



ANNUAL REPORT 2023

Growing the Family of God for the Glory of God

Tel: 717-285-1900
151 Donerville Road
Lancaster, PA 17603

Email: office@faithbfc.com
Website: www.faithbfc.com

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CONGREGATIONAL MEETING MINUTES

December 10, 2023 - 6:00 PM

Attendance

Pastors: Pastor Long, Pastor Uhrich, Pastor Verdon, Pastor Franklin, Pastor Miller
Elders: Joe Kim, Dave Winters, John Brown, Sr., Ben Novak, Chris Young, Steve Groff, Jr.
Deacons: Bob DeVolder, Wayne Gibble, Ron Metzger, Chris Van Ingen, Bob Keepert, Dick Schock, Aaron Young, Jordan Spangenburg

Pastor Keith Long called the meeting to order at 6:00P.M. and Pastor Nate Miller opened the meeting in prayer. The roll was called by the secretary, Pastor Greg Uhrich. A motion was made and seconded to suspend the reading of the 2022 Congregational Meeting Minutes. The motion carried.

Resolved, that the reading of the 2022 Congregational Meeting Minutes be suspended.

Business

1. Presentation of the Proposed Church Budget for 2024

Chris Young, Chairman of the Finance Committee, shared the process used to put the proposed 2024 church budget together. In early fall, the budget request sheets are sent out to the ministry leaders and returned to Pastor Uhrich to compile. The collected budget requests are bound and given to the Finance Committee to work on. Once their job is completed, the proposed budget is brought to the Joint Board of Elders and Deacons for approval. The final step is to present the proposed budget to those present at the annual congregational meeting for confirmation by the members.

Chris Young presented and explained the proposed church budget for 2024 to those present at the congregational meeting going through each section and fielding questions.

2. Appointment of Tellers

Pastor Keith Long appointed Brian Trimble, Steve Ashworth, and Greg Lyon as tellers to distribute, collect, and count the votes.

3. Explanation of Elections

Pastor Keith Long explained the details of the election including the items on the ballot

4. Elections

Ballots were distributed by the tellers for the members to vote on the 2024 proposed budget, the nominees for elder and deacon positions, and delegates for the BFC Conference.

5. Pastors' Reports

While the ballots were being counted, those in attendance heard the reports of the five pastors.

6. Report of Elections:

The proposed budget for 2024 was adopted.

Matt Baehr, Dwayne Eberly, Steve Groff, Jr., and David Winters were elected as an elder for a 3-year term starting on January 1, 2024.

Wayne Gible and Andy Palmisano were elected as deacons for a 3-year term starting on January 1, 2024.

Joe Kim and John Brown, Sr. were confirmed as delegates to the BFC Conference for 2024. Steve Groff, Jr. was confirmed as the alternate delegate to the BFC Conference for 2024.

7. Ordination Request

A motion was made and seconded among the elders to recommend Neil Franklin for ordination in the Bible Fellowship Church. The motion carried. Resolved that Neil Franklin be recommended for ordination to the Bible Fellowship Church.

Close of Meeting

A motion was made and seconded among the elders to recommend Neil Franklin for ordination in the Bible Fellowship Church. The motion carried. Resolved that Neil Franklin be recommended for ordination to the Bible Fellowship Church.

The meeting was closed in prayer by John Brown, Sr. at 7:30 P.M.

Submitted by

Pastor Greg Uhrich, Secretary

PASTORAL COVENANT



Growing the Family of God, for the Glory of God.

The affixing of my signature on this paper indicates that:

- I believe the Scriptures of the Old and New Testament to be the Word of God, the only infallible rule of faith and conduct.
- I am in agreement with the articles of Faith of the Bible Fellowship Church.
- I will endeavor to follow the government and discipline of the Bible Fellowship Church.
- I accept the position on the pastoral staff and promise faithfully to perform all the duties thereof.
- And I promise to promote the purity, peace, and unity of the Church.

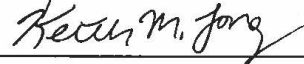
Keith M. Long
Senior Pastor

Greg A. Uhrich
Associate Pastor

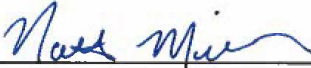
Neil J. Franklin, Jr.
Associate Pastor

 _____ (Neil Franklin)

William C. Verdon
Associate Pastor

 _____ (Keith Long)

Nate A. Miller
Associate Pastor

 _____ (Nate Miller)

Claire E. Harstad
Pastor Emeritus

 _____ (William Verdon)

Dated: January 1, 2024

ELDER COVENANT



Growing the Family of God, for the Glory of God.

The affixing of my signature on this paper indicates that:

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- I am in agreement with the articles of Faith of the Bible Fellowship Church.
- I will endeavor to follow the government and discipline of the Bible Fellowship Church.
- I accept the office of elder in the congregation and promise faithfully to perform all the duties thereof.
- And I promise to promote the purity, peace, and unity of the Church.

Keith M. Long
Senior Pastor

Greg A. Urich
Associate Pastor

Neil J. Franklin, Jr.
Associate Pastor

William C. Verdon
Associate Pastor

Nate A. Miller
Associate Pastor

Claire E. Harstad
Pastor Emeritus

 _____ (Matthew Baehr)

 _____ (John Brown, Sr.)

 _____ (Dwayne Eberly)

 _____ (Neil Franklin)

 _____ (Steven Groff, Jr.)

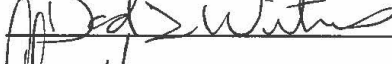
 _____ (Joe Kim)

 _____ (Keith Long)

 _____ (Nate Miller)

 _____ (Ben Novak)

 _____ (Will Verdon)

 _____ (Dave Winters)

 _____ (Chris Young)

Dated: January 1, 2024

DEACON COVENANT



Growing the Family of God, for the Glory of God.

