

# **Information Meeting**

**April 17, 2016**

<b>Agenda for Church-Wide Information Meeting</b>			
<b>(4/17/2016)</b>			
	<b>Time</b>	<b>Topic</b>	<b>Lead</b>
<b>1</b>	<b>13:30</b>	<b>Opening prayer</b>	<b>Pastor Caleb</b>
<b>2</b>	<b>13:35</b>	<b>English Pastor and Youth Pastor Search Updates</b>	<b>Pastor Caleb/Others</b>
<b>3</b>	<b>13:50</b>	<b>Metro-South updates</b>	<b>Pastor Jiang</b>
<b>4</b>	<b>14:05</b>	<b>New EM Branding</b>	<b>Bryan Che</b>
<b>4</b>	<b>14:15</b>	<b>Major Facility Improvements</b>	<b>Haiguo/Jian</b>
<b>5</b>	<b>14:35</b>	<b>Church Vision Statement Updates</b>	<b>KC</b>
<b>6</b>	<b>14:40</b>	<b>Church Building Expansion Project Updates</b>	<b>KC</b>
<b>7</b>	<b>15:05</b>	<b>Question/Answer</b>	<b>All</b>
<b>8</b>	<b>15:30</b>	<b>Closing prayer</b>	<b>Pastor Chuck</b>

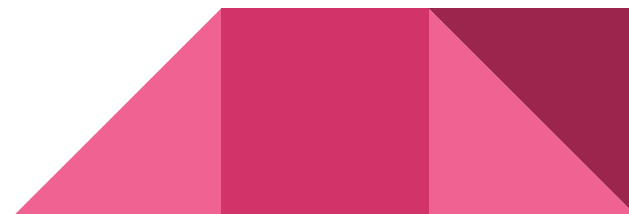


# English Pastor Search Update

April 2016

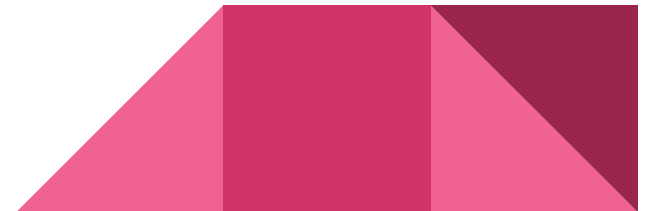
# Pastor Search Committee Members

- Senior Pastor Caleb Chang
- Bryan Che
- Emily Cheng
- Yuguang He
- Loren Shih
- Terry Yang



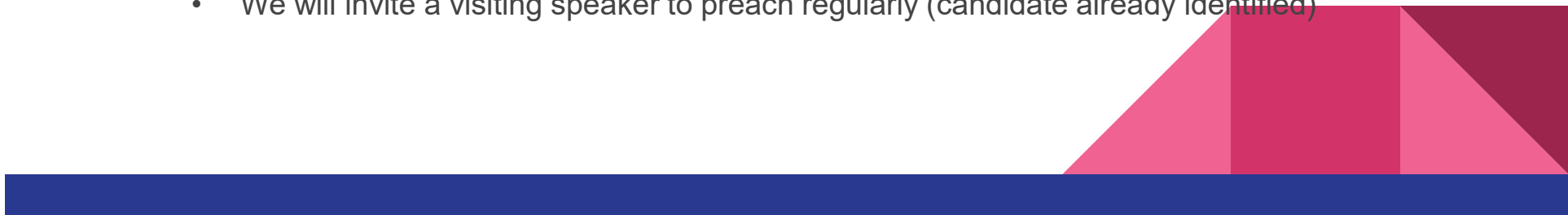
# Process

- Job description review with EM & posting (Dec 2015)
  - <https://www.cbcgb.org/em/pastor-job-search>
- Candidates phone screen (Jan 2016 - ongoing)
- Candidates committee interview (Feb 2016 - ongoing)
- Single candidate church-wide visit
- EM feedback, EML Core review, BoE review
- Candidate offer



# Timeline and Contingency Plans

- Pastor Chuck's last week is June 26, 2016
- If we don't have an EM Pastor in place during the summer
  - Pastor David will preach 2x/month
  - CBCGB visiting missionaries and seminarians will preach the other 2x/month
- If we don't have an EM Pastor in place during the fall
  - We will invite a visiting speaker to preach regularly (candidate already identified)



# Contact Info

- job posting: <https://www.cbcgb.org/em/pastor-job-search>
- committee email: [epsc@cbcgb.org](mailto:epsc@cbcgb.org)





# Senior High Youth Pastor Search Update

April 2016



# Pastor Search Committee Members

Senior Pastor Caleb Chang

Karin Hsieh

Kelly Hsu

Pastor Jennifer Lin

Terry Yang



# Process

Job description and selection criteria review (Mar 2016)

Single candidate selected (Apr 2016)

Single candidate church-wide visit

YM feedback, youth parent feedback, BoE review

Candidate offer



# Metro-South Ministry Update

MS Core-Coworker Team

4/7/2016

Metro-South  
is five years old!

