

## Meeting Minutes

### CBCGB Board of Elders (“BoE”) November 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: Weihsin Chau (office director), KC Chu (CBET chair, off-board elder), Paul Lowe (HR manager), Loren Shih (off-board elder, CB liaison), Ye Tang (Stewardship deacon), Jennifer Ting (pastor), Zhongxin Wang (director, CCSANA), Yuegang Zhang (pastor)  
Date/time: 09:00 - 13:15, November 13, 2021  
Location: Zoom meeting

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

**Brief sharing** (learnings, thanksgiving, testimony, etc.) (Paul)

Sharing on the 21<sup>st</sup> century mission

- Book: Western Christians in Global Mission - What is the role of the North American Church? By Paul Borthwich
- Attended New England Missions Network In-person Gathering on 11/6/2021
  - Sharing: Reaching the Nations through our Cities, presentation by Chris Clayman at Global Gates
  - Stay locally also have mission in mind, since God has brought people to our midst through globalization, including many religions in our neighborhood
  - Global mission in neighborhood
- Personal experience: A researcher from Ghana, a catholic, a Karate student of Elder Paul in one-on-one training, who moved to Ohio to be a professor, has recently been divorced, which alerts Paul to share faith more with him

Responses

- God has brought the mission field to our doorstep in the past 10-20 years, such as we witnessed in COM
- There is a wide range of missions, even though we have the narrative of focusing on Chinese heritage field
- Step out of our comfort zone, a theme in 2006 in sermon by P. Juta

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

- Entering the 2nd month of full reopening: stable and slight increase, still need coworkers, especially for newcomer welcoming
  - CM:
    - A slight increase, in person about 30%, 50% if plus online

- One more fellowship, Green Olives came back
    - Newcomer welcoming needs more support
  - CB: About 130, more than 50% in person, 70% if counting online attendance
  - YM:
    - 35-40 in person attendance in worship
    - 100 on Fridays, 90%
  - ChM: 50+
  - COM: 100 onsite, 50 online
  - Still in consideration of ways to bring back congregants: e.g., lunch onsite
  - Hybrid and online still have great impact to the engagement
- Events
  - 10/17: 52nd anniversary service and meeting
  - 11/06: the movie, "End of the Earth", 126 onsite
  - NCPI being followed up: more meetings with pastors and leaders of the supported churches
  - 11/12-14: P. Wayne Chen shared in mission/social concern conference
    - Onsite: 100, online: 100
  - Considering offering the same mission teaching course, Kairos, as in CBCGL
  - Caring and support for Afghan Evacuees in New England
  - Coffee service ongoing
  - Reception center renovation
  - COM: 10/8-10: Fall Evangelistic meeting, 112 registered, 16 seekers
  - ChM: Fall harvest
  - Thanksgiving prep
    - CM: planning, fewer numbers of banquets
  - Advent prep: devotion material in consideration
  - Promote inter-congregational relationship, e.g., preaching
  - Considering resuming lunch service to encourage people to come onsite
  - Considering appreciation to coworkers
  - Developing a guideline for nationwide and local political elections, a statement about some public issues, or teaching Sunday School in Christian ethics
  - Revision of signages in church building for welcoming younger generation
- Pastoral Staff
  - M. Pat's father is hospitalized, needs care and prayers
  - Pastoral annual reviews being wrapped up
  - M. Kola finishing up ministry here and leaving for Taiwan
- Report and Issues

- Pastoral annual review
- Issues: to solicit signatures publicly in the church for “Infanticide becomes law” initiative raised by a congregant is discouraged, but is allowed to have private sign-ups
- Personnel issues such as vacation carryover to be addressed in BOE only session

### **BOD updates-Major activities and planning (Samuel)**

- Stewardship
  - Building maintenance
  - Church office
  - Church main entrance stairs have been fixed
  - Parking lot lighting has been fixed
- Deaconship update
  - Responsibilities being assigned to the upcoming deacons, including IT, mission, social concern, etc.
- Policy modification requests
  - Drink and food policy: to provide flexibility but stay within certain boundaries
  - Systematic modification for all ministries
  - Facility usage policy update, propose,
    - Add , “Unless prior approval by (TBD) is obtained”
    - Remove “Junior chapel” from food not-allowed list
  - Questions
    - How to prioritize maintenance?
    - How to define drink, e.g., clear water, medical needs?
    - How to regard sanctuary?
  - [Decision]: Except sanctuary, all the other carpeted area usages are to be approved by BOD

### **Proposal for the new facility worker(s) needs (Ye Tang, Weihsin)**

- The current property manager, Brother Jay as a part timer, is on leave for an uncertain period
- Needs property manager and custodian positions
  - Cost effective with onsite custodian
  - Still seeking for a long-term, full-time, qualified property manager, but could be part-time for now