The affixing of my signature on this paper indicates that:

- I believe the Scriptures of the Old and New Testament to be the Word of God, the only infallible rule of faith and conduct.
- I am in agreement with the articles of Faith of the Bible Fellowship Church.
- I will endeavor to follow the government and discipline of the Bible Fellowship Church.
- I accept the office of deacon in the congregation and promise faithfully to perform all the duties thereof.
- And I promise to promote the purity, peace, and unity of the Church.

Keith M. Long
Senior Pastor

Greg A. Uhrich
Associate Pastor

Neil J. Franklin, Jr.
Associate Pastor

William C. Verdon
Associate Pastor

Nate A. Miller
Associate Pastor

Claire E. Harstad
Pastor Emeritus

Robert DeVolder (Robert DeVolder)

Wayne E. Gible (Wayne Gible)

Rich Graham (Rich Graham)

Robert Keepert (Robert Keepert)

Clint Krushinsky (Clint Krushinsky)

Ron Metzger (Ron Metzger)

Andrew Palmisano (Andrew Palmisano)

Richard Schock (Richard Schock)

Jordan Spangenburg (Jordan Spangenburg)

Chris Van Ingen (Chris Van Ingen)

Aaron Young (Aaron Young)

Dated: January 1, 2024

ELDERS GREETING

GREETINGS FROM YOUR ELDERS

*"He chose David his servant and took him from the sheepfolds;
With upright heart he shepherded them and guided them with his skillful hand."*

Psalm 78:70, 72

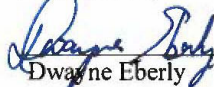
In his book, *The Shepherd Leader*, Timothy Witmer reminds local church elders that the word "shepherd" is both a noun and a verb. It is not only something that you *are* but something you *do*" (101). The true desire of our hearts as elders at Faith BFC is not to be titleholders in name only, but to be faithful shepherds of the flock of God that has been entrusted to us. To know, lead, teach, and spiritually protect God's people is a daunting task that routinely humbles us. Knowing that we will have to give an account to the Lord for our watch-care of His people is a truly sobering reality (Heb 13:17). Nevertheless, ours is also a joyful duty as we join the Lord in His work for His glory (1 Cor 15:58). We count it a great privilege to serve you, to be involved in your lives, to partner in ministry with you, and to spur one another on toward greater love of God and faithfulness to Him.

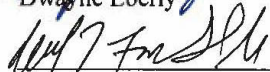
As we seek to be obedient to our calling to serve as spiritual leaders of this local church, please continue to pray for us! Pray that the Lord would be gracious to us as he was with King David: keeping us upright in heart and granting us the skill we need to shepherd His people with love, grace, wisdom, and truth.

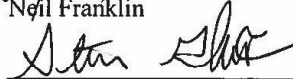
On behalf of my brother Elders,

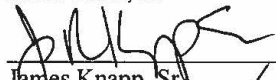
Rev. Keith M. Long
Chairman

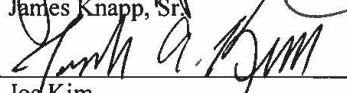

John Brown, Sr.


Dwayne Eberly



Neil Franklin

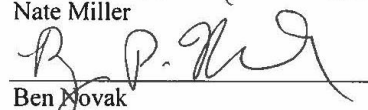

Steve Groff, Jr.


James Knapp, Sr.


Joe Kim



Keith Long

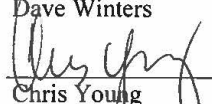

Nate Miller



Ben Novak


Greg Ulrich


Will Verdon


Dave Winters


Chris Young


David Zook

DEACONS GREETING

GREETINGS FROM YOUR DEACONS

“And he must have a good reputation with those outside the church, so that he may not fall into reproach and the snare of the devil. Deacons likewise must be men of dignity, not double-tongued, or addicted to much wine or fond of sordid gain but holding to the mystery of the faith with a clear conscience. And let these also be first tested; then let them serve as deacons if they are beyond reproach.” I Timothy 3:7-10

“Therefore I, the prisoner of the Lord, implore you to walk in a manner worthy of the calling with which you have been called, with all humility and gentleness, with patience, showing tolerance for one another in love, being diligent to preserve the unity of the Spirit in the bond of peace.” Ephesians 4:1-3


Throughout 2023, we attempted to serve you, our church family, with diligence, humility, and honor. With Timothy’s challenge always before us, and Paul’s call for unity, combined with your diligent prayers and the grace of our Lord, we were able to accomplish much this past year. During the year 2023, our deacons came closer together.


We thank each of you for allowing us to serve as your Deacons for 2023. Each of us has tried to respond willingly to your needs. We have attempted to do so both individually and collectively as a body. Continue to pray for our families and us as we attempt to live our lives honoring and glorifying our Lord Jesus Christ.


In His service,


Wayne Gibble
Chairman, Deacon Board

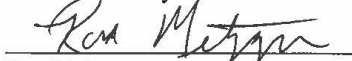

Bob DeVolder



Wayne Gibble



Rich Graham


Bob Keepert

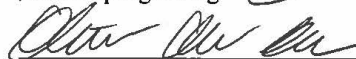

Clint Krushinsky

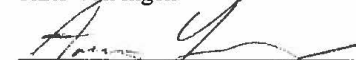

Ron Metzger


Andy Palmisano


Richard Schock


Jordan Spangenburg


Chris Van Ingen


Aaron Young

SENIOR PASTOR REPORT

“And Jesus came and said to them, “All authority in heaven and on earth has been given to me. Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, teaching them to observe all that I have commanded you. And behold, I am with you always, to the end of the age.”

