

Meeting Minutes
CBCGB Board of Elders (“BoE”)
July 8 2017

Present: Yuguang He (BoE Chair), Timothy Lu, Loren Shih (BoE Secretary), Bryan Che (via Skype), Paul Huang (BoD Chair representative), Pastor David Eng (Acting Senior Pastor)
Absent: Haiguo Wu (BoD Chair, on vacation)

Opening Prayer
Bryan Che

Pastoral Report
David Eng

- CM
 - 9 new members to join CBCGB on 07/09
 - 8 Stephen Ministers of 2017 to be installed on 08/27
 - 25th issue of pulse published this week, 650 copies
 - 104th Baptism on 8/27
 - Small group leadership training finished
- Children’s Ministry
 - VBS 6/26-6/28, 97 children attended
 - 7/2 Children’s Ministry Training, ~35 attendees
 - 7/9 Children’s summer session
- Youth
 - Jen on sabbatical
 - Stan on Hopi short term mission until 7/17, then Lynn short term mission
 - No Junior/Senior Alive this summer
- CB
 - Dr. Arthurs last sermon on 6/25
 - Pastor Tim starts on 7/9, will have welcome picnic on 7/22
 - Looking into hiring a worship intern starting in fall

BOD Report
Paul Huang

- Approved \$16500 for upper parking lot construction, work completed 7/8, need one week before open for use
- Discussed drop-off region, currently two main considerations, will decide at next BoD meeting
- Insurance claim for septic tank is in progress

Deacon Nomination Update
David Ho

- Two CM deacons accepted for second term
- Two new CM deacons accepted invitation
- Still working on two CB deacons

COM Minister Proposal

P. Juta

- COM Ministry Matrix
 - 6 Core Ministries include worship, Outreach, etc.
 - 4 Special ministries are dating and marriage, short term missions, career development, retreat
- Attendance
 - From 2009 to 2017, attendance has doubled from 80 to 160, and then has been stable at 160 from 2014 to 2017.
 - Attendance includes ~25 children
 - Typically 80 people leave per year for graduation etc., and families with children will often come back to CBCGB
 - Some key lay leaders will be leaving soon
- Vision
 - Goal is to reach the many Chinese students who come to ~70 Boston universities
 - Goal includes international students, faculty, visiting scholars, young professionals, families
 - This vision was created by CBCGB Elders, then COM ministry started to fulfill the vision
 - Vision and impact now extends beyond Boston area, through members who relocate to other countries or cities
 - Estimated 16,000 international students and 5000 scholars in 2016 in Boston
 - (Bryan would like to meet with any COM alumni in Shanghai or Hong Kong)
- Desired Additions to Vision
 - Increase evangelistic activity on college campuses
 - Expand ministry in Malden
 - Add new ministries in Quincy and City Center
 - Explore opportunities for short term missions and social concerns ministries
- Need 1 more minister for new vision
 - Currently only one active staff - P. Juta. Other ministries are volunteer driven.
 - New minister will also train coworkers
 - New minister will help expand to additional strategic areas
 - Want to hire new minister by 2018
- What is impact of not getting new minister?
 - (Quality) Will try to maintain all our current ministries, but hard to maintain quality of ministries with just 1 paid staff
 - (Quantity) Will not be able to expand ministries to new areas, care for newcomers, or think about new initiatives to retain current members, hence attendance has plateaued at 160 for last 3 years

- Will the current facility be sufficient if you get a new minister and congregation grows?
 - Sanctuary capacity is 220 maximum, so have room to grow by 60
 - Friday night is already crowded, so possibly will need another facility in Malden
- Alternative possibilities
 - Find someone from Ambassador For Christ, will be cheaper and they may already have passion, although unclear if we can effectively recruit from them
 - GTCS internships, will be cheaper, but skeptical that an intern can fill the demands of the position
- Note that procedurally, new pastoral staff will need to be approved by senior pastor. BoE can make a recommendation, and then a formal request would be started through pastoral staff
- BoE is discussing and will make a recommendation to senior pastor within next 2 weeks

Senior Pastor Search Update

Yuguang

- Met in June, worked on job description and priorities
- Will reach out to fellowship groups for feedback during summer
- Will send the job description to BoE and pastoral staff before publishing
- Want to publish job description by mid August

Pastoral Staff Review Process Changes

Yuguang

- Will start to have separate review first with coworkers, and then with staff at least 1 week after
- Yuguang will work with P.David to create the schedule

Office staff review process initiative

Yuguang

- Have 3 office staff who have never been reviewed
- Likely will use something similar to the pastoral staff process
- In the past, we have not reviewed office staff, proposal is to do yearly reviews

Pastoral staff sabbatical scheduling

Yuguang

- Staff are eligible for sabbatical every 6 years
- Staff should go through senior pastor when proposing timeline, and then BoE should approve
- Main concern is that if several pastors take sabbatical at same time, then ministries may be impacted

Senior Pastor Transition Plan

Tim

- Need a formal procedure for how to transition. Yuguang will ask K.C. and Liqin to find the procedures.
- For administration, need to have P.Caleb outline all the current responsibilities and determine how to distribute those responsibilities to various people or groups. Those may be pastoral staff, BoE, etc.
- If we do not have a senior pastor for a while, we need to designate an acting senior pastor.
- Work with P.Caleb to set congregation expectations.

Closing Prayer

Loren Shih