

**Meeting Minutes**  
**CBCGB Board of Elders (“BoE”)**  
**April 11, 2020**

Present: Chaw-Bing Chang, Ke-Chieh Chu (BoE Chair), Chris Cheng (BoE Secretary), Paul Huang, Juta Pan (Senior Pastor), Ji-yong Wang, Ruike Wang, Jian Zhang

Invitees: Jason Lee (BoD Chair)

Invitees for the Family Ministry Task Force Review: Steven Bowman (Pastor), Juan Chen (Minister), Emily Cheng, Jeffrey Hwang (Minister), Jennifer Lin (Pastor), Tony Ng (Children’s Ministry Director)

(9:07am) Elder KC opened in prayer

Open Sharing (All)

- Elder Chaw-Bing shared a prayer he received from YouVersion, praying for the world and world leaders, that fears would be calmed and that people would find healing in God.

Updates on the State of the Church (Elder Ke-chieh for Pastor Juta Pan)

- When Pastor Pan wrote his letter about the church’s response to COVID-19, we were not aware of anyone in the church who had tested positive, but we are now aware of at least two church members who are confirmed to have COVID-19.
- A regional quarantine site has been set up at the Aloft hotel in Lexington. Will this increase fears in our congregation or will our congregation view this as an opportunity to serve and share the love of God? Pastor Yuegang has already called to see whether the hotel needs any encouragement or support.
- After our Sunday worship services shifted online, attendance has been relatively stable. Attendance at church fellowship meetings has grown as members gain confidence in using online tools. Attendance at prayer meetings has increased. Many ministries have also shown creativity in hosting online events. The Children’s Ministry has also done a great job in producing online material and have been exploring setting up a family worship service. There are challenges related to the amount of energy and effort such an endeavor would require and the lack of familiarity with the family worship paradigm among many church members.
- There are a few tests that we are facing or will face as a church:
  - As our congregation accepts and becomes accustomed to online meetings, will they be reluctant to come back in person after the pandemic passes?
  - The social concerns committee has been working on various plans --- they have been promoting volunteers to support community activities and to donate blood. This is a test to see whether our congregation is strong enough to conquer the fear to serve others.
- Pastoral Staff Updates
  - Minister Duane’s R1 visa application continues to be pending.

- The Cross Bridge pastor search continues to be ongoing.
- The pastoral staff is working on a plan for what our church will do online since we cannot have Holy Communion in person.
- The pastoral staff is also considering how to re-engage church members with in-person meetings once the pandemic ends.
- There was much greater attendance at the informational meeting than at previous meetings, but the attendance is still around 10% of all church members.
  - The new time for the information session was also well-received by COM members. Once we go back to in-person meetings, we should consider how we can continue to engage with COM members.
  - The Q&A also consisted mostly of questions from church council members. Perhaps other church members weren't as aware of the Q&A mechanism which is why there weren't as many questions from non-church council members.
  - Suggestions for the future:
    - Some suggested seeking to keep the overall information meeting message more on-point and concise to enable more time for questions.
    - Some also suggested the need to continue to follow-up with communication updating the congregation, particularly during this uncertain time.

#### Board of Deacons Report (Deacon Jason Lee)

- The church painting project has been suspended due to the COVID-19 crisis. Most other projects have also been put on hold.
- A police report was filed due to teenagers congregating in the parking lot and doing damage. Lexington police have indicated that they will patrol our property more often.
- While we aren't on-site, [property@cbcgb.org](mailto:property@cbcgb.org) is still active and being monitored by Wei-xin Chau and Hongwei Huang.
- Technology update:
  - Doing the video streaming requires a lot of computational power. A second computer has been purchased both so that we have a backup computer and to increase computational power as video demands increase.
  - A lot of co-workers have been putting in a lot of effort to produce the worship services. In many ways, pre-recording worship service elements takes more effort than doing them live due to the time required for audio/video editing. CM has done a good job of managing the workload; CB is still working out what is a sustainable amount of work.
  - Some of the Realm roll-out has accelerated due to the COVID-19 crisis (e.g. online giving), while others have been delayed (e.g. the children's check-in system).
    - A lot of the giving from CB and COM has been online. Many of the younger folks in CM have also been asking to give online, but we are

seeking to roll things out slowly, as the finance committee learns what processes have to change while working with a smaller subset of the church before online giving is rolled out to everyone.

- During the last three weeks, with the limited roll-out, we paid \$288 in online giving fees and our members donated \$180 to cover those fees.
- For more information, please refer to the March Church Council Meeting Minutes.