Matthew 28:18-20

Thank you for the privilege of serving as one your pastors again throughout 2023. It continues to be a great joy to *Worship, Walk, and Work* with you at Faith BFC. With each passing day, it seems that my love for the Body of Christ and my excitement over what the Lord is doing in our midst continues to grow! The last year has not been without its challenges; however, not only has the Lord been faithful to bring us through them all, but I believe He has made us a stronger and more unified church family as a result. I take comfort in Jesus’ promise that He will build His church, and I am thankful that He continues to prove Himself faithful to His word here at Faith BFC.

Once again throughout 2023, my primary responsibility was to *preach the Word* each Lord’s Day. After beginning the year with a sermon on one of our core values (*Worshiping Christ Together*), most of 2023 was spent finishing our study of the Gospel of Matthew. I preached over forty sermons on Matthew 17 - 28, covering topics such as the Transfiguration, Life within the Church (including the place of church discipline), Divorce, the Triumphal Entry, Paying Taxes, the Greatest Commandment, the Olivet Discourse, Jesus’ Final Night with His disciples, the Trials, Death, Burial and Resurrection of Christ, the Great Commission, and much more. I know that the Lord used my preparation for these messages to challenge, convict, and encourage me, and to grow my love for my Savior, Jesus Christ. My prayer is that, by God’s grace, the preaching of His Word did the same for the whole family of God at Faith.

In addition to preaching, it was a joy to spend time in prayer and bible study with our Worship Team members throughout the year. Preparing for and leading corporate worship is a huge responsibility that our Worship Team takes very seriously, and my time with them was a highlight from the last year. Of course, there was also other responsibilities that took up my time: leading and coordinating the efforts of our Pastors and staff; meeting with individual members and attenders for times of counseling, prayer, and discipleship; helping facilitate our New Member’s Class; providing direction to the Biblical Planning Team’s ongoing efforts; encouraging our various Ministry Leaders during our regular coordination meetings, among other duties. Beyond our church, I continued to serve on the Transitional Leadership Team for Pastor Los at Christ Alone Fellowship as they prepare to graduate from a Church Plant to a Particular Church, and on the BFC Ministerial Credentials Committee, which oversees and supports the ordained pastors within the BFC. All these efforts were made possible and more enjoyable because of the family that supports me at home, and the pastoral and lay staff that links arms with me on a daily basis at Faith. I continue to be humbled by God’s gracious blessings in my life!

As we turn the page into 2024, I am praying that the Lord will continue to see our church grow in our love for Jesus, our commitment to one another, and our practice of evangelism and discipleship. With the Lord's help, in the year ahead and beyond, I look forward to trying to live out all that we learned from our study of Matthew's Gospel.

Glad to be with you...in Christ,

Pastor Keith Long

PASTOR OF ADMINISTRATION REPORT

"But select capable men from all the people - men who fear God, trustworthy men who hate dishonest gain - and appoint them as officials over thousands, hundreds, fifties and tens. Have them serve as judges for the people at all times but have them bring every difficult case to you; the simple cases they can decide themselves. That will make your load lighter because they will share it with you. If you do this and God so commands, you will be able to stand the strain, and all these people will go home satisfied."

Exodus 18:21-23

Administration is an essential part of Faith Bible Fellowship Church (FBFC). It is defined as the process of utilizing the church's personnel, physical, and fiscal resources in order to meet the church's objectives and goals. The Administration area of FBFC exists to support the other ministry areas of FBFC as they seek to fulfill their purposes.

God has once again greatly blessed our church in 2023. Our needs have been met, our expenses have been paid, and our lives have been enriched in many ways. We owe our Lord thanks and devotion. We are grateful to the Lord who has worked through God's people to provide generous financial support to enable our church to continue to minister for the Lord. Our church in 2023 continued the streaming of our worship services to minister to those of our congregation who are unable to attend in person. We have continued using all-in-one communion elements and placing offering plates near the doors. Our two dedicated office workers, administrative assistant, Rachel Ross and church secretary, Brittany Spangenburg, have ably helped with much of the administrative work of the church in an efficient manner as it again grew in volume. The administrative area of the church oversees the financial work, the weekly bulletin, monthly newsletters, paperwork, requests from ministry leaders, purchasing of products, scheduling use of the facilities, custodial services, repairs on the facilities and equipment, and on and on it goes. I am very thankful for all those who are involved in the administrative work of the church this year. Their work is crucial to the smooth operation of our ministries. Starting in 2024, Pastor Neil Franklin will oversee the office work as the Office Manager.

Those of our staff involved in administrative responsibilities look toward 2024 and will seek to do their best to provide support to our church family. They can expect that there will be additional challenges and problem areas to face and will depend on the Lord to help them meet those challenges and solve those problems.

Pastor Greg Uhrich

PASTOR OF DISCIPLESHIP REPORT

Dear Members of Faith Bible Fellowship Church,

As I reflect on our journey together this past year, I'm reminded of the timeless words penned by hymnist Thomas Chisholm in "Great is Thy Faithfulness." This hymn resonates deeply as we praise our Lord, acknowledging His unwavering faithfulness: "Great is thy faithfulness; there is no shadow of turning with thee, great is thy faithfulness Lord unto me." Grounded in Jeremiah's steadfast confidence, this hymn echoes the enduring faithfulness of our Lord towards His people. Jeremiah 3:22-23 announces that our Lord remains faithful to His people. We have confidence that "all that we have needed His hand has provided." Great is Thy faithfulness Lord unto Faith Bible Fellowship Church. The Lord has certainly been faithful to us, and we pray that we will continue to turn to the Lord as we faithfully Grow the Family of God for the Glory of God.