# 1. Five Years Anniversary Celebration



馬太福音  
26門徒看見他在海  
「是個鬼怪！」  
27 耶穌連忙對他們  
「你們放



# 1. Five Years Anniversary Celebration



# 1. Five Years Anniversary Celebration

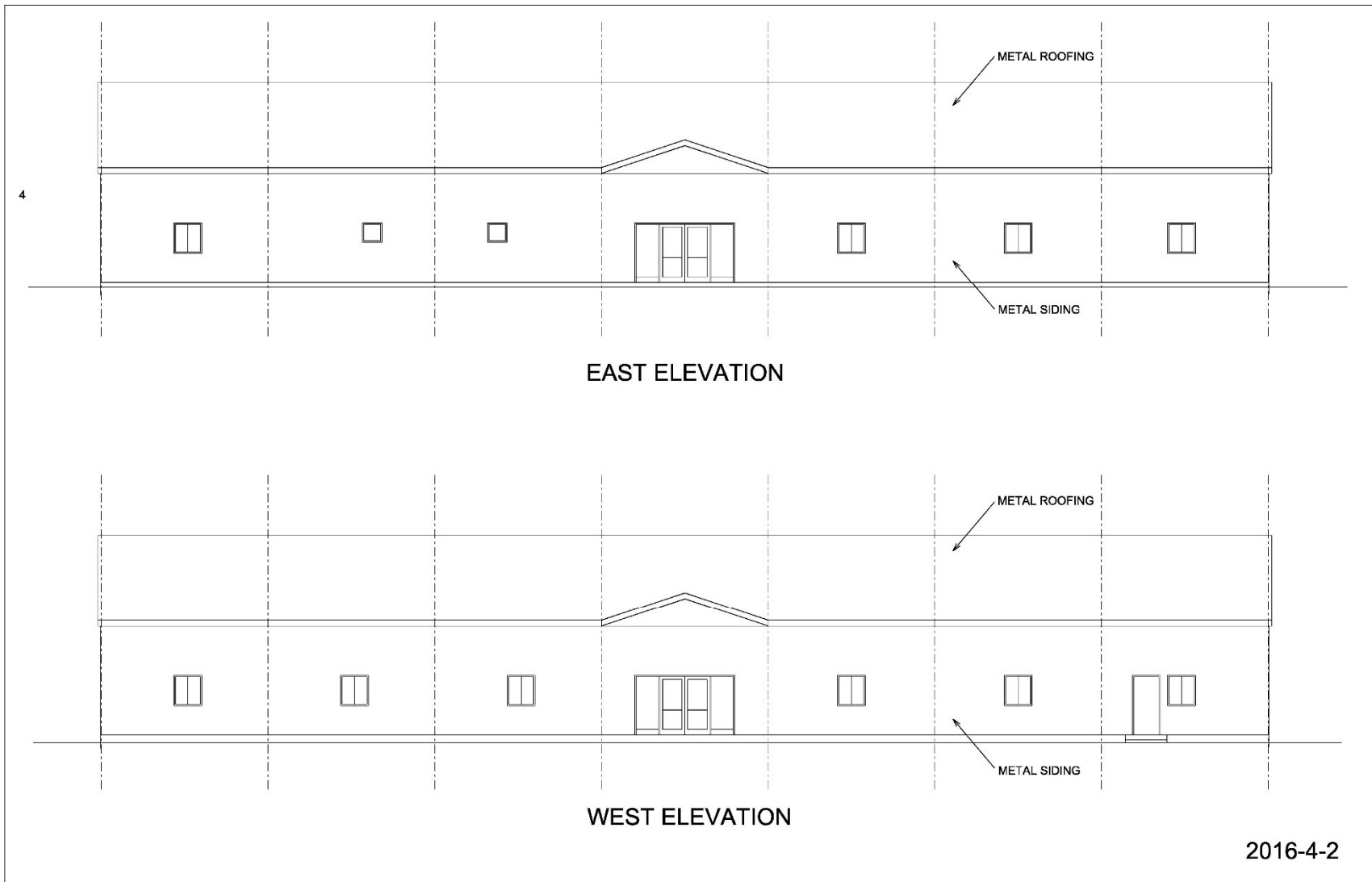


## 2. Preparation for Independent Status

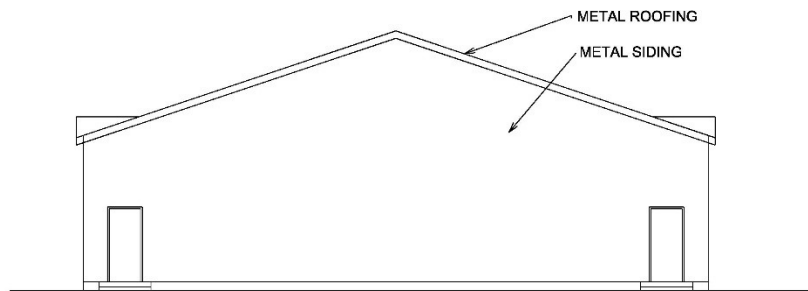
- Received the certificate of Incorporation
- Received EIN number
- Almost ready to fill Tax Exemption status for IRS



