



Board of Elders Meeting November 14, 2011

Roll Call:

Present: Batten, Sommons, Van Doren, Brimer, Capaldi, Culton, Bickings, Hoy

Devotion:

Led by Pastor Dick Bickings, the men continued their review of the BFC Articles of Faith. This month they reviewed article 12, Salvation.

Time of Reflection and Prayer:

The men shared in a time of reflection, thanksgiving and prayer.

Approval of Minutes-

Motion was made to approve the minutes from the Board of Elders Meeting held on October 10, 2011, seconded and passed.

Financial Report:

- Andy Brimer, Co-Treasurer, reviewed the October Financial Report. **Motion** was made to approve the report, seconded and passed. (Attachment #1)
- Andy & Mike Capaldi, Co-Treasurers reviewed the 2012 Budget Proposal which had been reduced since the previous Joint Elder and Deacon Boards Meeting on October 24, 2011. **Motion** was made to approve the proposed 2012 budget and provide it to the congregation for consideration and approval on December 11, 2011. This motion was seconded and passed.
- Andy & Mike agreed to have a budget document printed and available to the congregation by Sunday morning services on December 4, 2011.

Pastoral Reports:

Due to time constraints, the Pastors did not review their reports but asked that the Elders read them and follow up with any questions or concerns.

- Youth Pastor, Mark Culton (Attachment #2)
- Pastor of Discipleship, Dick Bickings (Attachment #3)
- Interim Senior Pastor, Jason Hoy (Attachment #4)

By-Laws:

Wayne Batten, Elder, confirmed that the review of the By-Laws has been completed and approved by the Board. As a next step, he committed to creating a cover letter with a message to the congregation asking them to review the By-Laws and to be prepared for discussion and approval during the December 11, 2011 congregational meeting. This cover letter along with the updated By-Laws will be provided to the congregation in time for Sunday morning services on November 18, 2011.

Nominating Committee Update:

- Pastor Jason Hoy and Wayne Batten, committee members, provided the men with an update on the recent work of the committee which entailed the vetting and interviewing of Deacon Candidates.
- **Motion** was made to present Bob Smith as a candidate for Deacon to the congregation, seconded and passed.

- The committee also discussed elder candidates, but no formal interviews had been conducted for that position.

Senior Pastor Search/Hiring Committee Update:

Mike Capaldi (Chair) and Shawn Sommons (Co-Chair) provided the elders with a written update on the work of the committee. They also requested their approval to share this written update with the congregation as a bulletin insert. The elders agreed so we will distribute it on Sunday, November 20, 2011. (Attachment #5)

New Year's Day Worship Services:

- Normal service times will be held on January 1st, however no Adult Electives that day. Instead we will host a time of fellowship and presentation by the Wimble Family in the Fellowship Hall at 10:05-11:00.

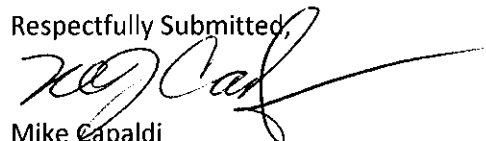
Committee Reports:

- Evangelism (Van Doren) – Highlighted the recent Candy Carnival.
- Membership & Discipline (Hoy) – Discussed a recent people issue.
- Missions (Batten) – Updated the recent events surrounding the Wimble family.
- Pastoral Relations Committee (Capaldi) – Pointed to the upcoming Pastoral evaluation process and that it will be similar to 2010.
- Worship (Culton) – Discussed the need to make sure current worship volunteers do not get burned out. Jennie Flicker is doing a good job of handling this situation and others that have arisen.

Closing:

The meeting was closed in prayer.

Respectfully Submitted,



Mike Capaldi

Secretary to the Board of Elders

November 14, 2011

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

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

- October Financial Statement
- October 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 October was 90% of the budgeted forecast while the YTD giving is at 93% of the annual forecast.
- Expenses for September were 70% of the budgeted forecast while the YTD expense level is at 88% of the annual forecast.
- We recommend that we remain diligent with current spending for the rest of 2011.
- The recent giving trends could significantly impact the proposed 2012 ministry budgets. Let us focus on the ministry goals and alignment with the vision God has given us here at EBFC and continue to trust God to provide for all of our needs.