There have been many ways that we have taken steps to be faithful this year. We are a church that has remained faithful for 70+ years, and we are a church that has purposely turned towards the Lord. We have done that by focusing more on faithfully teaching and preaching the word of God, equipping the saints, and evangelizing the world through missions. Our mission is to Grow the Family of God for the Glory of God by making disciples - who are being transformed into the likeness of Christ. This is our mission because it is the great commission of Jesus (Matthew 28:19-20). And we defined the word "disciple" the way the apostle Paul defined a disciple as someone who is being transformed from one degree of glory to ever increasing glory (2 Corinthians 3:18).

Our paramount objective at Faith BFC is to witness the transformation of individuals, facilitating their progression from one degree of glory to the next. This transformative journey relies on the divine Grace of God, coupled with deliberate and discipleship efforts. Our overarching aim is to cultivate a community where every individual becomes a devoted disciple, intricately linked within the body of Christ through a focal point on Christ-centered values.

The cornerstone of our strategy for fostering connections among believers resides in our Sunday School and small group initiatives. The unwavering dedication of our Sunday School teachers in imparting faithful teaching and truth in the Word of God is deserving of sincere praise. The depth of Biblical and Theological teachings offered in our Sunday School classes is unparalleled, in my honest belief.

Furthermore, we ardently aspire for all members to experience genuine relationships, a sense of belonging, and compassionate support through active engagement in small groups. The evident growth in our small group ministry stands as a testament to God's faithfulness, and we earnestly pray for its continual expansion. I am grateful for the faithfulness of our small group leaders and pray that the Lord would raise up additional leaders.

Jesus came to serve and not to be served, and so we follow his example. But serving is also a tremendous joy and blessing. Jesus says it is better to give than to receive. We have seen God's faithfulness through multiple ministries that continue to serve. The Hospitality Ministry serves faithfully to welcome visitors, serve during coffee & conversation, and make connections. The Men's Ministry continues to faithfully serve the men of the congregation and find ways to create discipleship opportunities. The Women's Ministry has consistently been a tremendous source of faithfulness as they serve the women of the church and create ways to serve the wider church community. The Biblical Planning Team continues to faithfully find ways

to encourage and align our ministries. We do this by emphasizing and living out our core values. We value Worshiping Christ Together, Walking with Christ Together, and Working for Christ Together. We again hosted our Harvest Fest this year, welcoming hundreds of individuals from the community to our church. Thank you to all that faithfully served during this community event!

The Lord has been faithful in building his church as we welcomed several new members to Faith BFC. It is always a great joy to hear what has attracted people to our church. The reasons are typically twofold, the faithful preaching and teaching of God's word and our welcoming community. Thank you for being such a faithful welcoming church and faithfully building up one another! I am reminded by the words of Paul, when saying farewell to the Ephesian elders, encourages them by the fact that God and his word will continue to build them up even in Paul's absence: "Now I commend you to God and to the word of his grace, which is able to build you up and to give you the inheritance among all those who are sanctified" (Acts 20:32). And in turn, Paul calls all of us to the same task: "Encourage one another and build one another up, just as you are doing" (1 Thessalonians 5:11). Thank you for being a church that faithfully encourages and builds up one another!

I said it last year and I will repeat it again this year, it is a humbling thought that the Lord cares for us (1 Peter 5:6-7), and it is a humbling privilege to care for and minister at Faith BFC. I am blessed and grateful to have continued to serve at Faith BFC over the past year and give praise to the Lord to see the spiritual growth and love of Christ within the church. I am grateful and honored to serve as your pastor and to serve alongside gifted, passionate, faithful people. My prayer and hope for this next year is that we continue to meet together and all the more as we see the Day drawing near.

In Christ,
Pastor Will Verdon

YOUTH PASTOR REPORT

The content in this report represents my time as the Youth Pastor of Faith BFC from 2023-Present.

Where We Were:

Shelby and I are thankful to be serving in our seventh here at Faith BFC, and we continue to be amazed at the Lord's faithfulness to us and His church. I am humbled to be able to share some of that with you as we look back at 2023 and look ahead to the coming year.

On personal note, 2023 was a wonderful year of growth and change for Shelby and I, along with our three children. Our children have now been home with us for about 3 years, and we could not be more grateful to the Lord for them. Vasia is now 9, Vitali is 6, and Eliza turned 5 in January. The amount of growth we have seen in our children over this past year can only be attributed to the kindness and sovereignty of our Lord. We continue to be grateful to you, our church family as well, as you support us and pray for us as we navigate the seas of parenthood. There have been new challenges this past year, but also new areas of growth. Through all of which God is faithful.

The Lord likewise again proved His faithfulness within our Youth Ministry throughout the year of 2023. Beginning in January of last year, we journeyed through numerous studies both on Wednesday evenings and Sunday morning during our Sunday School hour. On Wednesdays we spent time in a series titled, *In-Context* where we intently focused on common verses that are often used out of context. The purpose of this study was to seek to understand God's original intent for certain verses in their original context. We then finished our Spring season by journeying through a short series titled, *Following Jesus in a Digital Age*, where we studied the importance of Biblical truth while navigating the pressures of the digital world around us.

In Sunday school we had the unique privilege of studying the books of 1-2 Timothy, Titus, and 1-3 John. All of which proved to be a source of encouragement and growth for our students.

Throughout these months we also enjoyed several events and activities including: Sno-Glo, Super Bowl Party, fellowship dinners, Upper Classmen Small Group, Senior Night, and our first ever show and tell night which was a wonderful success.

Over the Summer of 2023 we enjoyed regular meetings together by fellowshiping over meals, participating in devotionals, and enjoying various activities. The highlight of the Summer was indeed our return to Rock Mountain Bible Camp for a week of Summer Camp where God worked in mighty ways to grow our youth together as a community as well as in our personal walks with Him.