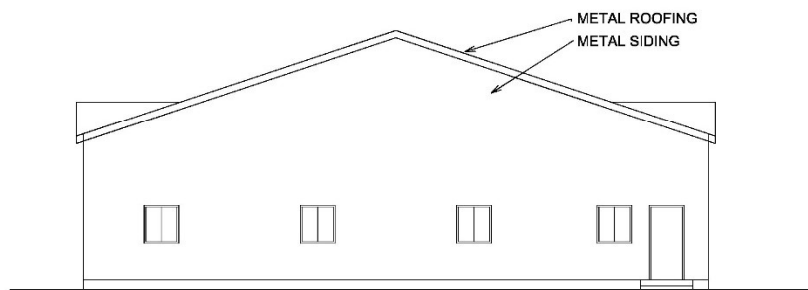
# 3. Facility Design



# 3. Facility Design

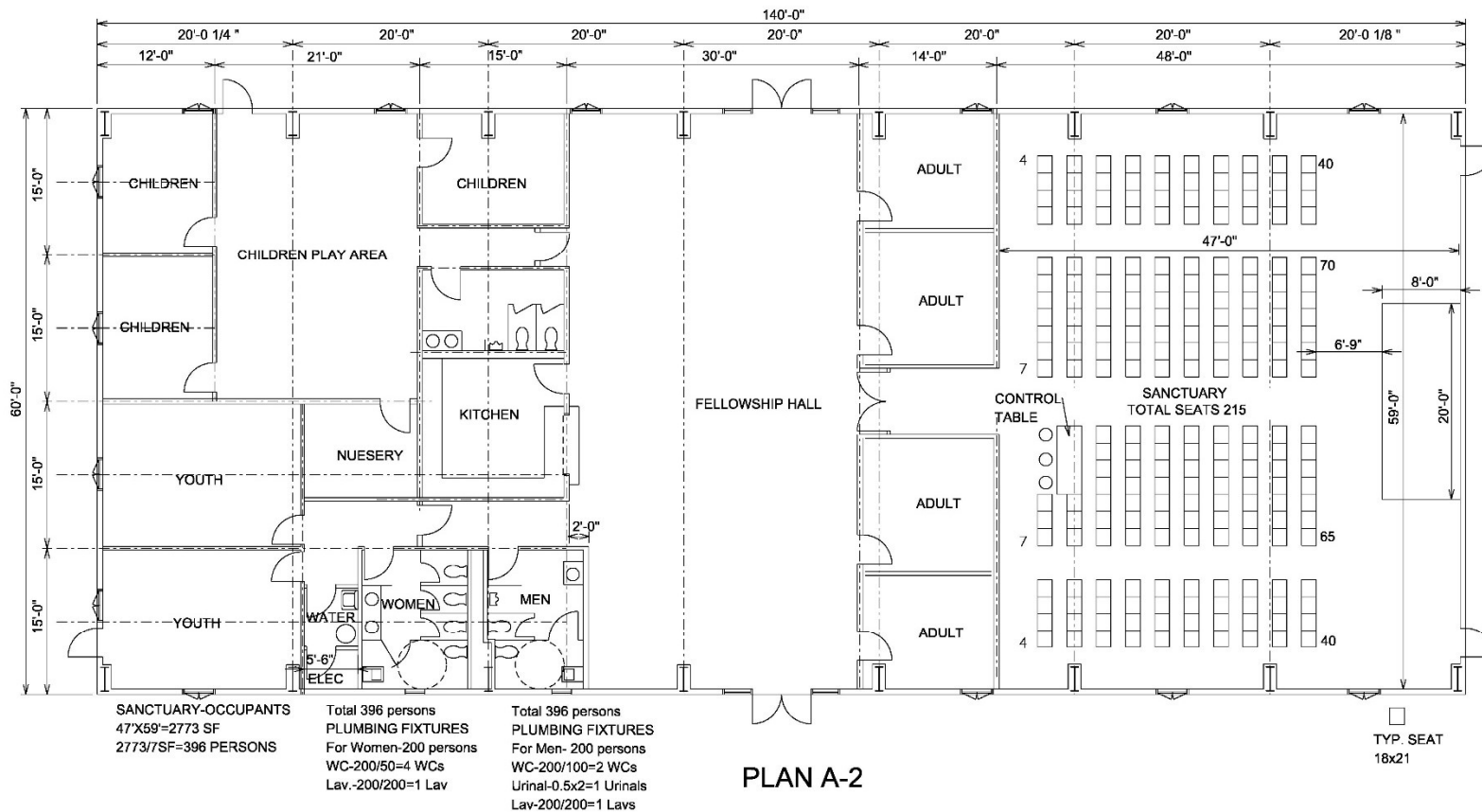


NORTH ELEVATION



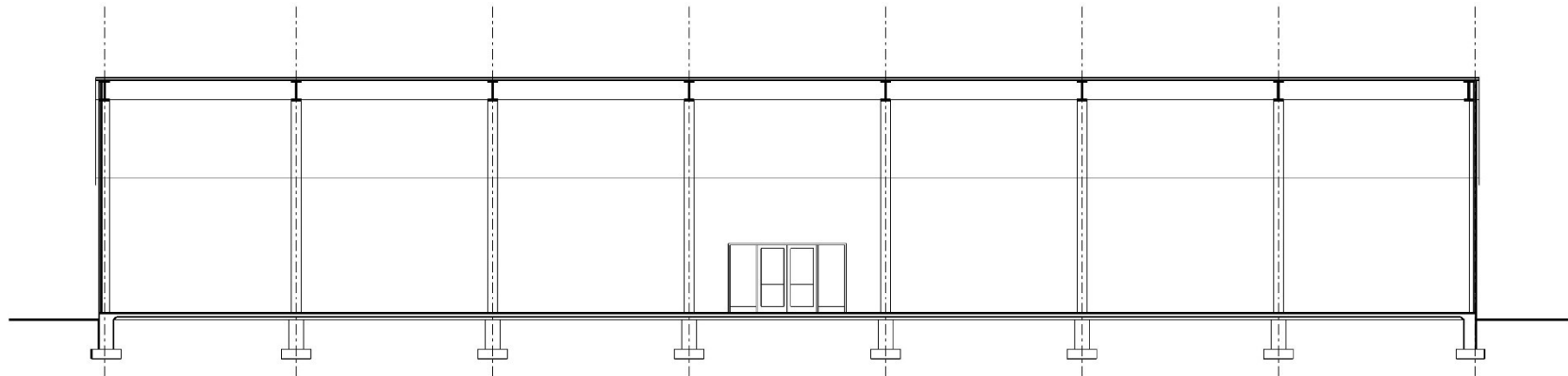
SOUTH ELEVATION

# 3. Facility Design

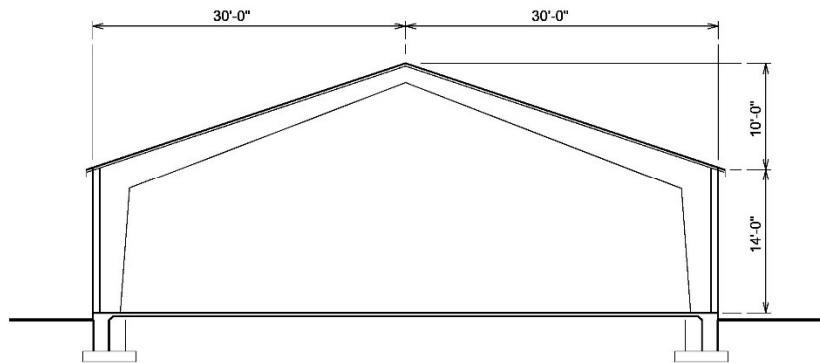


2016-4-2

# 3. Facility Design



LONGITUDINAL ELEVATION



CROSS SECTION

## 4. Pledge Drive

Metro-South is ahead of schedule for paying off the loans for purchasing 383 Old Post Road, Sharon property. (MS will probably be able to pay off the all loans in this calendar year (6/30))

## 4. Pledge Drive

Metro-South already started a pledge drive for the building, starting from the beginning of April, with the target of \$1M (\$250,000 cash donation, and \$750,000 personal loans)

# 4. Pledge Drive

\$750,000 Personal Loan				
Years	Loan amount (\$)	Interest Rate	Interest	Loan + Interest (\$)
1st	20,000	1.3	260	20,260
2nd	30,000	1.51	913	30,913
3rd	40,000	1.7	2075	42,075
4th	50,000	1.87	3846	53,846
5th	50,000	2.27	5939	55,939
6th	50,000	2.28	7242	57,242
7th	50,000	2.3	8627	58,627
8th	50,000	2.4	10446	60,446
9th	50,000	2.45	12170	62,170
10th	60,000	2.5	16805	76,805
11th	60,000	2.6	19574	79,574
12th	60,000	2.7	22603	82,603
13th	60,000	2.8	25914	85,914
14th	60,000	2.9	29530	89,530
15th	60,000	3	33478	93,478
Total	750,000		199421	949,421

# EM Identity



# Key Questions

- What is the role of our English congregation within the broader context of a Chinese church?
- How would we ideally relate to other congregations in our church?
- Whom should we target and how should we engage outside our church?

