

Meeting Minutes
CBCGB Board of Elders (“BoE”)
June 9, 2018

Present: Elder Yuguang He (BoE Chair), Elder Loren Shih (BoE Secretary), Elder Ke-Chieh Chu, Elder Timothy Lu, Pastor Caleb Chang (Senior Pastor), Jiyong Wang (BoD chair), Minister Stanley Chang, Pastor Jennifer Lin

Absent: Elder Chaw-Bing Chang

9:05 Elder Timothy opened in prayer

Youth Ministry Review

Pastor Jennifer Lin, Minister Stanley Chang

- 14 small groups, 7 male 7 female
- 16 counselors
- 3 missions teams
- Theme was Philippians: What does it mean to be a disciple of Christ
- Near, Mid, Long term goals of YM: Know the gospel well, provide discipleship, create an integrated plan between all ministries
- Youth pastors may be interested in taking counseling classes for continuing education such as at Gordon Conwell
- Losing several counselors next year, shortage of counselors, and some counselors are also doing Sunday School. Need to brainstorm on how to attract more counselors.
- 5th graders are in between children and youth, need to think about how to better integrate them.
- May want to encourage parents to go to CB for service to be with their kids.
- Requests:
 - Push family discipleship in the other congregations
 - Have a church-wide strategy for discipleship, and an overall integrated vision across different demographics
 - Integrate youth more into the life of the church
 - Sound and space concerns on Fridays.
- A few things BoE can do to help Jen:
 - Discuss whether we need a “family pastor” staff who can help with YM and help integrate between different demographics.
 - Start the search process as soon as possible to find a replacement for Stan.
 - Discuss whether we should hire an intern in the absence of Stan.
 - Discuss whether we should restructure titles and responsibilities for pastors, e.g. maybe a girl’s pastor and boy’s pastor instead of Jr.High and Sr.High.

Senior Pastor Highlights

Pastor Caleb Chang

- Memorial Day weekend retreats had ~300 attendees, generally positive feedback from survey.
- YM retreat went well.
- Consider having a church-wide retreat CB/CM.
- CBCGL building project going well.

BoD Report

Jiyong Wang

- Stewardship
 - Renting a lift to install lights at top level parking lot and possibly some other uses
 - Repairing potholes
 - Paving the walkway at the end of the wooden bridge near playground
 - Paving the curb at the west side of sanctuary for ground water leakage
 - Basement and 1st floor cleaned - stripping and waxing
 - Elevator may need major parts repair
 - 151 kitchen is being left dirty. Need to encourage people to keep the kitchen clean.
- Finance
 - Changed insurance plan for property management, Church Mutual, for cost savings.
 - Completed 2018-2019 budget review on 6/7/2018.

COM Report

Elder Yuguang He on behalf of E.Chaw-Bing Chang

- COM Pastor search committee is being formed
- Coworkers retreat on 8/8/18, annual theme: "You Give Them Something to Eat"
- Fall retreat will be on 9/28 weekend.

Capital Expenditure Policy Amendment

Elder Yuguang He

- Proposal to change \$500K cap to \$1000K cap.
- Rest of policy remains the same. If Capital fund reaches \$1000K, then Church Council will decide on where to put the surplus from General Fund.
- Elder K.C. motioned to raise the Capital Fund limit from \$500K to \$1000K. Elder Yuguang seconded. Motion passed 5-0.

Benefit Policy Amendment

Elder Yuguang He

- BoE reviewed some improvements to the benefits and personnel policy. BoE will conditionally pass this policy under condition of two modifications suggested by BoE.
- A few typos:
 - Typo in 1.2.12c.
 - Renumber 1.2.13+ since there are now two 1.2.12.

- Revision to floating holiday benefit.
- Loren to make some typo corrections in <https://docs.google.com/document/d/1VcoTqQZvt2hASuGr6ZKC1xEGa6INHEn8EvZLpexQMvQ/edit?ts=5afa5964>

Sabbatical Policy and Proposal

Elder Yuguang He

- Proposal from Pastor Steven Bowman for early sabbatical, due to 15 years of service between CBCGB and sister church CBCGL.
 - Steven never took a sabbatical in his 13 years in CBCGL.
 - Because CBCGL is a sister church, BoE will honor Steven's sabbatical tenure from CBCGL.
 - BoE approved Steven's plan to take part of his sabbatical from Jan - March 2019.
- From a policy standpoint, BoE considered a policy change for pastors to be able to split their sabbatical, versus currently where they must take 6 months all at once.
 - BoE will make a recommendation to HR to make the policy more flexible -- "By default, sabbatical must be taken all at once, i.e. for 6 consecutive months. If a pastor would like an exception, this must be discussed with and approved by BoE."

12:00 Elder Loren closed in prayer