#### Ministry Review - Family Ministry Task Force (Elder Chris Cheng)

- The Family Ministry Task Force was formed last year to address increasing family ministry needs across the entire church and to brainstorm and identify ways for our church to address discipleship needs across the entire family. The task force has many challenges given the multicultural and multi-generational nature of our church and the inertia that exists in a church with a 50-year legacy.
- The Family Ministry Task Force consists of:
  - Pastor Steven Bowman (chair) (Children's)
  - Pastor Jennifer Lin (Youth)
  - Pastor Yuegang Zhang (CM)
  - Minister Juan Chen (COM)
  - Minister Jeffrey Hwang (CB)
  - Emily Cheng (CB, Family)
- It is noted that the task force is currently English-language centric. They would like to see another Chinese-speaking person on the task force.
- Their current vision statement (in progress) is “to see **discipleship *integrated*** among the whole person, the whole family, and the whole church”
- Paradigm shifts due to the recent COVID-19
  - Challenges
    - Technology
      - Children's reliance on parents for screen time
      - Balancing screen time for children
      - Change of medium to Zoom and live streaming
    - Parents uncertain of what to do with children during church online activities
    - Pastor/shepherding/caring challenges
    - Loss or reduction of employment among families
    - Providing meals for families in need
    - Cross-the-board mental health/anxiety challenges
  - Opportunities
    - More family time and opportunities for family discipleship
    - Families able to connect throughout the week to share ideas of how they're coping
    - Families can participate more in social concerns activities
    - Opportunities for greater awareness of mental health challenges
    - More natural to have family worship now

- Response
  - The task force has sought to have a coordinated response across all ministries addressing differing family needs.
  - Family Resource website
  - Children's Worship slides
  - Identifying opportunities for families to serve together
  - CB google groups and intergenerational women's prayer meetings
- Chinese Ministry
  - Where are we?
    - There has been significant growth among young families both in existing CM fellowships, from families relocating to the Boston area, or from COM families relocating to the suburbs.
    - CM members actively serve in Children's ministry.
    - Marriage and parenting ministries in CM can help Children and Youth ministries.
    - Caring and nurturing for parents from the pulpit, adult Sunday School, and discipleship training.
  - What's next?
    - CM growth is heavily dependent on Children and Youth ministry.
    - CM desires better coordination with children and youth to solve family-related issues.
    - There is a desire to have better family worship and relationship-building during the COVID-19 crisis.
- City Outreach Ministry
  - Where are we?
    - 53.5% single, 32.4% married, 7.0% children, 3.5% newborns, 3.5% seniors
    - There is a Love & Marriage library
    - They hold workshops on dating, relationships, marriage, etc.
    - They have a premarital counseling program.
    - There are four Sunday children's classes: 0-2, 2-5, 6-9, 9-12
    - Patsy Huang is the Children's Director at COM (Tim Huang's mother)
  - What's next?
    - Programs for new parents
    - Recruit/train a team to take care of the newborn babies
    - Better Friday night children's programs
    - Children/youth peer support/communication
    - Start a fellowship for families with children to better help parents sharing their parenting experiences/marital issues
- Youth Ministry
  - Where are we?
    - Parent Meetings average only 10-30 attendees

- Parent Resource Board - providing changing resources
- YPA hasn't been very active recently but meetings are ongoing
- Almost all counselors/teaching are from Cross Bridge
  - CM parents need to be intentional in reaching out and understanding youth culture
- Various activities (dessert/potlucks/etc.) among grades organize parents to meet together.
- Cross Bridge Service - some adults are joining their children for service, but many are not.
  - Even if the youth won't let them sit with them, the parents can still discuss the worship service with their children.
- For youth to stay in the church, they need to feel connected to adults in the church.
- What's next?
  - Need to brainstorm different methods of reaching parents besides parent meetings
  - Continuing to expand the Parent Resource Board
  - Need more avenues for students to get to know adults
  - Discipleship - lack of disciplers, parents don't feel equipped, need training
  - Need pulpit support from CM and church wide for a mindset change - that the youth ministry is meant to walk alongside the primary disciplers (parents) and not be the primary disciplers
- Children's Ministry
  - Where are we?
    - Strengths:
      - Good shape relatively speaking
      - Addition of Children's Director
    - Challenges:
      - Tension between parents' priority of secular education versus the priority of the children's spiritual life/growth
      - Train/educate church regarding the gaps between ABC Children and immigrant adults (Church leaders, parents, Sunday school teachers, etc.)
        - Recognizing what the gaps are and not letting them prevent parents from reaching the kids
  - What's next?
    - Much more prayer
    - Parent resource board
    - Mission Statement: "Take it home" (Deuteronomy 6:4-9)
    - Every ministry to work together encouraging the vision from Deuteronomy 6:4-9: Parents must lead their own children to the LORD in all facets of life at all times