EBENEZER BIBLE FELLOWSHIP CHURCH - OCTOBER YTD 2011 FINANCIAL STATEMENT

BALANCE SHEET REPORT / COMPARISON

GENERAL FUND - BUDGET vs. ACTUAL

| ASSETS | 31-Oct-11 | 31-Dec-10 | \$ Change |
|----------------------------------------|-------------------|-------------------|-------------------|
| Assets - Checking/Savings | | | |
| 18000 - Checking (KNBT) | 383,215.62 | 410,075.92 | -26,860.30 |
| 18001 - CDs (KNBT) | 66,305.83 | 66,305.83 | 0.00 |
| 19000 - Savings (M&T Bank) | 116,288.80 | 140,997.57 | -24,708.77 |
| 19001 - Checking (M&T Bank) | 10,217.36 | 11,845.69 | -1,628.33 |
| Total Checking/Savings | 576,027.61 | 629,225.01 | -53,197.40 |
| TOTAL ASSETS | 576,027.61 | 629,225.01 | -53,197.40 |
| LIABILITIES | | | |
| Current Liabilities | | | |
| 901 - Building Fund | -4,245.39 | 66,638.86 | -70,884.25 |
| 902 - Capital Improvement Fund | 5,746.54 | 10,338.00 | -4,591.46 |
| 903 - Transportation Fund | 16,518.00 | 14,555.00 | 1,963.00 |
| 904 - Scholarship Fund | 2,547.59 | 3,602.41 | -1,054.82 |
| 905 - Faith Promise | 18,705.23 | 17,708.65 | 996.58 |
| 907 - Benevolence Fund | 15,507.95 | 14,198.34 | 1,309.61 |
| 908 - Music Fund | -53.55 | 1,136.45 | -1,190.00 |
| 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 | 5,158.73 | 125.77 | 5,032.96 |
| 100 - Payroll Liabilities | 5,012.83 | 6,074.34 | -1,061.51 |
| Total Other Current Liabilities | 68,789.42 | 147,672.56 | -77,883.14 |
| Long Term Liabilities | | | |
| 810 - Building Mortgage | 0.00 | 0.00 | 0.00 |
| Total Long Term Liabilities | 0.00 | 0.00 | 0.00 |
| Total Liabilities | 69,789.42 | 147,672.56 | -77,883.14 |
| EQUITY | | | |
| 900 - Retained Earnings | 888,339.69 | 855,140.44 | 33,199.25 |
| Net Income | 25,777.30 | 34,290.81 | -8,513.51 |
| 1000 - Opening Bal Equity | -407,878.80 | -407,878.80 | 0.00 |
| Total Equity | 506,238.19 | 481,552.45 | 24,685.74 |
| TOTAL LIABILITIES & EQUITY | 576,027.61 | 629,225.01 | -53,197.40 |

Anders B. Bunn

Treasurer

11/15/11

| | Income | Oct YTD | Budget | Variance | |
|-----------------------------------------|-------------------|-------------------|--------|-------------------|------------|
| Income | | | | | |
| 1100 - Offerings / Gifts | 702,671.81 | 758,333.30 | | -55,661.49 | 93% |
| 1400 - Interest | 403.26 | 1,500.00 | | -1,096.74 | 27% |
| 1700 - Memorials | 690.00 | 1,000.00 | | -310.00 | 69% |
| 1900 - BCS / Bldg Use | 5,434.99 | 5,761.70 | | -326.71 | 94% |
| Total Income | 709,200.06 | 766,595.00 | | -57,394.94 | 93% |
| Expenses | | | | | |
| 2000 - General Finance | 30,475.42 | 39,733.30 | | -9,257.88 | 77% |
| 3000 - Discipleship | 18,778.98 | 29,600.00 | | -10,821.02 | 63% |
| 5000 - Evangelism | 1,060.73 | 2,833.30 | | -1,772.57 | 37% |
| 6000 - Missions | 123,536.27 | 114,541.70 | | 8,994.57 | 108% |
| 7000 - Deacon Ministries | 75,976.67 | 91,741.70 | | -15,765.03 | 83% |
| 8000 - Worship | 3,867.08 | 6,541.70 | | -2,674.62 | 59% |
| 9000 - Office Admin | 16,373.29 | 18,491.70 | | -2,118.41 | 89% |
| 10000 - Congregational Care | 1,833.82 | 4,000.00 | | -2,166.18 | 46% |
| 11000 - Compensation | 400,572.44 | 459,111.60 | | -58,539.16 | 87% |
| Total Expense | 672,474.70 | 766,595.00 | | -94,120.30 | 88% |
| Net Ordinary Income | 36,725.36 | 0.00 | | 36,725.36 | |
| Net Fund Transfer between Accts. | 8,000.00 | 0.00 | | 8,000.00 | |
| Net Income | 28,725.36 | 0.00 | | 28,725.36 | |