# Congregation of CBCGB

We are a congregation of CBCGB. We welcome and incorporate all people to worship, fellowship, and serve with us, regardless of background.

# Core Values

As a part of our core values, we are:

- God-centered
- Biblical
- Transformational
- Communal
- Missional

# Vocational Focus

We are currently in the midst of a focused effort to align our vocations and/or what our vocations provide us for the advancement of God's kingdom through:

- Entering vocational Christian ministry
- Relocating our jobs to serve as intentional witnesses in underserved areas of the world
- Selecting and committing our careers to Christ
- Using what our vocations provide us to advance God's kingdom

# Unique Bridge

Through our multi-cultural demographic, with many having some Chinese heritage, we provide a unique bridge for diverse groups and special opportunities to serve God, including:

- People of all races who are interested in cross-cultural experiences or outreach opportunities
- People with mixed-culture backgrounds
- First-generation immigrants looking for an English-speaking, Americanized environment

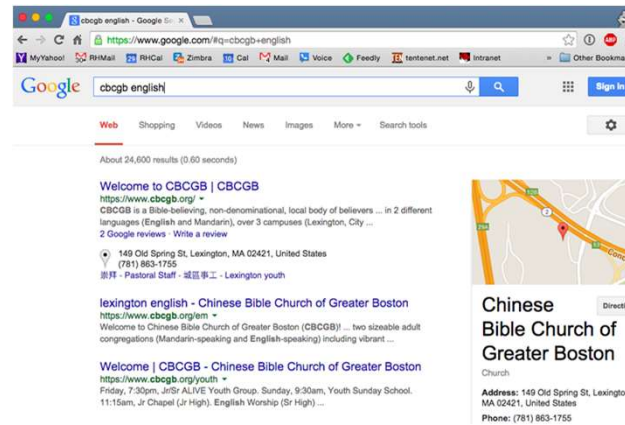
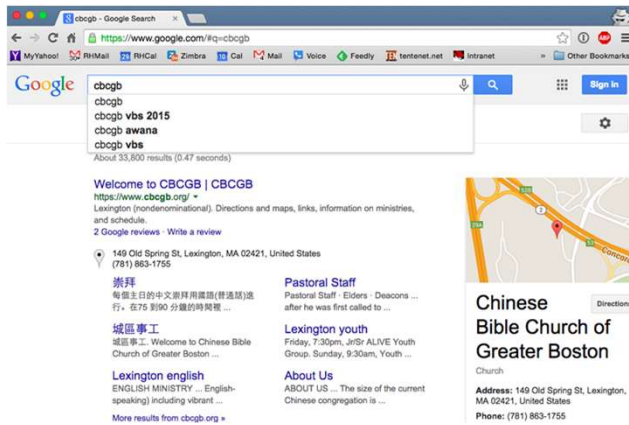
# Special Opportunities

We strive to integrate our values, focus, and heritage. As a part of our core values, we are missional and work to advance God's kingdom to all peoples everywhere. Through our multi-cultural heritage, we have special opportunities to serve God, including by:

- Addressing particular needs of those who have grown up in a mixed-culture environment
- Providing access to Chinese culture and communities within an American context for people of all backgrounds
- Providing a spiritual home for the English-speaking children of a multi-generational church with many immigrant families
- Outreaching to immigrants looking to assimilate into American culture
- Sending members from our midst to serve people where opportunities are uniquely open to us

**Next: Creating a  
New Sub-Brand &  
Web Site**

# Challenges With Our Existing EM Brand



- Google suggestions don't mention EM
- Too much Chinese in search results to appeal to EM members
- "Lexington english" is buried

- Google doesn't return any suggested results for "CBCGB English"

- Would you be able to remember how to type this?
  - Or is it [cbcgb.org/cbridge](https://www.cbcgb.org/cbridge)?
  - Or is it [cbridge.cgbcg.org](https://www.cbcgb.org/cbridge)?



# CBCGB Brand And EM Brand: Why Not A Subdomain?

- Chinese and non-EM content is dominating [cbcgb.org](http://cbcgb.org)  
Google search results: dilutes value of EM brand
- The *cbcgb.org* domain has *Chinese* as part of the name
  - This makes it hard for EM's brand to reach beyond ethnic Chinese to multicultural people
- *cbcgb.org* is already hard enough to find, type, and remember
  - Adding a subdomain in front makes that even harder

