

## Meeting Minutes

### CBCGB Board of Elders (“BoE”) April 10, 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), KC Chu (CBET lead, off-duty elder), Loren Shih (CB Liaison, off-duty elder), Tony Ng (Children ministry assistant), P. Steven Bowman, Beata Shih (Children Ministry Deacon), Eric Chiu (Mission Committee Chair)

Date/time: 09:00 - 12:30, April 10, 2021

Location: Zoom meeting

09:00 Opening prayer by Paul

#### **Brief sharing** (learnings, thanksgiving, testimony, etc.) (Jiyong)

Recent discussion in Wechat group: Christians from Beijing University

Pastor Tian-ming Jing on “Reflection on a book of Silence - by a Catholic in Japan”

It is a story in the 17th century, more than half million in Japan converted to Christianity, which was then diminished due to persecution by the authorities. Betrayers, denial of faith, etc. when facing persecution happened, as opposed to those who still held their faith to the end. Japanese authorities at that time persecuted local believers instead of the foreign ministers. When the ministers said they gave up their faith in Jesus, the local believers were released. The twist is, to save the suffering believers, the minister publicly denied the faith. The big question is, what is the way out, e.g., like the believers facing persecution in China now?

[https://en.wikipedia.org/wiki/Silence\\_\(2016\\_film\)](https://en.wikipedia.org/wiki/Silence_(2016_film))

Responses:

- Chinese-speaking people in Japan are now spiritually hungry
- The cultural and societal context then may not be the same as now
- What did Jesus do to save the world?
- The minister never gave up his inner faith, even outwardly trashed the portrait
- The gospel finally spread out after World War II

#### **Church-wide Status Updates** (P. Pan)

- Community: fear and hope from social media. Fear in the younger generation, especially. Trust in God but with prudence by our stand
- Congregation towards reopening, with different approaches by different ministries
  - CB: partially reopening, indoor and outdoor
  - COM: being opened for the past half an year
  - CM: creating outreach online
- Responses to anti-Asian trend
  - CB: special prayer meeting
  - CM: support seniors in shopping and outdoor activities
  - YM: racial injustice workshop

- (Grace Chapel: church-wide meeting for support of Asians)
- [Suggestions]: low-key, follow Jesus's example, to challenge all the discriminations, keep quiet and silence when facing self-persecution
- Events
  - CC meeting
  - Good Friday and Easter services (positive responses over Yogi bear performance)
  - YPA (Youth Parent Association) meeting
  - Outreach workshop (I): physical health during pandemic, 4/10
  - MGM: 4/16-18
  - CM Revival meeting: 6/4-8 (from family to families)
  - Onsite service: 4/18
- CB
  - Pastoral search
  - CB onsite service on 4/11
- YM: special topic on racial injustice (Friday, 4/16)
- COM:
  - Onsite worship twice a month
  - Baptism on 4/11
- Church-wide info meeting: 4/18
- 4/24: ordination for Min. Jeff and the celebration parade followed after the ordination
- Duane's ordination process started: 03/29, logistics in progress
- P. Steven back from Sabbatical on 4/1
- P. Yuegang's sabbatical starts on 6/7
- Pastors on topics
  - Evangelism during and after pandemic
  - Reach for the young generation (P. Juta to share at AFC)
  - Biblical ethics and Pastoral care (P. Juta to teach at Global Mission Seminary)
- Requests from pastoral staff
  - Paternity leave to be more flexible for pastoral staff
  - To increase the reimbursement rate for mileage, as IRS's recent raised
- [Action]: BOE to take action for the requests above
- Future Church planting ideas
  - Malden/ Medford area
  - [Action]: BOE to revisit the topic from time to time, to watch for the maturity of the opportunity

#### **BOD updates (Sameul)**

- Onsite event proposals and supports: increased from one to more a week, such as wedding, baptism, service, etc
- Bookkeeping of events, like number of people, names, etc.
- CB: registration system starts
- COM: Coming baptism service
- [Q]: readiness for the summer, such as air conditioning, bathrooms, etc., for reopening

- [A]:
  - Maintenance is being done such as high quality filter
  - Constant sanitizing may be in place

#### **Finalized HR manager JD and follow-up actions (Chaw-Bing)**

- Extensive revision done to come up with the latest JD
- Job responsibilities: knowledge of best practices and regulatory changes focused
- Supports on-board and off-board administrative duties
- Other HR-related wherever applies
- [Action]: BOE to review in the next week before the approval, preferably in continuous discussion forum, but email is also acceptable

