

**CBCGB Board of Elders (“BoE”) Meeting Minutes
March 13, 2021**

Present: Chaw-Bing Chang, Samuel Chang (BoD Head), Yuguang He (BoE Secretary), Paul Huang (BOE Chair), Juta Pan (Senior Pastor), Ji-yong Wang, Ruike Wang
Invitees: Steve Chang (pastor), Loren Shih (CB Liaison, off-duty elder)
Date/time: 09:00 - 13:05, March 13, 2021
Location: Zoom meeting

(09:00 am) Elder Paul opened with a prayer

Free Sharing:

- When faith meets death in reality (Yuguang)
- Special prayer request from P. Steve for a troubled family of a mother and her two daughters, as referred to by a doctor in Virginia (Pastor Steve Chang)
- Book recommendation: “Before You Vote” by David Platt (Chaw-Bing)
- Book Recommendation: “A Quest for Evangelicals and Its Spiritual Traditions” by Chaoluan Kao (Epilogue by Pastor Juta Pan) (Chaw-Bing)

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

- Hope: COVID-19 cases started dropping more rapidly, and some states dropped the mandune of face mask
- Church moving forward step-by-step towards reopening
- Spiritual fatigue of youth and children
- Church In Phase II
- Planning post-pandemic ministries
- Chinese New Year online this year used for outreach
- Outreach special seminar series, e.g., Dr. George Hsu: Mental Health in the pandemic, with 470 connections afternoon session, 617 connections at night session
 - [Q]: How to follow up?
 - Next topic: Physical health during pandemic
- CM: 417 (70 more than 02/28)
- CB: some candidates applying for CB pastor position
- Good Friday and Easter planning
- CBE: Elder Mingche Li in charge to take more feedback
- Farewell Parade for Elder Chris family
- 04/16-18: MGM, P. Luke Zhang speaker
- Special topics in planning for fellowship
- 06/04-06: Summer Revival meeting, P. Morley Lee as the speaker, “From family to families”
- CB:
 - Family ministry needs
 - CB pastor search

- CB onsite service on 4/11
- Prep for Baptism with YM
- YM, YPA, 3/31
- KM (Kids Ministry): P. Bowman back in April, AWANA online Grand Prix in April
- COM: increase service to twice a month
- Min. Jeff's ordination on 4/24
- Working out a schedule for ordination of Min. Duane, e.g., inviting committee members, in concern of traditions
- P. Yuegang planning for 3-months sabbatical from June-August in process in connection with other ministry
- Min. Jeff: Titus Hwang was born 3/7
- [Q]: Unordained minister to lead baptism? [action: (Paul) Wednesday night meeting]
- More pastors taking 3-months sabbatical instead of 6-months
- [Prayer request]: Challenges to the community church(es) around us
- [Q]: functional title or official/position title for pastors in in church [action: (Paul) Wednesday night meeting]

BOD updates-Major BoD tasks and planning (Sameul)

- Stewardship
 - Church reopening logistics
 - 3/7 CM and 4/11 CB
 - Temperature measurements
 - Registration and attestation system
 - Facility: Many renovations and maintenances
- Finance: on-track
- Neighbor Church-support initiative Proposal (one time only for now)
 - Goal: share, connect, create future partnership
 - No specific fundraising goal
 - Matching \$50k from general fund [need approval from CC]
 - Churches hard hit by COVID-19
 - Evaluation by pastors
 - Criteria: church statement of faith, finance situation
 - No string attached to the gifts
 - No limit on number of churches
 - Supporting churches not to be publicized [Q: Transparency? A: Hard to balance and manage]
 - Timeline: Feb (proposal), March (approval), April (publicized), June-July (distribution)
 - Team: 4-8 people from CBCGB, hearts for partnering with other churches
- BOE approved for this initiative to go to CC

Ministry Review: BOD structure and frame (Ruike)

- BOE nomination: Beata Shih (renomination, online serve) and Yanhua Yan (two terms deacon), Ye Tang, Ligong Xu and Jushua Lin (eligible for renomination)