DESIGNATED FUNDS

| | Income | Expenses | Net Income |
|----------------------------------------|-------------------|-------------------|-------------------|
| 901 - Building Fund | 12,756.00 | 83,640.25 | -70,884.25 |
| 903 - Transportation Fund | 1,963.00 | 903.00 | 1,060.00 |
| 904 - Scholarship Fund | 4,431.68 | 5,486.50 | -1,054.82 |
| 905 - Faith Promise | 9,755.57 | 9,873.99 | -118.42 |
| 907 - Benevolence Fund | 24,159.87 | 23,834.63 | 325.24 |
| 908 - Music Fund | 0.00 | 1,190.00 | -1,190.00 |
| 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 | 4,167.04 | 3,832.96 |
| Total Other Current Liabilities | 116,838.65 | 205,086.37 | -88,247.72 |
| (Income/Expenses without transfers) | -1,620.70 | 118,545.46 | -120,166.16 |

EBENEZER BIBLE FELLOWSHIP CHURCH - OCTOBER 2011 FINANCIAL STATEMENT

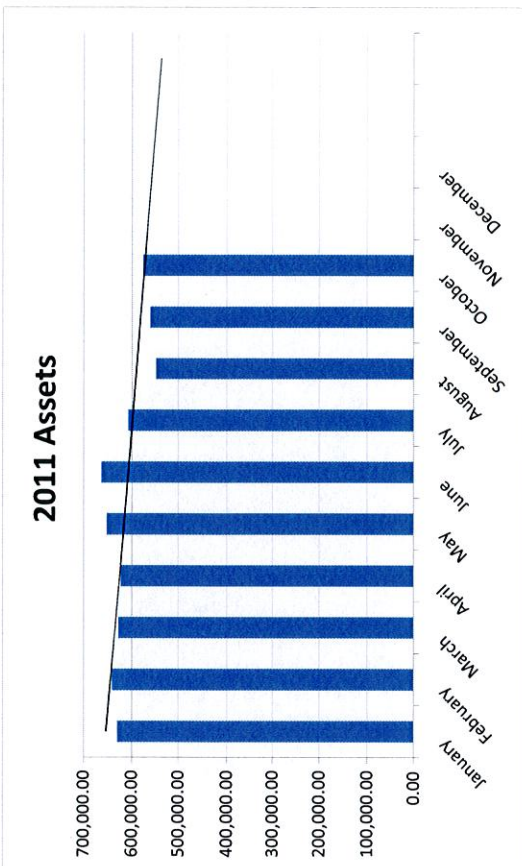
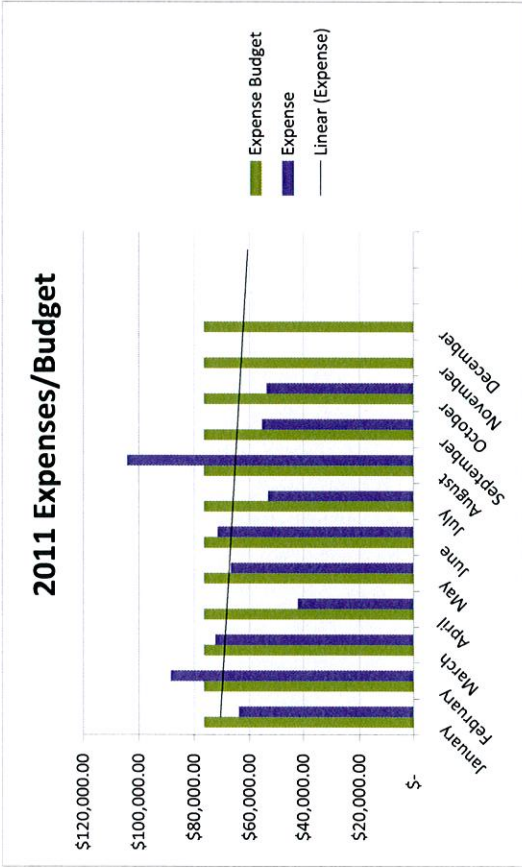
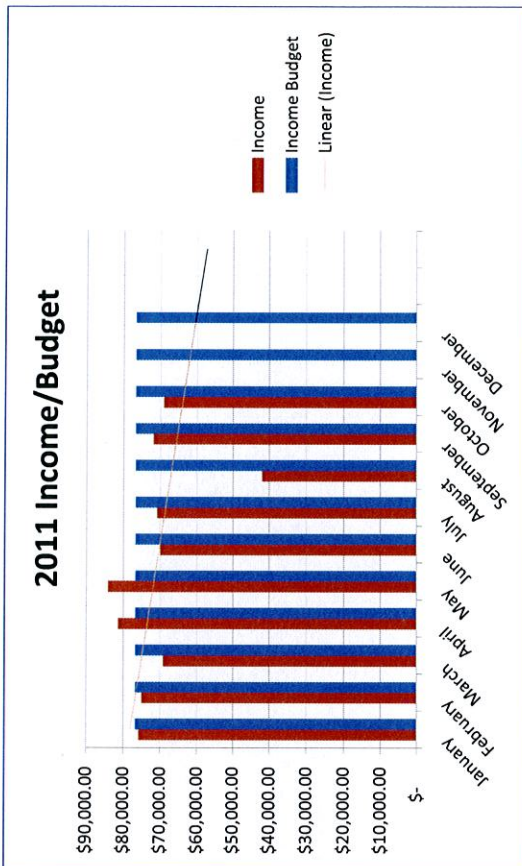
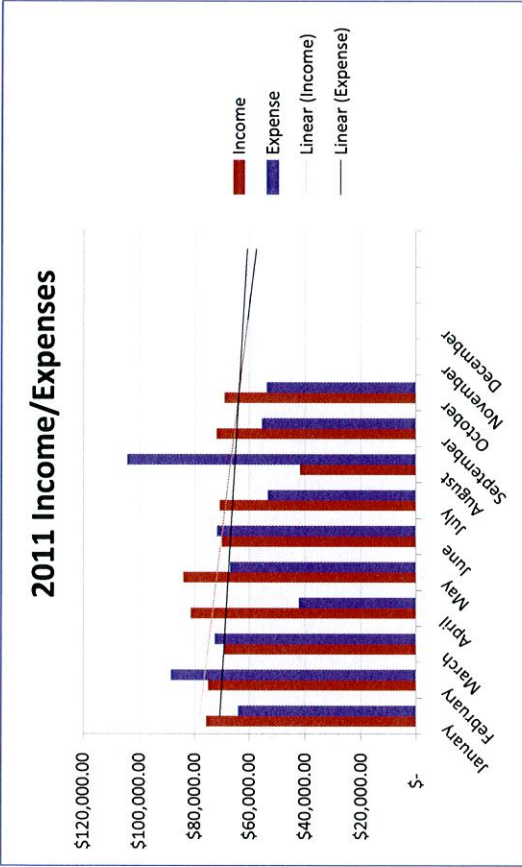
BALANCE SHEET REPORT / COMPARISON

