

Meeting Minutes

CBCGB Board of Elders (“BoE”) March 12, 2022

Present: Samuel Chang (BoD head), KC Chu (CBET chair), Yuguang He (BoE secretary), Paul Huang (BOE chair), Juta Pan (Senior Pastor), Ji-yong Wang, Ruike Wang

Invitees: Elbert Chang (deacon, church secretary), Pat Chen (minister), Melissa Yang (CBL core lead), Paul Lowe (HR)

Absent: Chaw-Bing Chang

Date/time: 09:00 - 12:10, March 12, 2022

Location: Zoom meeting

09:00 **Opening prayer** (Paul)

Brief sharing (learnings, thanksgiving, testimony, etc.) (Yuguang)

- Sharing of notes taken from books reading on Elder Roles
 - The Practices of a Healthy Church by Donald J. McNair
 - Becoming Healthy Church: 10 Characteristics by Stephan A. Macchia
- An Elder should be GOES
 - Guardian
 - Overseer
 - Example
 - Shepherd
- An Elder is (7 L's)
 - Who is led (by the Lord Jesus)
 - Who loves (the Lord and the flock)
 - Who learns
 - Who listens
 - Who lightens the loads of others
 - Who leads (by serving and examples)
 - Who leaves a legacy (have impact to the church in a long run)
- How can elders be accountable while members use their gifts?

Update for the state of the church-Major events and developments of the whole church
(Juta)

- Situation on Covid-19
 - Cases dropping rapidly and situation improved dramatically
 - Mandate has been lifted across the country
 - Early april church will lift the mask mandate
 - 70% capacity CB and COM reached in person, CM about 30%, ChM attendance up as well
 - Imminent and urgent need for coworkers across all ministries
- Events
 - CM: Online outreach on going, 121 connections last time
 - CM spring SS
 - CB: family ministry planning

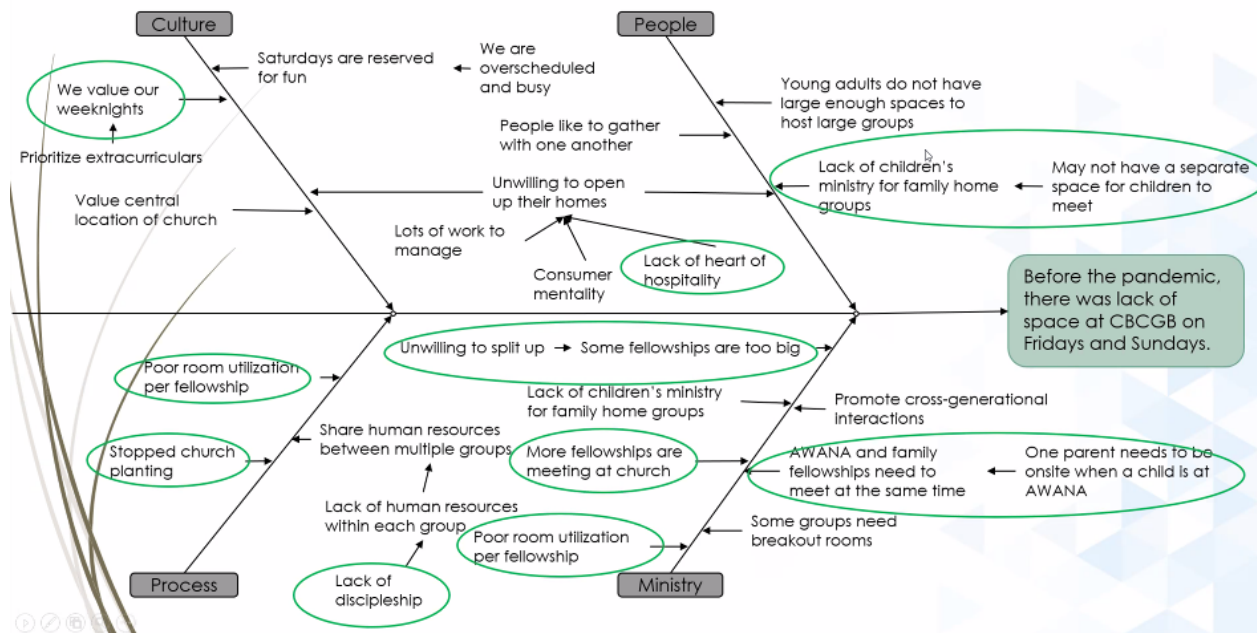
- COM: student retreat
- YML fasting planning
- ChM: special need children exploration
- Future
 - CM:
 - Baptism makeup for 147th: 3/27
 - New member transferring ceremony: 4/10
 - Spring evangelistic meeting: A life of Joy, 4/1-3
 - Stephen Ministry: In the name of love how to protect the victims of the injustice
 - Summer revival meeting: 5/20-22, in house, Jimmy Taylor from CES, live streaming
 - CB: Chris and Emily farewell, 3/13
 - YM: retreat on Memorial Day
 - COM: retreat 3/11-12 (44 registered), and spring baptism class (7 registered)
- New Norm Plan
 - Follow up on How to reach younger generation
 - CB: young families, Charis, ICF (maybe youths)
 - CM: young professionals, young families, and students
 - ChM/YM: enhance the program
 - Planning: evangelism, mission and social concern
 - Family ministry
 - Online ministry: opportunities and restrictions
 - CM:
 - Men's ministry
 - Shepherding and service opportunities for members of ages 60+
- Pastoral staff
 - CBE discussion, providing feedback to CBET
 - P. Yuegang's sabbatical starting June this year
 - M. Pat's ordination process has started, Rev. Morley Lee, Dr. Gordon Hugenberger, P. Steve Delemome accepted the invitation as the committee members
 - Discussion and feedback on Sister Yanli Chu's proposal for Christian School
 - Juta on vacation to Hawaii for officiating wedding in March