As Summer came to an end, and the Fall Semester began, we said goodbye to a wonderful group of seniors, but welcomed in many new faces to our group. The Fall months took us through a study titled, *Jesus Through the Eyes of Peter* where we focused intently on the relationship of Jesus and Peter and how we could learn from it in our own personal walks. During the month of December we wrapped our Wednesday night teaching by focusing on the Advent of Christ.

There were also many other events and activities that kept us busy throughout the 2023 Fall months such as: Trivia and Wings Night, Operation Christmas Blessing, Unto Warehouse Packing Project, Fall Service Day, and Youth Praise Team. I cannot begin to express how

thankful I am for the faithfulness of our youth leaders who made all of these things possible and such a wonderful success.

Where We Are:

Our Wednesday evening gathering continues to be the regular venue through which our students engage with God's Word, Praise and Worship, and Discipleship through small groups. Currently, we are engaging in a series through the book of James. Our theme for the series is the theme of the book: **Faith that Works**. We have been challenged by James that if we claim to have genuine faith *in* Christ, then we will be genuine workers *for* Christ. We also continue to have our E4 Upper Classmen Fellowship once a month which is always a sweet time for our older students.

In addition to Wednesday nights, students who attend our Sunday morning Sunday School are journeying through the book of 1 Samuel, looking in depth at the institution of kingship in OT Israel and the importance of Godly relationships.

One recent addition to my ministry has been the oversight of a monthly Young Adult group gathering in which we meet to connect, pray, open God's Word, and fellowship together.

Where We Are Going:

As always, our goal remains to glorify God through the following areas:

- Faithful Teaching of God's Word (John 17:17, 2 Timothy 3:16-17)
- Fellowship of Small Groups (Acts 2:42)
- Ministry to Parents (Proverbs 22:6)
- Activities and Events (1 Corinthians 10:31)
- Serving Those in our Midst (James 1:22; 14-26)
- Mission Trips (Romans 10:12-17)
- Summer Camp (Mark 6:31)

One of our goals continues to be connecting with and discipling our students by meeting with them regularly and spending time with them outside of regular church gatherings. We know that meeting regularly on Wednesday night and Sunday mornings is fruitful and needed, but we also know that one on one discipleship is essential in order to grow deeper in God's Word and become sanctified. Please continue to pray for myself and our youth leaders as we pursue this goal together.

The remainder of the year ahead possesses a number of plans for our youth ministry including Summer Camp at the end of June (returning to Rock Mountain with Trinity BFC!), as well as several other activities that will take us off-site. We look forward to the work the Lord will do in and through the Youth Ministry here at Faith. We know He is good and desires to sanctify young people in His Word. It remains our goal and our prayer to simply be instruments of our Father in that process. Thank you for your continued support and prayers.

In Christ,
Pastor Nate Miller

PASTOR OF CONGREGATIONAL CARE REPORT

With the remnants of the pandemic solidly in our review mirror, the time had come to put it behind us and move on. The apostle Paul writing to the Philippians encourage them and he encourages us to leave what is behind and reach forward to what is ahead, to press on toward the goal, for the prize of the upward call of God in Christ Jesus.

Life in our children's ministry continued to be strong as we continued normal operations. With Carollynn Pettis at the helm keeping classes running smoothly in our Beginner Department, I continued overseeing our Primary Department. The Lord has been very faithful to continue to provide teachers for all of the classes, and I have been so very thankful for the wiliness of our teachers to be flexible and available when needed, and as changes arise.

In our AWANA ministry, on Wednesday nights, which I continue to oversee, we had many special events that kept our calendar full, and gave the kids some fun things to do all the while giving us opportunity to love, teach and minister to them from September to April, and we again held our annual Easter Egg Scramble.

This year I was humbled to be able to take a 3-month sabbatical, which allowed me some reading time, and time to relax, refresh, and be restored. We were also able to, once again, take a trip to the west coast to visit family. This gave Tracey and I some wonderful time of refreshment together.

In July, Tracey and I took a two-week hiatus from the sabbatical to come back and help with VBS. Our VBS team ministered to over 100 kids teaching, crafting, singing, and playing games with the kids each night, and Tracey and her team of merry chefs once again cooked meals for our VBS workers and their families. Our week of VBS to me is a great picture of the family of God working together, using the gifts that the Lord has given each one to minister to kids and families inside and outside the church; a smooth-running, well-oiled machine. I thank the Lord for His faithfulness and the faithfulness of our people who come together every year for this event.

Another part of my role here at Faith is visitation pastor. I was able to get into the hospitals easier to visit with those of our body who were in for various reasons. Along with phone calls and some home visits throughout the year I was able to keep in touch with, pray and minister to our shut-ins.

The third segment of my role is the placement ministry. We continued to invite folks who attended our membership classes to complete a "Uniquely You Membership and Ministry Profile." After completing this combination of personality and spiritual gift inventory, I met with individuals to discuss how they might serve here at Faith. These are always enjoyable sessions

as we discuss the unique personality traits and spiritual gifts that the Lord has given to each one.

Through the year I continued meeting with staff, church members and attenders for in office meetings, counseling, shepherding, and mentoring. My wife Tracey and I continued to host and lead one of our church's small groups. I continue to be a part of our Biblical Planning Committee, which helps to steer our ministries here at Faith.

This past year we had a few brothers and sisters from our church family go home to be with the Lord. I was humbled to be able to bring comfort to families through prayer and encouragement, conducting and being involved in memorial services for families to honor and remember their loved ones.

I am thankful to the Lord for His never-ending perfect love for us; for His grace and mercy that is new to us every day. And I pray that we can continue to Grow the Family of God for the Glory of God, here at Faith. It is a joy to walk alongside brothers and sisters who seek to serve the Lord, and I am blessed to serve the Lord with brother pastors, who diligently serve the Lord, seek His will for our church, and serve His people well.

In His service,
Pastor Neil J. Franklin, Jr.