### **An application for memorial fund (Zhongxin Wang)**

- Publication ministry: Si Dao Journal

- House churches in China have been oppressed
- The voice of Christian scholars has been silenced
- ISSN has been approved
- The editorial board of the journal include Christians from both US and China
- To encourage scholars to publish Christian works
- Need funds for publication: online and hard copy (in China)
  - The first hard copy print is available in China next week, and will be available in US in about a month
- Questions
  - Previous concern of the needs for more funds has been resolved after a typo has been corrected
  - Plan for the journal?
    - [A]: Long-term, twice a year, of course no control of certainty of the future publications
  - How much for publications?
    - \$2000 per issue, \$4000/year
- [action]: Decision to be communicated via email with Zhongxin

### **How to reach the younger generation (Pastoral staff)**

- Intro (Juta)
  - The initiative was started 2 years ago but delayed by pandemic
  - In general it covers,
    - Ministry strategy
    - General perspective
- Strategies of Family Ministry (Steven and Tony)
  - Prayer first and foremost per our Lord's example
  - Who is my neighbor?
    - Postmodern society moving away from Judeo-Christian values
    - Affluence and education foster self-reliance
    - Multilingual and multicultural
  - Importance to my neighbor
    - Education
    - Safety
    - Community and identity
    - Convenience
    - Recreation and services
  - Evaluating ourselves
    - Spiritual formation
    - Fellowship: truth and grace
    - Evangelism: willing to share

- Facilities: welcoming, or too prestigious
    - Scheduling
    - Identity: do we reflect Jesus
    - Humility and dependence
  - Strategy
    - Reach to the entire family
    - Value the younger generation
    - Sense of belonging: own programs, ask hard questions, etc.
    - Desire for personal evangelism
  - Taking it Home
    - Integrate the faith of the younger generation into their lives, e.g., testimonies
    - Challenge the existing priorities
    - Support families in living out the faith
    - Avoid spiritually spoiling children
- Culture of younger generation and our responses (Taylor)
  - How to create a welcoming environment
  - Cultural differences
    - Directness and saving face
    - Speaking up vs. staying silence
    - Views of authority
      - skepticism/distrust of people's intentions
      - Feel judged when speak up
      - Not automatically believe the Bible is true
      - View themselves as authority over their lives instead of something outside themselves
      - transparency
    - Freedom vs. restrictions
      - Judgement/ gossip/ shaming
      - Autonomy
      - Older generation's general distrust of the younger generation
        - Provide room to grow
      - Unwelcoming church signs: wording?
  - Recognize the cultural and generation divide
    - Communication
    - Willingness to change, without compromising the Biblical truth
    - Judgement that is felt
- Making an accessible and welcoming culture (Yuegang)
  - Create a warm and welcoming environment
    - Welcome desk

- Welcome teams (CM and CB)
    - Letters to newcomers
    - Provide free lunch
  - Train welcome teams as other churches have done
  - Food and drinks
  - Welcome packages
  - Decorated and designated rooms for newcomers
  - Personal relationship buildup
  - Outreach activities to attract the newcomers
  - Directions to the church and navigation map of the church buildings and ministries
  - Redesign the welcome center
  - Clear signages for driving direction, visitor parking, etc.
  - Follow-up with the newcomers
- How to improved the transition between congregations and demographics (Jeff)
  - Ministry silos
    - Reinforce ministry silos
    - Ministry structure, decisions and strategies in one ministry with other ministries and demographics
    - Summary: Collaboration, communication and understanding among ministries, to avoid benefiting one ministry but make other ministries harder, e.g, transition of summer ICF vs. ICF
  - Pathways (Process vs. event driven outreach)
    - Pathway for a member across ministries
    - Ideas one-off events or are they part of the a larger pathway
    - Summary: how to hand off members between ministries, e.g., pre-planned and a process rather than one or two events, e.g., ALIVE+ICF hangout, basketball ministry, Charis for 30-40's
  - Mindset Shift
    - Things we do to motivate or di-motivate people to come?
    - Transitioning for people, in what context?
    - Summary: to help transition between demographics means we need a mindset shift to start thinking about these demographics that are not specifically in out ministries and proactively doing things to welcome them in, e.g., Gordon rides
  - Connection Points
    - What are the connection points that a member has outside of their own ministry?
    - Important connection points outside their own ministry?

- Summary: transitioning to a different ministry, like going to a new church, meeting new people, new programs, new pastors. How to ease that transition? E.g., worship team
- [action]: survey CC (Church Council) for the online or onsite meeting format for the December CC Retreat (Yuguang)

### **CBE status (KC)**

- Surface water analysis still ongoing
- HVAC/drainage design (done)
- Electrical and alarm system designs pending
- Build permit application pending
- Contractor searching pending
- Promotion preparation ongoing, e.g., brochure, web, video
- Next step, e.g., town hall meeting, beginning promotion once all promotion material is ready
- [decision]: Town hall meeting on Sunday afternoon 1:30 p.m. - 3:00 p.m., 12/5, in hybrid format, and providing lunch

### **CC Retreat Prep. work (Yuguang)**

- Encourage all teams proactively communicate in preparation for the retreat

13:15: **Closing prayer** (Paul)

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### **Acronyms**

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

ChM: Children Ministry

CM: Chinese Ministry

COM: City Outreach Ministry

HR: Human Resources

SS: Sunday School

YM: Youth Ministry