GENERAL FUND - BUDGET vs. ACTUAL

| ASSETS | 31-Oct-11 | 30-Sep-11 | \$ Change | Income | October | Budget | Variance |
|----------------------------------------|-------------------|-------------------|------------------|-----------------------------------------|------------------|-------------------|-------------------|
| Assets - Checking/Savings | | | | | | | |
| 18000 · Checking (KNBT) | 383,215.62 | 365,530.34 | 17,685.28 | 1100 · Offerings / Gifts | 71,744.56 | 75,833.33 | -4,088.77 |
| 18001 · CDs (KNBT) | 66,305.83 | 66,305.83 | 0.00 | 1400 · Interest | 55.59 | 150.00 | -94.41 |
| 19000 · Savings (M&T Bank) | 116,288.80 | 116,259.17 | 29.63 | 1700 · Memorials | -2,870.00 | 100.00 | -2,970.00 |
| 19001 · Checking (M&T Bank) | 10,217.36 | 12,397.84 | -2,180.48 | 1900 · BCS / Bldg Use | 120.00 | 576.17 | -456.17 |
| Total Checking/Savings | 576,027.61 | 560,493.18 | 15,534.43 | Total Income | 69,050.15 | 76,659.50 | -7,609.35 |
| TOTAL ASSETS | 576,027.61 | 560,493.18 | 15,534.43 | Expenses | | | |
| LIABILITIES | | | | 2000 · General Finance | 5,990.79 | 3,973.33 | 2,017.46 |
| 901 · Building Fund | -4,245.39 | -5,963.39 | 1,718.00 | 3000 · Discipleship | 1,895.33 | 2,960.00 | -1,064.67 |
| 902 · Capital Improvement Fund | 5,746.54 | 5,746.54 | 0.00 | 5000 · Evangelism | 59.86 | 283.33 | -223.47 |
| 903 · Transportation Fund | 16,518.00 | 16,243.00 | 275.00 | 6000 · Missions | 18.58 | 11,454.17 | -11,435.59 |
| 904 · Scholarship Fund | 2,547.59 | 2,339.80 | 207.79 | 7000 · Deacon Ministries | 4,785.49 | 9,174.17 | -4,388.68 |
| 905 · Faith Promise | 18,705.23 | 20,285.23 | -1,580.00 | 8000 · Worship | 485.85 | 654.17 | -168.32 |
| 907 · Benevolence Fund | 15,507.95 | 14,792.95 | 715.00 | 9000 · Office/Admin | 1,418.01 | 1,849.17 | -431.16 |
| 908 · Music Fund | -53.55 | 112.95 | -166.50 | 10000 · Congregational Care | 80.00 | 400.00 | -320.00 |
| 910 · Angel Food Ministries | 1,049.46 | 1,049.46 | 0.00 | 11000 · Compensation | 38,911.14 | 45,911.16 | -7,000.02 |
| 911 · Year End Accruals | 3,138.84 | 3,138.84 | 0.00 | Total Expense | 53,645.05 | 76,659.50 | -23,014.45 |
| 912 · Run For The Children | 700.23 | 700.23 | 0.00 | Net Ordinary Income | 15,405.10 | 0.00 | 15,405.10 |
| 914 · HRA | 5,158.73 | 5,461.87 | -303.14 | Net Fund Transfer between Accts. | 0.00 | 0.00 | 0.00 |
| 100 · Payroll Liabilities | 5,012.83 | 5,580.34 | -567.51 | Net Income | 15,405.10 | 0.00 | 15,405.10 |
| Total Other Current Liabilities | 69,789.42 | 69,490.78 | 298.64 | DESIGNATED FUNDS | | | |
| Long Term Liabilities | | | | Income | Expenses | Net Income | |
| 810 · Building Mortgage | 0.00 | 0.00 | 0.00 | 901 · Building Fund | 1,952.00 | 234.00 | 1,718.00 |
| Total Long Term Liabilities | 0.00 | 0.00 | 0.00 | 903 · Transportation Fund | 275.00 | 0.00 | 275.00 |
| Total Liabilities | 69,789.42 | 69,490.78 | 298.64 | 904 · Scholarship Fund | 207.79 | 0.00 | 207.79 |
| EQUITY | | | | 905 · Faith Promise | 920.00 | 2,500.00 | -1,580.00 |
| 900 · Retained Earnings | 888,339.69 | 888,339.69 | 0.00 | 907 · Benevolence Fund | 2,040.00 | 1,325.00 | 715.00 |
| Net Income | 25,777.30 | 10,541.51 | 15,235.79 | 908 · Music Fund | 0.00 | 166.50 | -166.50 |
| 1000 · Opening Bal Equity | -407,878.80 | -407,878.80 | 0.00 | OTHER LIABILITY ACCOUNTS | | | |
| Total Equity | 506,238.19 | 491,002.40 | 15,235.79 | 902 · Capital Improvement Fund | 0.00 | 0.00 | 0.00 |
| TOTAL LIABILITIES & EQUITY | 576,027.61 | 560,493.18 | 15,534.43 | 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 | 303.14 | -303.14 |
| | | | | Total Other Current Liabilities | 5,394.79 | 4,528.64 | 866.15 |
| | | | | (Income/Expenses without transfers) | 0.00 | 4,528.64 | -4,528.64 |

Andrew J. Bruner
Treasurer

11/15/11



Student Ministries Report – October 2011

Psalm 39:5-6 (ESV)

5Behold, you have made my days a few handbreadths, and my lifetime is as nothing before you. Surely all mankind stands as a mere breath! Selah

6Surely a man goes about as a shadow! Surely for nothing they are in turmoil; man heaps up wealth and does not know who will gather!