BOARD OF ELDERS REPORT

The Board of Elders (BOE) held ten regular meetings in 2023 where the Board of Deacons joined for a portion of the meeting, along with several other special meetings to address Elder-specific issues.

In policy and procedural matters the following actions were approved:

1. The BOE elected Pastor Keith Long as the Chairman of the Board and Pastor Greg Uhrich as Secretary of the Board for 2023.
2. The BOE approved the continuation of Pastor Greg Uhrich's role as part-time Pastor of Administration for 2023 and received his request to retire at the end of the year with gratitude for over two decades of faithful service at Faith.
3. The BOE approved the creation of a Lay Employees Relations Committee and an updated Lay Employees Personnel Policy.
4. The BOE approved the hosting of a Home School Co-op Group and a Bible To School Program on church grounds throughout a portion of 2023.

In financial matters the following expenditures were approved:

1. The Pastors 2024 housing allowance
2. The 2024 budget
3. Online giving was continued

The following personnel actions were approved for 2023:

Election of Corporate Officers:

President - Keith M. Long

Secretary - Gregory A. Uhrich

Treasurer - Chris Young

Committee Appointments:

Pastoral Relations Committee:

Chairman: David Zook

Members: David Zook, Chris Young, Dwayne Eberly

Finance Committee:

Chairman: Chris Young

Members: Pastor Will Verdon, Pastor Greg Uhrich, Josh Campbell, Clint Krushinsky, Wayne Gible, Dave Winters, Brian Trimble, Brittany Spangenburg

Biblical Planning Team:

Chairman: Pastor Will Verdon

Members: Pastor Keith Long, Erin Chaboya, Andy Palmisano, Rachel Ross, Justin Spangenburg, Pastor Neil Franklin

Board of Elders elected to a three-year term:

Class of 2024 - John Brown, Joe, Kim, Chris Young, Joe Kim

Class of 2025 - Vacant

Class of 2026 - Matt Baehr, Dwayne Eberly, Steve Groff, Jr., Dave Winters

Board of Deacons elected to a three-year term:

Class of 2024 - Robert DeVolder, Bob Keepert, Richard Schock, Chris Van Ingen

Class of 2025 - Rich Graham, Clint Krushinsky, Ron Metzger, Jordan Spangenburg, Aaron Young

Class of 2026 - Wayne Gibble, Andy Palmisano

Submitted by,

Pastor Greg Uhrich

Board of Elders Assistant Secretary

CONTROLLER'S REPORT

In 2023 the Lord continued to bless Faith Bible Fellowship Church financially through the faithful giving of the congregation. The total amount of non-designated contributions was \$1,017,396 which was under the budget total of \$1,034,366. Total expenses for the year were \$1,018,120 against a budget of \$991,366 and \$43,008 was set aside for capital improvements and repair.

A successful accountant's review of the 2022 fiscal year was completed by Bertz, Hess & Co., LLP in July and a review of the 2023 fiscal year will be conducted during 2024.

Josh Campbell
Controller

Faith Bible Fellowship Church
Profit & Loss Budget vs. Actual
January through December 2023

	Dec-23	Budget	Actual YTD 2023	Budget YTD 2023	2023 Annual Budget
Income					
4000 · Income. Budget					
4010 · Receipts, Plate Offering	253	0	4,727	0	0
4020 · Receipts, Envelope Offering	55,785	97,582	818,119	1,034,366	1,034,366
4025 · Receipts, On-Line	17,919	0	138,820	0	0
4040 · Receipts, Miscellaneous	5,428	0	55,731	0	0
Total 4000 · Income. Budget	79,385	97,582	1,017,396	1,034,366	1,034,366
Expense					
6000 · ADMINISTRATIVE EXPENSES					
6100 · CHURCH EXPENSES					
6110 · Electric	2,719	2,500	31,309	30,000	30,000
6120 · Gas, Heating	1,312	913	8,921	11,000	11,000
6126 · Net Building Fund	0	0	0	0	0
6127 · Net Playground Fund	0	0	0	0	0
6128 · Net Capital Improvements & Repair	0	0	80,387	0	0
6130 · Water & Sewer	216	250	3,613	3,000	3,000
6140 · Trash Disposal	240	188	2,623	2,300	2,300
6145 · Cleaning Service	0	1,087	8,851	13,000	13,000
6170 · Insurance	109	1,163	14,615	14,000	14,000
Total 6100 · CHURCH EXPENSES	4,595	6,101	150,320	73,300	73,300
6200 · CONFERENCE EXPENSES					
6210 · Administrative Budget	0	1,696	20,340	20,341	20,341
6220 · Delegate	0	25	0	300	300
6230 · Pinebrook Bible Conference	0	0	500	500	500
6240 · Victory Valley	0	0	986	700	700
6262 · BCE - Church Extension	0	0	1,500	1,500	1,500
6263 · BCE - Richard Taylor	0	0	1,000	1,000	1,000
6266 · BCE - Juan Carlos Morales	0	0	10,000	10,000	10,000
6270 · Pinebrook Educational Found	0	0	2,500	2,500	2,500
Total 6200 · CONFERENCE EXPENSES	0	1,721	36,826	36,841	36,841
6300 · EMPLOYEE EXPENSES					
6310 · SENIOR PASTOR					
6312 · Senior Pastor Salary	7,171	6,471	84,821	84,121	84,121
6316 · Senior Pastor Professional Exp	157	150	1,146	1,800	1,800
Total 6310 · SENIOR PASTOR	7,328	6,621	85,967	85,921	85,921
6320 · PASTOR, ADMIN					
6322 · Pastor, Admin Salary	3,551	3,051	40,159	39,659	39,659
6326 · Pastor, Admin Professional Exp	0	87	565	1,000	1,000
Total 6320 · PASTOR, ADMIN	3,551	3,138	40,724	40,659	40,659
6343 · Employee Wages	9,387	7,529	95,561	97,877	97,877
6346 · Employee Benefits	12,763	11,440	149,278	148,717	148,717
6350 · PASTOR, YOUTH					
6352 · Pastor, Youth - Salary	5,142	4,442	58,450	57,750	57,750
6356 · Pastor, Youth - Prof. Expenses	14	563	6,632	6,800	6,800
Total 6350 · PASTOR, YOUTH	5,156	5,005	65,081	64,550	64,550
6360 · PASTOR, CONGREGATIONAL CARE					
6362 · Pastor, Congreg Care - Salary	7,282	5,586	77,870	72,620	72,620
6366 · Pastor, Congreg Care - Expenses	0	563	6,024	6,800	6,800
Total 6360 · PASTOR, CONGREGATIONAL CARE	7,282	6,149	83,895	79,420	79,420
6380 · PASTOR, DISCIPLESHIP					
6382 · Pastor, Discipleship - Salary	4,895	5,191	63,635	67,486	67,486
6384 · Pastor, Discipleship - Expenses	(5,974)	563	505	6,800	6,800
Total 6380 · PASTOR, DISCIPLESHIP	(1,079)	5,754	64,140	74,286	74,286
Total 6300 · EMPLOYEE EXPENSES	44,387	45,636	584,645	591,430	591,430
6400 · MISCELLANEOUS EXPENSES					
6410 · Controller's Expenses	0	375	3,750	4,500	4,500
6415 · Financial Services	264	212	3,324	2,500	2,500
6420 · Bank Fees	532	375	4,453	4,500	4,500
6430 · Child / Youth Worker Screening	0	12	74	100	100
6440 · RBC - Daily Bread	120	0	480	480	480
6445 · Donations	0	38	500	500	500
6450 · Misc Expenses	0	37	4,570	400	400
Total 6400 · MISCELLANEOUS EXPENSES	916	1,049	17,152	12,980	12,980

