only one multi-gender class this time around that meets on Tuesday evenings and is taught by Jason Lee, and one women-only class taught on Thursday evenings by Peggy Brimer.

### o Men's Bible Studies/Prayer:

- Tuesday mornings from 6:15 AM 8:00 AM, Men's prayer time with currently only 2-3 men attending.
- Thursday mornings from 6:15 AM 7:30 AM, This early morning bible study group is currently in a study on "The Life and Ministry of Jesus Christ".
- Thursday mornings from 9:00 AM 10:30 AM, This Men's Bible Study is currently studying Kyle Idleman's book, "Not A Fan". There are currently 6-8 men involved in this study.
- Women's Ministry: Here is an update from Laura...

"Fall Bible studies are in full swing! We are so thankful to have new ladies joining us. Gail is leading on Mondays and she has about 25 ladies in her group and Tuesday morning we have about 20 ladies joining us. Mom to Mom had our first meeting on the 8th and we currently have 16 moms and grandmothers coming out for this study as well. So great to see women hungry for God's word.

MOPS: We met for the first time on the 1st. Jill Rathmell and Courtney Nagy are doing a wonderful job being our new leaders. The entire year is planned out and we are thankful for all their hard work.

Iron Sharpens Iron Conference: What a great day we had. I took the church van and we had 10 women attend this conference. This was a wonderful day in God's word and great fellowship together.

The Well contributed to the TFW fall auction with a basket that we donated.

Tis So Sweet Tuesdays: We usually have an average of 5 to 6 ladies that join us in study once a month. This is one of my favorite nights.

I attended the first SHE LEADS meeting for 2016. I have been given the opportunity to speak in April and I am preparing for this.

The Well has a couple more events for the remainder of the year. Looking forward to having Shannon Fodale speak at our Christmas open house."

### **Discipleship Support**

• **Kinship:** Praise the Lord, for the great response and diligent work of the Kinship leaders to make this core ministry of our church a continued success. A special thanks goes to Bob and Laurie Gill for their tireless work to make this all possible!

### Other:

- Continue to meet with a couple to counsel and encourage with their marriage
- Provided prayer and accountability for a man struggling with abuse.
- Attended the BFC Ministerium on October 6-7 at Pinebrook.
- Continued work on the new Church Database as time permitted
- Continuing in Greek 1, TNARS seminary course, which is a part of my BS501 Biblical Languages course, as time permits.

Respectfully Submitted, Dick Bickings, Pastor of Discipleship

### Worship / Young Adult Ministry Update September / October 2015

By Jeremy Harkins, Worship Pastor

Hebrews 12:28-29

28"Therefore let us be grateful for receiving a kingdom that cannot be shaken, and thus let us offer to God **acceptable worship**, with reverence and awe, 29 for our God is a consuming fire.

-Our worship should always be centered on God and not ourselves with an attitude of gratitude, awe, and wonder of what God is doing in our midst. And yet we get so easily distracted don't we? The beauty of God's grace is that He restores our discipline and centers our focus as we depend on Him in brokenness and contriteness

### Worship/College-age discipleship

The music and the preparations have been going well! We continue to integrate different roles and responsibilities to the musicians and singers which, in turn, offers more variety on a Sunday morning while continuing to re-enforce God centered music in different ways.

We have been discussing how to live out acceptable and pleasing worship to God. I am going through a book by John MacArthur called: "The Ultimate Priority" with the worship team and it has really been challenging us how to live out worship in every aspect of our lives.

-I have been meeting individually or communicating regularly with Andy Vanwinkle, Adam Whitmer, and some other young men. It has been good to encourage, pray, and challenge myself and them in their walks with the Lord.

### Simulcast/Sound/Media

Things continue to go well with the simulcast. And we continue to develop those who are training under Jason Lee.

(Turn Over)

### **College/Career Ministry**

- -Our Kinship finished "The Reason For God" and it now we are moving to start "The Gospel In Life" also by Tim Keller. This will focus on how to live out the gospel first in our hearts, 2<sup>nd</sup> in our communities, and 3<sup>rd</sup> ultimately into our world. I am very excited about this series because it practical to the group in their colleges and work-places and neighborhoods they live in. The primary goal is the help them love like Jesus in bringing the truth of the gospel to their communities they are a part of from day to day.
- -We have teamed up with the YACS to send out care packages to 32 of our college age students to their campuses. We made sure that they received individual letters from us encouraging them and letting them know we are praying for them to be a light on their campuses. I really am so thankful to Heather Thompson for heading and orchestrating the details in making the outreach possible.
- -I have been keeping in contact via text and e-mail with the 20 students that we actively involved in our kinship over the summer. Asking how we can pray for them and to give us updates on their lives.
- -Please continue to pray for our young people some of them are in critical times of the testing of their faith, some are not living out a relationship with Christ, some are just stagnant, and others have left the faith completely. We praise God for those who are standing firm in their faith, and loving people like Jesus.

### Student Ministries Report - September 2015

"The Spirit of the Lord God is upon me, because the LORD has anointed me to bring good news to the poor, he has sent me to bind up the brokenhearted, to proclaim liberty to the captives, and the opening of the prison to those who are bound..."

Isaiah 61:1 ESV

After the BFC conference on "ministering the truth and mercy of the gospel in a sexually broken culture", I was burdened to discuss the topic of sexual sin and homosexuality with our students. We will be doing a 2 week study on these things so that we can create a culture of openness about what the Bible says about purity. The world is deafening with their message of sex. We want the Bible's voice to be heard loud and clear as well in our student's lives. Pray with us as we seek to guide students into Christ-likeness in this very important area of life. Pray in particular for students who may be currently caught up in sexual sin, that Jesus would "set the captives free"!

### **Teaching**

### • Middle School

In our Core Truth curriculum, we have begun a series on the church as a "community of believers".

### High School

We are getting ready to start a brand new study from Ecclesiastes.

### Sunday School

We are teaching through the Gospel Project in both the MS and HS SS classes. Right now we are looking at how important the Scriptures are.

### She phe rding

### Staff

 We had an awesome staff retreat in Ocean Grove, the highlight of which was a prayer time together on Sunday. It is such a blessing to serve with our youth ministry team as we seek to partner with parents in discipling students for God's glory.

### **Activities**

### • Red Carpet Night

We welcomed our new 6th graders in and I believe they are getting connected with their peers and growth group leaders.

### • Illuminite

September was a HS only Illuminite.

### <u>Other</u>

- Led the summer missions reports in the adult elective.
- Had another opportunity to get away with the family for a little bit of relaxation.
- Connected with another BFC youth pastor to compare ministry notes.
- Continue to work with the BOYYA on Sno Glo details for this coming January

Respectfully Submitted,

Mark Culton