At our MS parent's night last week I challenged our parents (and myself) with how little time we truly have with our children. Everyone told me they were going to grow so fast, and of course they are right.

If time is such a precious commodity, are we using it in the wisest way? One of the greatest threats to the family is our busyness. If we are really going to disciple our children in a Deuteronomy 6 way, we are going to need time to casually and intentionally speak with our children about the things of God. Most of the time we spread ourselves way too thin, and consequently the most important things fall through the cracks.

May we remember to prioritize and downsize our activities so that our children may "fear the Lord and keep all His commandments" (Deut. 6:2)

Here is an article I found helpful, and a book I am reading right now about this.

<http://www.whatisorange.org/orangeleaders/blog/?p=6130>

http://www.amazon.com/Three-Big-Questions-Frantic-Family/dp/0787995320/ref=sr_1_1?ie=UTF8&qid=1320260657&sr=8-1

Activities

Teaching

- **Middle School**
Finishing our evangelism series tonight
- **High School**
Going through the same evangelism series, have one more week to go.
- **Sunday School**
I am trying to get a team together to share in this which

includes Dale Tshudy, Tom Galloway, Tom Carlstrom, and myself.

- **Preaching**

Blessed to serve in this area.

- **Other**

Had the opportunity to teach at Nazareth High School in the Fellowship of Christian Students club. We talked about evangelism.

Shepherding

- Met with a young adult to discuss priorities and life decisions.
- Had lunch with a student who doesn't come out to youth group but comes to our church.
- Met with a student about a project he is seeking to do at church

Staff

Other

- Attended our monthly LV Unite meeting with other youth pastors from the community
- Got together with a young family for mutual encouragement.
- Met with a youth pastor that I am mentoring
- Got together with a volunteer youth pastor for mutual encouragement.
- Attended pastor appreciation breakfast at Calvary Baptist.
- Working through Old Testament Introduction Class at Reformed Baptist Seminary.

Respectfully Submitted,

Mark Culton

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

In honor of veteran's day and the privilege of freedom, I thought of that great portion of scripture that the apostle Paul wrote to the Galatians...

"For you were called to freedom, brothers. Only do not use your freedom as an opportunity for the flesh, but through love serve one another." (Gal 5:13 ESV)

Oft times we look at freedom as a commodity that we enjoy and we use it to lavish ourselves with all kinds of things we think we're entitled to...however, Paul says that we are to use our freedom to serve one another in love. Now we know in context that Paul is referring to our freedom from the consequence of sin, but his point is the same...we should not use this freedom to justify hedonistic behavior. I believe that we are held doubly responsible since as American believers, we enjoy the double freedoms of country and from sin's consequence, to turn around and focus on blessing and serving others rather than ourselves!

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

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...we were able to hold a Starboard training session for them this past month so that we could update them on the technology that is now available for them to use in teaching.
- **Early Childhood (2&3 year-olds):** No change with staffing the 11:15 service, we 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 very manageable so far; we are running between 10-15 even with the 3 year-olds present.
- **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.
- **Upcoming Events:**
 - **Winter Weekend Retreat (January 20-22) at Victory Valley Camp:** We are gearing up for this year's "Winter Blast" weekend. The price for group registration has dropped – only \$89/child, and all kids will receive a free Winter Blast t-shirt.
 - **Our Bi-annual Parent Meeting (Sunday November 27 at 10:05 AM):** We will be providing updates for our Kid's Crossing parents on our Sunday morning & Wednesday night programs, as well as our 2012 VBS.
 - **Bethlehem & Beyond (Wednesday December 21 at 7 PM):** This will be our 2nd year doing this original Christmas program for kids (ages 4-5th grade) and their parents.
 - **VBS 2012:** We have ordered the material for this year's theme, which will be, "Babylon, Daniel's Courage in Captivity". We are already anticipating a great program as we begin planning right after the holidays.

Student Ministry

- See Pastor Mark's report.