BOD updates-Major activities and planning (Samuel, Elbert)

- [CBET question/discussion from last BOD](#) (Elbert)
 - Not fully aligned with everyone's vision, e.g., CC
 - Propose to deep dive discussion for root causes and solution development to address gaps
 - What (content)?
 - Define the problem
 - Key stakeholders
 - Root causes

- Solutions
- Communications
- Who (stakeholders)?
 - Elders
 - CBET
 - Pastoral staff
 - CB
 - CM
 - YM
 - Ch.M
 - Stewardship
 - Finance
- How (process)?
 - Half an day close-door discussion and brainstorm
 - Definitions, problems, causes, conclusions (takeaways) and actions
 - Use fishbone diagram: go through problems one-by-one with above approach (see an example of the fishbone diagram)
- Examples of problems: space, dropping membership, younger generation leaving

Fishbone Diagram Example



CBE status and phase (KC)

- Several design and build contractors have been contacted - not a good time for this exercise, either due to busy season for constructions or lack of local license or retired businesses, which may drive up the cost, but there may still be some opportunities to pursue
- Promotion (on going): Preparing video and brochure, to share among fellowships

- Funding updates: \$1,264K, lower-than-expected pledge
- Taking the inputs from BOD, Pastoral Staffs and the current funding situation into consideration, a three phased CBE plan has been presented and proposed, e.g., finishing the project via various phases

Possible weekday uses of church facility (Paul, Jutta)

- Proposal by Sister Yanli Qu: Bilingual School in CBCGB
- Challenges from the secular world compels us to take the stand and action
- More discussion is in process
- Pastoral staff's discussion
 - Rental or CBCGB owned ministry?
 - The scope of the school: daycare, elementary, middle or even high school?
 - What's the relationship to the future mission at CBCGB, e.g., social concern, evangelistic, facility usage?
 - What would be the potential cons?
 - Facility usage
 - Utility usage
 - Ministry
 - Past experiences of Lexicare, and other turned-down proposals
- [Action]: As follow-up, designate E. Yuguang and M. Pat to work with Sister Yanli Qu, and report back to BOE in a month, and KC as the adviser/consultant (former Lexicare board member and Principal of Chinese Language School)

March CC Meeting - Proposed Agenda (Paul)

- Pastoral staff report
- BOD report
- BOE report
- Finance report
- April info session
 - Opening remark
 - Prayer
 - Exhortation
 - Bylaw revision
 - CBE
 - Q/A
 - Closing prayer
- CBE discussion

12:44 **Closing prayer** (Yuguang)

Acronyms

ANM: Afghan Neighbor Ministry

BoD: Board of Deacons
BoE: Board of Elders
CB: Cross-Bridge Ministry
CBCGB: Chinese Bible Church of Greater Boston
CBCGL: Chinese Bible Church of Greater Lowell
CBE: Church Building Expansion
CBET: Church Building Expansion Team
CBEAT: Church Building Expansion Advisors Team
CC: Church Council
CCSANA: Chinese Christian Scholars Association in North America
COC: Community Outreach Commission
COPAHNI: the Fellowship of Hispanic Pastors of New England (*Confraternidad de Pastores Hispanos de Nueva Inglaterra*)
CES: Chinese-Evangelical Seminary
ChM: Children Ministry
CM: Chinese Ministry
COM: City Outreach Ministry
ESL: English as the Second Language
HR: Human Resources
IPS: Investment Policy Statement
IT: Information Technology
MC: Mission Committee
MoU: Memorandum of Understanding
NST: Neighborhood Support Team
SIV: Special Immigration Visa
SS: Sunday School
SSC: Social-Security Card
TT: Total
YM: Youth Ministry