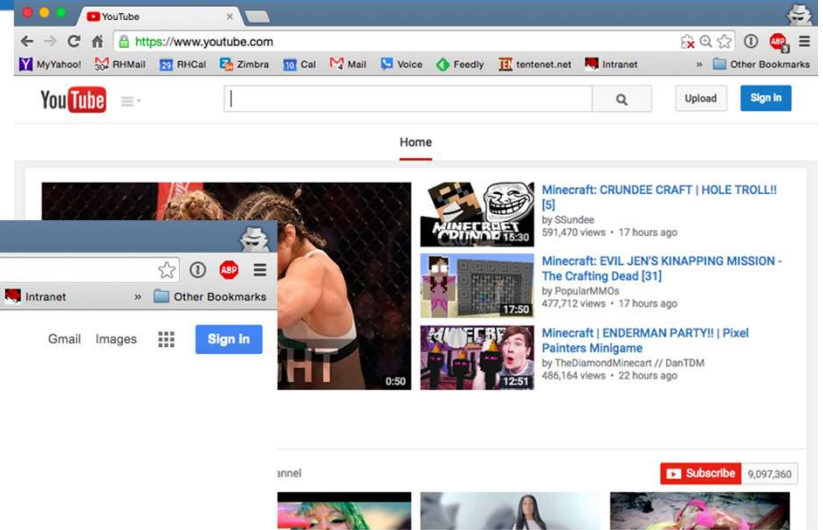
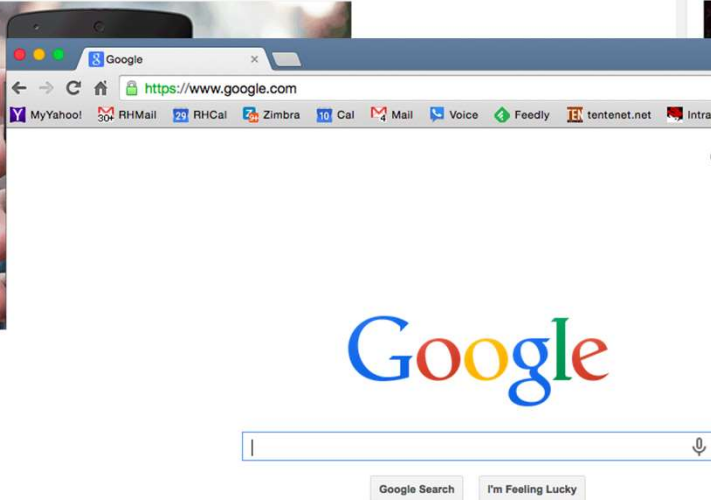
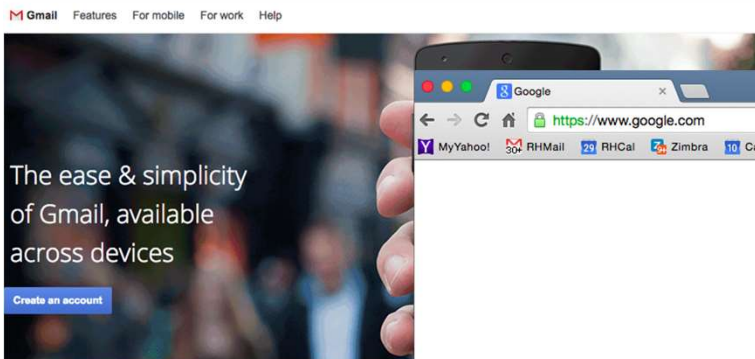
# Marketing Best Practice

“Most marketers recognize that they should run their brands as a portfolio. Managing brands in a coordinated way helps a company to avoid confusing its consumers, investing in overlapping product-development and marketing efforts, and multiplying its brands at its own rather than its competitors' expense”

McKinsey&Company

[http://www.mckinsey.com/insights/marketing\\_sales/making\\_brand\\_portfolios\\_work](http://www.mckinsey.com/insights/marketing_sales/making_brand_portfolios_work)

# Google



# Automobiles

Volkswagen Group Brands

www.volkswagenag.com/content/vwcorp/content/en/brands\_and\_products.html


Dec 31st, 2013

**FINANCIAL SERVICES**  
The Volkswagen Group's activities focus on its Automotive and Financial Services divisions. The Group is thus able to offer a broad range of services to complement the automobile business along its entire length of the value-added chain.

General Motors | Official

www.gm.com

GENERAL MOTORS VEHICLES INNOVATION COMPANY ALL GM SITES Search

SHOP CHEVY.COM	SHOP BUICK.COM
SHOP GMC.COM	SHOP CADILLAC.COM

IGNITION RECALL | PRESS ROOM | SITEMAP | CONTACT US  
COPYRIGHT/TRADEMARK | SUPPLY CHAIN RESPONSIBILITY

The World of Audi > AUDI

www.audi.com/index.html

## Welcome to the World of Audi

Vorsprung durch Technik Audi

**Audi Corporate Website**  
Tradition and Vision with Vorsprung durch Technik.

**Vorsprung durch Technik**  
The mobility of tomorrow products and solutions.

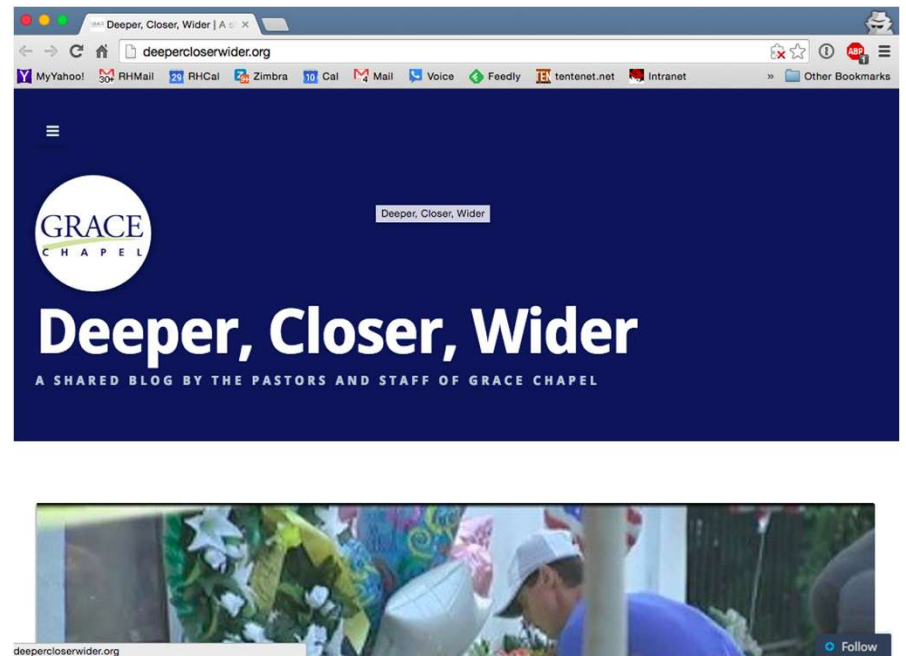
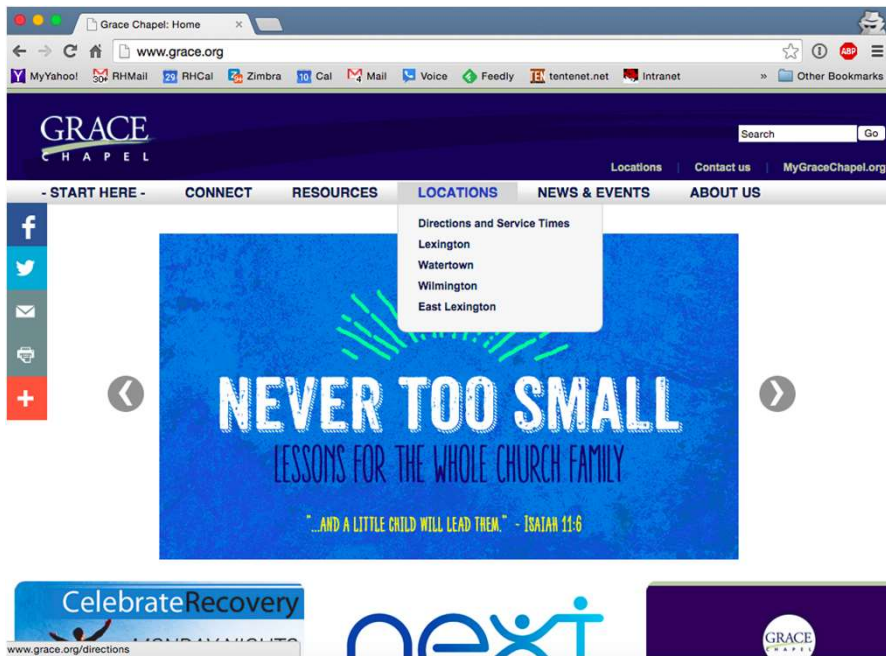
**Audi Motorsport**  
Thrilling races via live streams and fascinating background information.