Faith Bible Fellowship Church
Profit & Loss Budget vs. Actual
January through December 2023

	<u>Dec-23</u>	<u>Budget</u>	Actual YTD 2023	Budget YTD 2023	2023 Annual Budget
6500 · OFFICE EXPENSES					
6510 · Postage	0	38	428	500	500
6520 · Copier Expenses	832	837	9,196	10,000	10,000
6530 · Office Supplies	3,354	1,087	10,743	13,000	13,000
6540 · Internet Access	324	325	3,891	3,900	3,900
6545 · Web Site Ministry	35	50	619	600	600
6550 · Telephone	243	263	3,090	3,200	3,200
6555 · Advertisement Ministry	160	163	1,790	2,000	2,000
6560 · Miscellaneous Office Exp	32	87	1,090	1,000	1,000
Total 6500 · OFFICE EXPENSES	4,980	2,850	30,846	34,200	34,200
6700 · Miscellaneous Fund Expenses	0	0	0	0	0
6700 · Net Miscellaneous Fund (Victory Valley)	0	0	0	0	0
Total 6000 · ADMINISTRATIVE EXPENSES	54,878	57,357	819,788	748,751	748,751
7000 · CHILDRENS MINISTRY EXPENSES					
7010 · Net AWANA	(313)	375	3,489	4,500	4,500
7020 · Children's Events	0	62	286	700	700
7029 · Net Grace Garden	1,099	0	(27)	0	0
7030 · Sunday School	0	431	5,394	5,150	5,150
7040 · Children's Church	0	13	370	200	200
7050 · Nursery	0	12	32	100	100
7060 · Vacation Bible School	67	188	2,154	2,300	2,300
7080 · Supply Room	85	38	275	500	500
Total 7000 · CHILDRENS MINISTRY EXPENSES	938	1,119	11,973	13,450	13,450
7100 · DEACON EXPENSES					
7110 · Net Benevolent Fund	35	0	(32,123)	0	0
7130 · Exterior Maintenance	5,056	3,994	50,499	47,950	47,950
7140 · Interior Maintenance	2,738	1,475	15,905	17,700	17,700
7150 · Kitchen Supplies	0	312	5,722	3,700	3,700
7160 · Transportation	139	269	1,583	3,184	3,184
7171 · Security Ministry	318	177	2,045	2,121	2,121
Total 7100 · DEACON EXPENSES	8,286	6,227	43,632	74,655	74,655
7300 · DISCIPLESHIP MINISTRY EXPENSES					
7310 · Adult Sunday School	0	438	3,532	5,300	5,300
7330 · Advanced Discipleship	0	13	217	200	200
7335 · Financial Discipleship Ministry	0	0	0	0	0
7340 · Net Marriage Savers	0	125	835	1,500	1,500
7350 · Library	0	50	60	600	600
7360 · Precepts Ministry	0	38	0	500	500
7370 · One-On-One Discipleship	0	38	187	500	500
Total 7300 · DISCIPLESHIP MINISTRY EXPENSES	0	702	4,830	8,600	8,600
7400 · FELLOWSHIP MINISTRY EXPENSES					
7405 · Fellowship Events	304	125	2,227	1,500	1,500
7410 · Small Group Ministry	0	37	353	400	400
7415 · Athletic Ministry	36	125	707	1,500	1,500
7420 · Contact Ministry	0	13	0	150	150
7425 · Net Men's Ministry	279	212	425	2,500	2,500
7430 · Net Women of Faith	0	212	2,758	2,500	2,500
7435 · Membership Ministry	0	19	101	250	250
7440 · Hospitality	53	125	754	1,500	1,500
Total 7400 · FELLOWSHIP MINISTRY EXPENSES	672	868	7,326	10,300	10,300
7500 · SERVICE MINISTRY EXPENSES					
7530 · Placement Ministry	254	37	254	400	400
Total 7500 · SERVICE MINISTRY EXPENSES	254	37	254	400	400
7600 · WORSHIP MINISTRY EXPENSES					
7610 · Worship Events	466	122	1,182	1,475	1,475
7620 · Piano/Organ Maintenance	0	38	140	500	500
7640 · Praise Team Ministry	32	87	1,073	1,000	1,000
7650 · Ordinance Ministry	0	63	1,188	750	750
7660 · Decoration Ministry	0	38	819	500	500
7680 · Tech A/V	0	63	635	750	750
Total 7600 · WORSHIP MINISTRY EXPENSES	498	410	5,038	4,975	4,975
7700 · YOUTH MINISTRY EXPENSES					
7710 · Youth Sunday School Ministry	0	12	338	100	100
7720 · Net Youth Group Ministry	159	200	619	2,400	2,400
7730 · Net Youth Events Ministry	(835)	200	5,233	2,400	2,400