- Ministry oriented prioritized, under the umbrella of Bylaw
- How to restructure governance to be more effective? [Goal: more effective ministry]
 - Ministries covered by deacons, elders, and pastors to some extent, if not all, such as IT, mission, etc., with IT/Web, HR as “new” minstriers not covered
 - challenges/problems: (two schools of thoughts:)
 - Ministry-oriented (skills and passions as RCCC)
 - A leader responsible for identifying people and defining process (courage and heart)
 - There is difference between authoritarian and authoritative
- Discussion:
 - Two Models:
 - BOD take primary responsibilities of all operations
 - BOD lay leaders for all ministries
 - [Q]:
 - Do we have enough deacons to cover ministries?
 - Do we identify all the operations?
 - Combined the above two?
 - Should the fellowship deacon cover all the fellowships in all the congregations? [likely yes]
 - How to choose a deacon? Choose without prep for the ministry’s needs in mind?
 - How to match a deacon’s passion with a designated ministry? Encourage or discourage?
 - How to define BOD?
 - Maybe a deputy, or successor, system needs to be in place
 - Is the 12-deacons system sufficient?
 - How does RCCC choose a deacon? [A: a deputy stepping up when the deacon steps down]
 - Communication may be the key
- [Q]: Why is a big problem uneasy to solve? [A]: It needs an integrtedl team to solve it.
 - Enormous range
 - Ambiguity
 - Diffuse responsibilities
 - Diverse stakeholders
 - Missing connections
- US Founding Fathers
 - Young when the Declaration of Independence was signed

BOE accepted Resignation from Elder Jian Zhang

- Received on 2/28/2021
- Formally approved today

March CC meeting and April Information planning (Paul)

- Sharing
- Pastoral reports

- BOD report
- BOE report
- Finance
- Info meeting planning: 3pm, 4/4
 - Opening remark
 - Exhortation
 - Reopening
 - Resignation of Elder Jian
 - CBE
 - Q/A
 - closing
- Initiative
- Mission survey
- Reopening
- CBE
- Feedback and discussion

Finalize JD for human resource personnel (Chaw-Bing)

- Change the title from HR director to HR manager
- [Action]: Paul to consult with in-church professionals
- Who will get involved in the interview process?
 - First-line of duty: Office administrative director
 - Screen resume
 - Second-line of duty:
 - Review qualifications
 - Decide candidates
 - Schedule interview
 - Committee:
 - Chaw-bing, Paul, Yuguang, Office Administrative director, plus a HR professional, if available
- BOE approved the HR JD under contingency of revised draft
- BOE approved proposal of establishing a search committee (members to be confirmed and finalized per proposal)

Policies for Pastoral Staff Advanced Studies (Paul)

- Paul propose budget in April, to be reviewed
 - Purpose to finish a program
 - Cover 50% tuition
 - 100% coverage if church initiated training
 - Budget of 30k/year
 - BOE to approve
 - Study plan required
 - [action]: elders to peer review and revise the proposal before the end of March
 - BOE chair in charge of fund

- Senior pastor provide guideline
- [Q]: Realm automatic recording?
- [A]: GoogleDoc system

Reopening Task Force Planning for 2021 (Ruike)

- Feedback from CM Sunday survey
- CB reopening plan discussion
- Phase III: timing and scale
 - July 4: scaled Joint service?
- Brainstorming for challenges ahead:
 - Sunday school reopening
 - Integrated ministry reopening

COM Reopening Report (Chaw-Bing)

- COM to move forward twice a month from April to May, June all weeks, with properly scaled number of people, per Ruggles church's financial pressure for concrete opening plan
- September to fully resume
- COM willing to partnership in terms of donation to Ruggles Church if needed

CBET, Web Team, other ministries Delegation due to Elder Jian's Transition (Paul)

- Elder KC Chu to take over CBE
- Elder Jian to teach Sunday school from distance online
- Web: Samuel Chang to step up as POC
- Pulse: Brother Lance Pan to cover

Mission Committee Member Confirmation (Jiyong)

- Committee members:
 - Chair, treasurer, secretary, short-term mission, publicity coordinator, education coordinator
 - Pastors: two advisors
 - Elder: advisor
- New member: Nancy Cintolo, bi-vocational missionary (committee member and missionary)
- [Q]: How would she support from a distance if the pandemic ends? [A]: She will still provide valuable inputs as a missionary.
- BOE approved the new member

SCM 2021 Budget Confirmation [Yuguang]

- No question or concern from BOE

(13:05) Elder Yuguang closed with a prayer