**Careers at Audi**  
Developing talents, sharing ideas, introducing innovations.

**Models, products and services**  
Whether sporty, luxurious or compact; discover the diversity of the Audi models and let the innovative products win you over.

North America USA >>

# Grace Chapel Church



# Redeemer Church

The image shows two overlapping browser screenshots. The top screenshot is for [www.faithandwork.com](http://www.faithandwork.com), featuring a navigation menu with 'PROGRAMS', 'EVENTS', 'RESOURCES', and 'ABOUT', and a central logo with the letters 'C' and 'FW'. The bottom screenshot is for [www.redeemer.com](http://www.redeemer.com), displaying the Redeemer Presbyterian Church logo and tagline 'Renewing the city socially, spiritually and culturally'. Below the logo is a navigation bar with links: 'SKEPTICS WELCOME', 'VISIT', 'CONNECT', 'LEARN', 'SERVE', 'RENEW THE CITY', 'SEARCH', 'SIGN UP', 'GIVE', and 'LOG IN'. At the bottom, a banner for 'LEAD! beta groups' is shown, with the text 'One church — three congregations' and 'WEST SIDE', 'EAST SIDE', 'DOWNTOWN' with directional arrows. The URL 'redeemer.com/leadabeta' is also present.

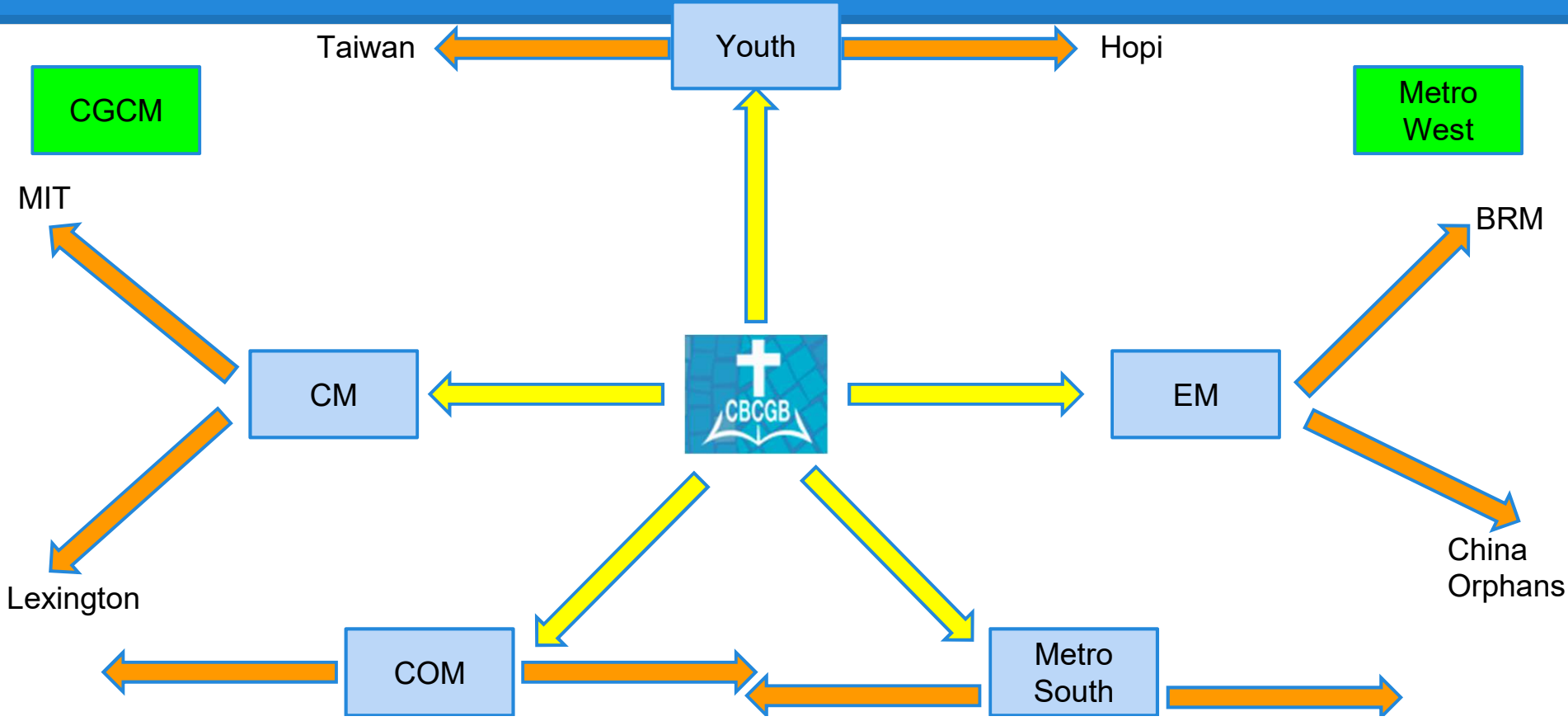
The image shows two overlapping browser screenshots. The top screenshot is for [www.redeemercitycity.com](http://www.redeemercitycity.com), featuring a navigation menu with 'ABOUT', 'PROJECTS', 'CHURCHES', 'BLOG', and 'GIVE'. The main content area has a cityscape background with the text 'WE HELP LOCAL LEADERS START CHURCHES IN CITIES.' The bottom screenshot is for [www.timothykeller.com](http://www.timothykeller.com), displaying the Timothy Keller logo and navigation links: 'HOME', 'BIO', 'BOOKS', 'BLOG', and 'JOIN MAILING LIST'. Below the navigation is a quote from Timothy Keller: 'The gospel says you are more sinful and flawed than you ever dared believe, but more accepted and loved than you ever dared hope.' A red button labeled 'READ BIO' is positioned below the quote.