#### **Policies for Pastoral Staff Advanced Studies (Paul)**

- Requested by BOE: cover 100%
- Requested by individual pastoral staff: cover 50%
- Precondition: No impact on the routine duty
- [Suggestion]: If requested by BOE, some duty may be released
- [C]: Gordon-Conwell discounts 30% for church layer leaders and 40% for pastoral staff
- Budget is “use or loss” per year
- [Decision]: BOE approved the proposal
- [Action]: BOE to iron out the wording

#### **Facility usage policy (Paul)**

- “Policy” of facility usage for Wedding Facility “policy” is a collection or consolidation of various parts of the past policies for wedding only
- Actually, this document should be called guideline or procedure instead of policy
- Rental fees have been adjusted accordingly
- [Suggestions]:
  - distinguish charges for member and non-member
  - Procedure may be what is needed instead of a policy
  - Funeral policy may be covered by the “2011” policy
  - BOE to review the latest facility policy periodically
- [Action]: Loren to do peer review and revise accordingly
- [Action]: Ruike to provide “2011 facility policy” to BOE
- [Action]: BOE to review the procedure after Loren’s revision
- [Action]: BOD to review the procedure and have it approved

#### **Mission Survey Result and Actions (Jiyong, Eric)**

- Frame: Educate, Engage, Enlist, Encourage (credited to Park Street Church)
- General results: somewhat effective to effective
- Mission statement alignment with the church vision: mostly agreed
- Resource sufficiency: average
- Mission definition understanding: mis-aligned with imissiology
- Mission conference effectiveness: average

- Engagement:
  - missing link between education and engagement, which may be true for all the other components
  - Leverage of opportunities: more leaned towards the youths instead of adults and families
  - Designated discipleship missing
  - Knowledge of the supported missionaries: below average
- Next steps:
  - Review and reflect
  - Adjust the efforts accordingly
  - Report to BOE periodically
- [Comments]:
  - Spiritual formation relates to the mission
  - Sunday school may invite mission committee to help in teaching the mission oriented courses
  - Logo Theological and Evangelical Seminary on the west coast could be connected for support

#### **Reopening Task Force Planning for 2021 (Ruike)**

- No updates

#### **Deacon Nomination Update (Ruike)**

- Deacons at the end of 2021
  - 2 to step down: one relocation and one served two terms
  - 3 eligible for reelection after serving one term
- 6 members in the 2021 DNC: Ted Chen, Yuguang He, Ying Huang, Beata Shih, Yanhua Yan, Ruike Wang
- BOE approved the 2021 DNC committee
- Thoughts: BOD composition and future leaders
  - Children ministry liaison
  - Connection between the YM and KM
  - Strategies: younger leaders, etc., more thinking needed
  - Impacts: wide and/or focused, shallow and/or deep? Grow disciples, missions
  - Deputy system: may start planning, to make transition smoother; to encourage more sisters

#### **April Information planning (Paul)**

- All hands in BOE involved
- Theme has been set for exhortation for future ministry, church reopening, and church expansion
- BOE to review CBE in the info meeting slides
- Listen more and understand the congregation's concerns, and in addition collecting the feedback from the congregation

### **Request of Children Ministry on CBE (Tony, P. Steven, Deacon Beata)**

- Create safe environment for the children
- No addition to the new building, but to validate the upgrades within the current perimeters
- Concerns - accountability:
  - Traffic
  - Entries
  - Restrooms
  - Waiting area
  - Option for shelter and lockdown
- Goals
  - Safety and security
  - Accountability
  - Reduce traffic, distraction
  - Develop plan for shelter and lockdown
- Proposal (see [slides for details](#))
  - Single entry point
  - Security cameras
  - Etc.
- Impacts:
  - Overall church traffic flow
- [Action and decision]:
  - BOE on board with the concerns and the plan proposal
  - Children Ministry to present the slides at the BOD next week
  - Suggested stewardship in BOD to take action

### **CBET presentation for April information (KC)**

- Design updates
  - Elevator added b/w 1st and the 2nd floors
  - Movable platform in the gym
  - Storage room expanded on the 1st floor next to the gym
- Budget
  - \$3.6 m in total cost (increased about 10%)
  - \$1.2 m currently available
- Fundraising
  - \$2.4 m to be raised
  - Procedure and pledge form are ready

12:30 Closing Prayer by Jiyong