Faith Bible Fellowship Church
Profit & Loss Budget vs. Actual
January through December 2023

	<u>Dec-23</u>	<u>Budget</u>	Actual YTD 2023	Budget YTD 2023	2023 Annual Budget
7740 · Youth Supplies Ministry	154	200	929	2,400	2,400
7750 · Youth Transportation Ministry	0	25	0	300	300
7770 · Youth Miscellaneous	0	15	0	175	175
Total 7700 · YOUTH MINISTRY EXPENSES	(522)	652	7,118	7,775	7,775
8000 · EVANGELISM MINISTRY					
8100 · Local Evangelism					
8110 · Outreach Events	0	87	0	1,000	1,000
8150 · Fall Harvest Fest	1,010	0	1,769	2,500	2,500
8165 · Evangelism Training Materials	0	0	0	0	0
Total 8100 · Local Evangelism	1,010	87	1,769	3,500	3,500
8200 · MISSIONS EXPENSES					
8205 · Missionary Speakers	150	63	700	750	750
8210 · Missionary Events	0	38	703	500	500
8225 · BFC - Brian Lawrence	0	0	10,210	10,210	10,210
8230 · BFC - John Hoover	0	0	28,800	28,800	28,800
8235 · BFC - Craig Miller	0	0	8,700	8,700	8,700
8250 · BFC - Kyle & Jennifer Merkey	0	0	4,650	4,650	4,650
8260 · CW - Darlene Rimer	0	0	6,750	6,750	6,750
8267 · CC - Gerald Mohler	1,908	1,912	22,896	22,900	22,900
8268 · WT - Grace Palmisano	0	0	22,500	22,500	22,500
8285 · AWANA - Lanty Moss	0	0	1,050	1,050	1,050
8288 · Homsher Support	0	0	3,600	3,600	3,600
8289 · Dan Allen Support	0	0	5,150	5,150	5,150
8292 · Olivia Bomgardner Support	0	0	2,400	2,400	2,400
8290 · Net Short Term Missionaries	(100)	87	(1,718)	1,000	1,000
Total 8200 · MISSIONS EXPENSES	1,958	2,100	116,392	118,960	118,960
Total 8000 · EVANGELISM MINISTRY	2,968	2,187	118,161	122,460	122,460
Total Expense	67,971	69,557	1,018,120	991,366	991,366
	11,414	28,024	(724)	43,000	43,000
Change in Payroll Liabilities	(4,383)		(3,237)		0
Cash Increase (Decrease) for Period	7,030	28,024	(3,961)	43,000	43,000
Capital Improvements Transfers from General Fund	(3,584)	(3,576)	(43,008)	(43,000)	(43,000)

PASTORAL RELATIONS COMMITTEE REPORT

Proverbs 3:5-6 Trust in the Lord with all your heart and lean not on your own understanding. In all your ways acknowledge Him, and He will make your paths straight.

We would like to thank you and the Lord for the privilege of serving His church in this way. It has been an honor to be called to come alongside the pastoral staff that God has blessed our church with and support them as they serve his flock here at Faith. We have been blessed with a staff of pastors with diverse gifts that uniquely fit the needs of our congregation and are thankful for their ministry here.

We are also thankful for all of you and the way that you support our pastors and their families with your prayers and financial support through special offerings, as well notes and calls of encouragement and appreciation throughout the year. We know this means a great deal to our staff.

We meet with each pastor at least twice a year to review their ministry and personal life and to see if there are areas we can support them better or help them improve both personally and professionally.

We encourage the congregation to hold our pastors before the Lord in prayer. Ephesian 6:18 says Praying at all times in the Spirit, with all prayers and supplications. To that end, keep alert with all perseverance, making supplication for all the saints.

Respectfully in Christ,
Chris Young

BOARD OF DEACONS REPORT

The following is a list of the deacons who served in 2023:

- Chair Team: Chris Van Ingen
- Benevolent: Clint Krushinsky, Ron Metzger, Jordan Spangenburg
- Helps: Bob Keepert, Andy Palmisano, Aaron Young, Rich Graham
- Kitchen:
- Property & Maintenance: Bob DeVolder, Wayne Gibble, Bob Keepert, Richard Schock, Rich Graham
- Transportation: Rich Graham
- Safety/Security: Bob DeVolder
- Secretary: Chris Van Ingen/Andy Palmisano

Our board meetings were held on the third Thursday of the month. We also met with the board of Elders each month to create a better unification of the board. The meetings were productive and gave attention to various issues pertaining to the respective ministry areas.

A lot of work was done by these men, (and many congregants) to meet both physical and spiritual needs that arose within our local church body. We are reminded that it is the Lord Jesus Christ that we are serving as we attend to many issues. It is a privilege to serve Him and others in His name.

Thank you to all outside of the board who aided us in so many tasks. We are truly grateful.

In Jesus,

Wayne Gibble
Chairman