# New Name Example Ideas

- **Theme 1:** Multi-cultural pieces that combine together to form a cohesive unit
- **Theme 2:** Spring/Renewal

Connect      Spring  
E.g. Kaleido at Oasis      by CBCGB  
Collage      Genesis

# Reaching Out to Multiple Cultures As Part of Our Church Vision





# **BOD Update for Information Meeting**

**April 17, 2016**

**Stewardship Committee**

**Technology Committee**

**Finance Committee**

# **1. Main Building Basement HVAC Project**

- **Completed in August 2015**
- **\$63,630**
- Kitchen propane -> gas

# Basement HVAC Project

## Duct Demolition and Installation



# Basement HVAC Project

## Installation of gas furnaces and A/C coils (1)



Before



After

# Basement HVAC Project

## Installation of gas furnaces and A/C coils (2)



Main Unit



Filter

## **2. Sanctuary HVAC Project**

- **Completed in December 2015**
- **\$81,000**

# Sanctuary HVAC System

## Installed new units





# Sanctuary New HVAC

Initial Firing UP: Dec. 18, 2015 (Friday)



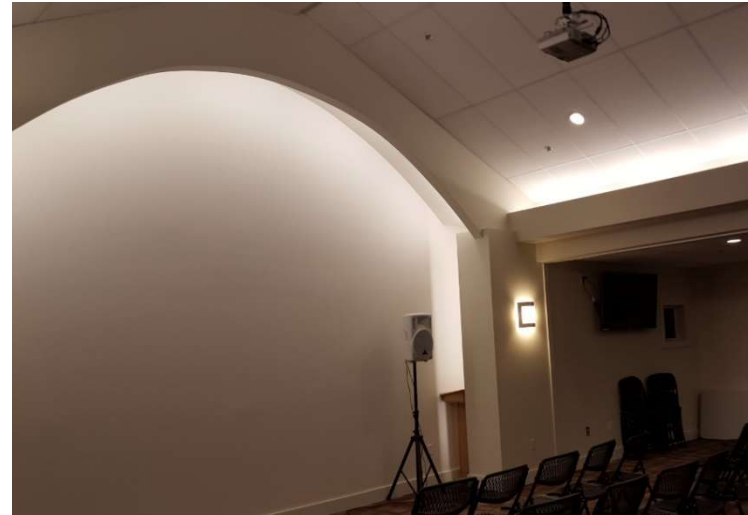
### **3. Mission House (151) project**

- Ready for use in September 2015
- Building paid by CBE pledge
- **Tasks:**
  - **A/V installation**
  - **Furniture**

# More Furniture Purchased for #151



# A/V Installations in Mission House (151)



## **4. Upper Parking Lot**

- Paid by CBE budget**
- Opened for use in May 2015**

# New Parking Area

Access road widened



Before



After

# New Parking Area—Traffic Signs



## **5. Sanctuary projector replacement**

- **March 24, 2016 (Thursday)**





# Sanctuary Ceiling Fans Cleaned



Before

After



## **6. Upcoming: Carriage House Parking Lot expansion**

- **Will start soon**

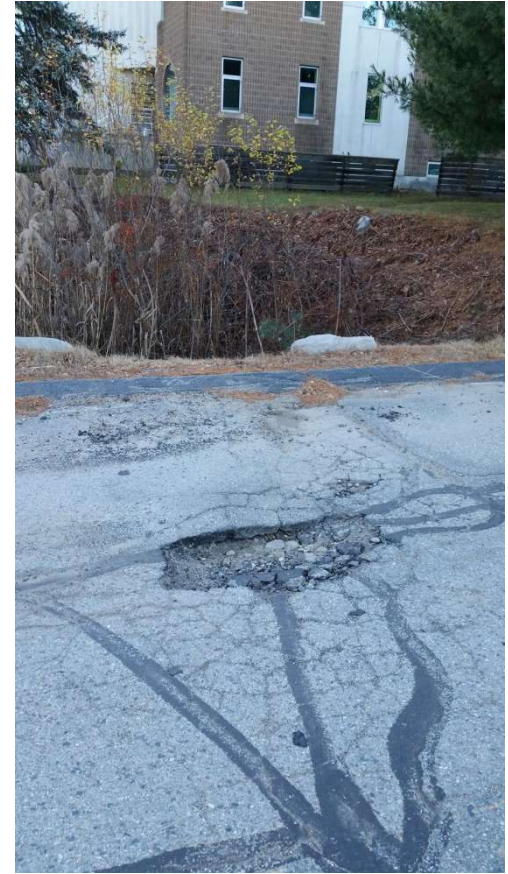
# Expanding Carriage House Parking



# Expanding Carriage House Parking



# Driveway Pot-holes Fixing



# Approved Capital Expenditure (4/20/2015 – 4/17/2016)

Date	Description	Approved amount
07/2015	Furniture for 151	\$8,000
09/2015	Sanctuary HVAC	\$100,000
10/2015	A/V for 151 Part 1	\$7,500
03/2016	Carriage House Parking	\$30,000
03/2016	Sanctuary projector	\$7,999

**Total: \$153,500**

# **Future Plan:**

## **Install New HVAC in remaining area of Main Building**

- **Later in the year**
- **May start in phases**



**Where:** Chapel, hallway, 1st floor rooms, 3rd-floor classrooms

**Why:** Unreliable – old age  
Low efficiency – electric heating  
Under-designed – hallway/library



**Thank You!**

# **Church Vision Statement (Draft in 2015)**

## **English Verion:**

**Every person of multicultural  
background in Greater Boston and  
beyond be a disciple of Christ**

## **Chinese version:**

**從大波士頓到世界各地，  
從單元到多元文化背景，  
人人都成為基督的門徒。**

# **Church Vision Statement (Approved by Church Council)**

## **English version;**

**"To see every person become a disciple of Christ,  
across all cultures, from East to West,  
from Greater Boston to the world."**