- Pulpit support to remind parents to practice faith at home
  - Cross Bridge
    - Where are we?
      - Half of the congregation are millennials and Gen Z
      - A quarter of the congregation have young kids (elementary and younger)
      - 27% married w/ no kids likely within the next five years to join the married with young kids group
      - Strengths
        - Elder Chris appointed CB Family Minister Elder
        - Parents serving across all major ministries in church (CB, Youth, Children, Council)
        - Ongoing emphasis on discipleship
        - Experimental OT Survey family small group in which adults & kids are studying the same material
      - Challenges
        - Do we understand the mindset of millennial parents?
          - “Premium” on the importance of family and focus on children including their spiritual lives
        - Lack of discipleship for CB children (K-5 critical age)
        - High-profile families are burning out
          - 82% of parents of young children are serving
        - Lack of support for families (pastor/older mentors)
    - What’s next?
      - Identify opportunities at Sunday worship for CB children
      - Hire a pastor (focus: leadership and family)
      - More cohesive fellowship strategy for CB families that addresses:
        - Discipleship for children
        - Stronger care and support for parents
        - Ease of integration for newcomers
      - The family-centrism among millennials is good in terms of the focus on families, but is hard because they also expect a lot from the church for their families. How do we help people not to have a consumerist mindset regarding church and how to equip them to feed their families?
  - What’s next for the task force?
    - The top three foci are:
      - Vision and leadership
        - BoE support
        - Pulpit support
      - Discipleship for Parents
        - CM Bible Reading Plan, CB Scripture resources
        - Family worship slides
      - Better integration of ministries at CBCGB

- Better communication between leaders/ministries
    - Sharing resources e.g. COM can use ChM resources
    - Parents/kids worshipping together
  - Other needs relate to:
    - Family Unification
    - Busyness
    - Whole Family Support
    - Family Priorities
    - Cultural Differences
    - Barriers
    - Counseling Issues
- Questions
  - If parents/kids worshipping together is a goal, are we advocating more joint worship services?
    - Most of our combined services are mostly Chinese ministry. Unless we have an overall paradigm shift in combined worship services, more combined services wouldn't help.
    - Parents are regularly invited to join children's worship.
    - Many CB parents wish their kids were praising during musical worship with them.
  - How can the Board of Elders support the task force and help the task force lead culture shift and change in the church?
    - The task force needs more Chinese Ministry input.
    - Pulpit support - working family discipleship illustrations and applications into sermons, reminders during announcements, etc.
      - Identifying ways for each ministry to practically support this effort
      - Also at informational meetings, talking to fellowship leaders about this, etc.
    - Prayer
- The task force has raised a lot of issues, but we need to identify solutions. We also have to make sure that we're taking care of other demographics (e.g. singles).

#### CB Pastor Search Updates (Elder Chris Cheng)

- No major updates since the last meeting. There have not been many recent applicants.

#### CBET Presentation (Elder Jian Zhang)

- The Church Building Expansion Advisory Team (CBE-AT) has gathered data related to both time and space usage of church facilities. The data is from room reservation records and information regarding routine usage from ministry leaders, church office staff, and fellowship coordinators.
  - Chinese Ministry uses 49% of total time/space resources
  - Cross Bridge uses 29% of total time/space resources
  - Children's Ministry uses 19% of total time/space resources

- Youth uses 3% of total time/space resources
- Building 151, the church office conference room, sanctuary, basement, and rooms 127/128/129/302 have the highest usage during the weekends.
- CBE-AT will survey ministry leaders regarding current usage, projected future usage, and what they think about multiple scenarios for how the church facilities could be improved.

#### Deacon Nomination Process (Elder Ruike Wang)

- Of the seven deacon terms which are ending at the end of 2020, five are eligible to be re-nominated for a second consecutive term.
- The proposed deacon nomination committee consists of:
  - Elder Ruike Wang (Chair - Grace Fellowship), Yuguang He (Salt and Light), Jason Lee (Cross Bridge), Joe Ma (Berea), Kim Cheung (Love), Rhona Liang (Hope), Grace Zhao (Cross Bridge)
- **Elder Ruike Wang motioned to approve the proposed deacon nomination committee. Elder Paul Huang seconded. The motion passed unanimously.**

(12:44p) Elder Ji-yong closed in prayer