Adult Ministry

- **Adult Electives:** Our adult electives continue to be well attended. As a reminder, here are the classes offered: Genesis- Part I (Rich Mastronardo), Galatians/Ephesians/Philippians (Dick Bickings), and Discipleship Essentials (Joe Maddock).

- **Men's Ministry:**

- **Bethel Series:** Jason Lee and I have been very blessed by this opportunity to teach (and learn) the scriptures using this great tool alongside 21 other people from our congregation. It has been inspiring to see the excitement and enthusiasm generated by these diligent students.
- **BattleZone™:** We are currently preparing to begin a new season (Andy Brimer to comment).
- **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 facilitates along with several other men, a new study on David.

- **Women's Ministry:** Laura Sommons has been personally meeting with a number of women in the church to get to know them better and hear their hearts concerning women's ministry. There are number of events planned around the holiday's which are focused on exalting Christ, in particular, the Women's Christmas banquet, in which some of our men will be serving. 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 all known holes being plugged. I praise the Lord for the diligence of each group leader.
- **Membership Class & Interviews:** The next membership class will be held in the spring.

Other:

- Continue to meet with several individual men biweekly/monthly to counsel and encourage.
- Visited several people in the hospital and at home with real physical needs.
- Had the privilege of preaching the Gospel at Ebenezer's veteran's service.
- 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

INTERIM SR PASTOR REPORT

Elders Meeting – November 14, 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).
- Continue doing some intake counseling, on-going counseling, and meeting with men one on one. **Continue meeting with one older gentleman working through depression. Mentoring and providing accountability for one young man more intensely at this moment. Also worked with a young woman and her mother + caregivers to give her the best possible care.**
- 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.
- **Continue helping with the ongoing work of the nominating committee. They are doing good work.**
- 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
- **Attended a portion of the BFC Ministerial Convention in October**
- **Meet with three other BFC Pastors for a monthly book study.**
- **Attended the BFC regional meeting at Cedar Crest BFC.**
- **Attended the CareNet Gala**

Goals for upcoming weeks:

- Continue magnifying our Lord in our **Mark** sermon series.
- Seek God's face as we sharpen our vision at EBFC.
- Help the Nominating Committee pursue godly men for leadership at EBFC.
- Clean up membership rolls/Shepherding Lists after By-Laws are approved by the congregation.
- Finish Greek Class

Senior Pastor Search/Hiring Update

Dear Ebenezer Family,

November 20, 2011

As promised, we will be providing timely updates on the work of the Committee to hire a Senior Pastor. Since the last update on September 18th, much progress has been made and we are at a logical point in which to share some of that progress.

To date, 178 resumes have been reviewed by the entire committee. From that group, we have interviewed six candidates. Most of the interviews were conducted using video-conferencing (Skype) or telephone. In addition to conducting the interviews, we have reviewed the candidates' statements of faith and watched or listened to their sermons. Having completed the interviews with these six, we will be selecting any we wish to take to the next step of the process. That next step includes: a second interview and submission of the candidates' applications to the BFC Credentials Committee for doctrinal evaluation by the denomination.

By way of reminder, Pastor Jason Hoy (Interim Senior Pastor) is being seriously considered to assume the position on a full-time basis and will be formally involved in the process when it moves into the final stages. Because Jason is known to us and currently serving in this capacity, we agreed not to put him through these early steps of the process which are more useful for unknown candidates. Jason agrees with this approach as well.

I'd like to recognize my fellow committee members for their hard work and diligence throughout this process. The preparation for interviews takes a lot of time on their part and most of their recent Sunday afternoons have been sacrificed to participate in them. Please join me in thanking them for their efforts.

Finally, and most importantly, we understand that this process, no matter how well managed, can only be directed by the wisdom that comes from God. Because of this we are constantly seeking Him and asking for wisdom and discernment as we go about our work. We covet your prayers and ask for your partnership in seeking this wisdom through the power of prayer.

If you have any questions or feedback for us, please do not hesitate to contact me or Shawn Sommons. (Elder & Co-chair)

In Him,

Mike Capaldi (Elder & Chairman)

For the Senior Pastor Hiring Committee: Shawn Sommons (Elder & Co-Chairman),

Ian Thompson, Rich Mastronardo, Tom Galloway, Shelly Carlstrom, Gail Tshudy, Erin Stephens