## **Chinese version;**

從大波士頓到世界各地，  
從東方到西方**所有**文化，  
人人都成為基督的門徒。

# **Phase I, II and Phase III Original Plan Scoped in 2012**

- 1. Phase I : Budget 1.6M  
151 Rebuilt, Additional Parking,  
Circular Driveway.**
- 2. Phase II : Budget 2.6M  
Foyer, fellowship hall, Classrooms**
- 3. Phase III : Budget 2.0M  
Indoor Gym/Multi-purpose Function Hall  
\$0.2M CBE Project fund, \$1M donation and  
\$5M church bond**

**Total Budget : \$6.2M**

# **Phase I Updates**

**Phase I part 1 : Original Budget 1.2M**

**151 Rebuilt – Completed with \$1.14M**

**Phase I part 2 : Original Budget 0.4 M**

**Upper Parking – Estimate: 100K.**

**Current spent: 55K.**

**Circular Driveway – Estimate: 160K.**

**Land Survey: 5K.**

**Consultant: 10K.**

**Total Phase I current estimate: 1.4M**

**Current Spent:1.2M Fund Remain:0.27M**

# Phase I Part 1



151 Old Spring Street New Elevation

# **Phase I Part 2 Activities**

- 1. Upper Parking Lots: 80% complete.  
Stairway and lighting need to be done.**
- 2. Circular Driveway:**
  - A. Land Survey – Completed 3/31.**
  - B. Road Design – Started 3/12.**
  - C. Permit Application – Planning.**
  - D. Contractor search – Planning.**



# Phase I Part 2



# **CBE project: Next Phase Planning**

**Discussed in BOE and BOD meeting**

**Reasons why we need CBE project;**

- 1. Resolve facility need issue for CM Sunday worship in the next 20 years.**
- 2. Need strong base to support expansion of other ministries such as Mission, Local Mission, Social Concern, etc.**
- 3. Indoor activity Center for Children, Youth and Awana**
- 4. Prepare for reaching out to local Chinese immigrants (Church Vision)**

## **Church Growth Potential Suburban Chinese Population (based on 2000/2010 census data)**

<b>Town/City</b>	<b>Population</b>	<b>Chinese Population</b>	<b>% of Chinese</b>
<b>Lexington</b>	<b>31,394</b>	<b>2,945</b>	<b>9.4%</b>
<b>Burlington</b>	<b>24,498</b>	<b>538</b>	<b>2.2%</b>
<b>Brookline</b>	<b>58,732</b>	<b>4,320</b>	<b>7.4%</b>
<b>Waltham</b>	<b>60,632</b>	<b>1,930</b>	<b>3.2%</b>
<b>Wellsley</b>	<b>27,980</b>	<b>1,488</b>	<b>5.3%</b>
<b>Winchester</b>	<b>21,374</b>	<b>1,140</b>	<b>5.3%</b>
<b>Malden</b>	<b>56,340</b>	<b>4,504</b>	<b>8.0%</b>
<b>Newton</b>	<b>83,829</b>	<b>4,047</b>	<b>4.8%</b>
<b>Belmont</b>	<b>24,194</b>	<b>685</b>	<b>2.8%</b>
<b>Cambridge</b>	<b>101,355</b>	<b>4,854</b>	<b>4.8%</b>
<b>Total</b>	<b>490,328</b>	<b>26,451</b>	<b>5.4%</b>

# **Proposed alternative Plan for Phase II and Phase III**

**1. Phase II : Budget 2.4M**

**Indoor Gym/Multi-purpose Function  
Hall**

**2. Phase III : Budget 2.4M**

**Foyer, fellowship hall, Classrooms**

**Phase I,II,III Estimate Total: \$6.2M**

# **CBE project: Next Phase Planning (Financial Planning)**

**Budget for Phase II: 2.4M**

**1. All cash donation (2.4M).**

**no need for monthly payment.**

**2. 1.2M cash donation, 1.2M member loan.**

**184K per year for 7 year with 0-2% int.**

**3. All member loan (2.4M).**

**368K per year for 7 year with 0-2% int.**

**\*Issue member loan instead of church  
bond to eliminate overhead expenses.**

**(March 2016 General Fund surplus: 265K)**

# **Proposed Plan for Phase II (Multi-function Facility)**

- 1. Funding: 1.2M donation,  
1.2M member loan**
- 2. Promotion/Fundraising: Lead by  
Pastoral Staffs and BOE (JingNing/Jian)**
- 3. Requirement Specification: Lead by BOD  
and Pastoral Staffs (Phil)**
- 4. Design/Construction: Lead by CBET**
- 5. Financial Planning (Ji-Yong/KC)**

# **Proposed Plan for Phase II (Sequence of events)**

- 1. Consensus from Church Leaders.**
- 2. Draft requirements documents.**
  - Solicit input from all ministries.**
- 3. Draft Rough Design.**
- 4. All parties agreed on Rough Design.**
- 5. Communicate to Congregation.**
- 6. Promotion/fundraising/issue loan.**
- 7. Detail design/apply for permit.**
- 8. Search for contractor.**

# **CBE Project Updates Summary**

## **1. Phase I Part1: Budget 1.2m**

**151 rebuilt: Completed with 1.14m**

## **2. Phase I Part 2: Budget 0.4m**

**Additional Parking, Circular Driveway:  
will be completed with 0.26m**

## **3. Proposed Phase II : Budget 2.4M**

**Indoor Gym/Multi-purpose Function Hall**

## **4. Proposed Phase III : Budget 2.4M**

**Foyer, fellowship hall, Classrooms**

## **5. Possibility of combining Phase II and III**

**with a budget between 2.4m to 4.8M**

## **6. Issue member loan instead of church bond**



# Proposed Master plan



# **CBE Project Next Phase Plan Current Time Table**

- **Requirement Document**
  - **Draft submitted to CC for review/approval – 6/18/2016**
- **Rough Design**
  - **Draft submitted to CC for review/approval – 9/17/2016**

# Question/Answer

## 問題/解答

