

Meeting Minutes
CBCGB Board of Elders (“BoE”)
April 13, 2019

Present: Elder Ke-Chieh Chu (BoE Chair), Elder Chaw-Bing Chang, Elder Chris Cheng (BoE Secretary), Elder Yuguang He, Elder Paul Huang, Deacon Jason Lee (BoD Chair), Pastor Juta Pan (Senior Pastor), Elder Timothy Lu, Elder Loren Shih

Absent: Elder Ji-yong Wang

(9:09am) Elder Ke-Chieh opened in prayer

Open Sharing (All)

Senior Pastor Sharing (Pastor Juta Pan)

- Church calendar
 - March 15-17: The Chinese Ministry Mandarin Gospel Meeting required special arrangements after the main speaker could not come last-minute. Around twenty people accepted Christ and others expressed interesting in learning more about the gospel.
 - Pastor Pan tangentially mentioned a need for Chinese ministry to review their outreach strategy.
 - April 13-22: Two short-term mission/social concern teams are going to the United Kingdom and Honduras.
 - April 19: Good Friday worship service at both Lexington and City Outreach Ministry
 - April 21
 - Joint and English Easter worship services in Lexington
 - Easter worship service, baptism, 10th anniversary celebration, and the possible installation of Minister Juan Chen at City Outreach Ministry
 - April 27: Cross Bridge is hosting a 3-on-3 basketball tournament. Youth and Chinese Ministry are invited to attend.
 - May 2: Cross Bridge is hosting a seminar on LBGTQ+ issues. Chinese ministry is also invited to attend.
 - May 12: Mother’s Day joint and English worship services
 - May 25-27: The annual Chinese Ministry summer revival conference will be held in-house this year with keynote speaker Rev. Jonathan Chiu. (An outside retreat site could not be secured). The theme will be “CBCGB, a Bible Church undertakes the mission”.
- Chinese Ministry
 - There are now 270 members registered to read through the Bible this year.
 - Thirteen baptismal candidates are in process of being interviewed.
- Cross Bridge is continuing an apologetic sermon series through Easter.

- City Outreach Ministry (COM)
 - Ministry leadership is distributed between Elder Chaw-bing Chang, Minister Duane Chang, and Minister Juan Chen
 - COM will celebrate their 10th anniversary celebration and hold a baptism on Easter.
 - Eleven baptismal candidates are in process of being interviewed.
 - COM is preparing for their annual fellowship leadership transition.
- Youth
 - Summer short term mission trip preparations are underway. The church will be sending a team to Lynn and two teams to New York.
 - There will be a youth outreach event on April 26.
- Children's Ministry
 - Pastor Steven Bowman has returned from sabbatical.
 - Xinyu Li has applied for a pastoral internship, which has been approved by pastoral staff.
- Pastoral Staff
 - Three pastoral searches (Cross Bridge, City Outreach Ministry, Youth) are ongoing.
 - Minister Juan Chen officially started her ministry at City Outreach Ministry on April 1.
 - The ordination committee approved Minister Yuegang for ordination on March 13. The actual ordination date is to be determined.
 - During their weekly staff meetings, the pastoral staff has been discussing how to outreach towards younger generations. They may present a paper during the June Church Council retreat.
- There has been the perception that CBCGB has been declining during the last few years. Upon review of attendance data:
 - Cross Bridge - Attendance has been stable during this period.
 - Chinese Ministry - There have been less attendees to fellowship groups this year.
 - Children's Ministry - There are around 25 fewer children attending.
 - Youth - Attendance this year has dropped.
 - City Outreach Ministry - Attendance has grown this year.
- The Church Building Expansion Advisory Team (CBEAT) will consider what changes need to be made both with the existing building and with new buildings based on the needs that are identified. Everything, including renovation of the existing building, is on the table.
- Pastoral staff continue to be invited to to the Board of Elders meetings this year.
- Church leadership may need to examine whether and how the structure of pastoral staff responsibilities needs to change as the church continues to search for new pastoral staff and ministries request more staff.

- There is reluctance to repave the driveway at this time because of the potential of heavy equipment using it in the near future. Boston Properties and the church continue to discuss joint usage of each other's parking lots, which may involve paving the upper parking lot and creating a walkway or connecting road between the Boston Properties parking lot and the upper parking lot. For now, the church may choose just to patch the potholes in the driveway.
- The board discussed how to maintain compliance to copyright law as the church considers streaming portions of the worship service over the Internet.
- The Board of Elders also discussed the need to create accountability structures to ensure that any work done on church property is compliant with town building codes.
- For more details, please consult the March 2019 Board of Deacons minutes.

Ministry Review - Chinese Ministry Fellowship (Reported by Minister Yuegang Zhang and Deacon Jianglin Liang, coordinated by Elder Paul Huang)

- Current status
 - There are nine on-campus fellowships which are stable and growing. There are ten fellowship groups off-campus. Fellowship groups work through Bible study and occasional special topics.
 - The most significant demographic that is growing is young parents.
 - Fellowships have hosted outreach gatherings during holidays such as Thanksgiving and Chinese New Year.
 - Fellowship members are actively serving throughout the church and are engaged in social concerns projects and missions.
- Training / Spiritual Formation
 - Mrs. Pan is training small group Bible study leaders.
 - Fellowship coordinators attend monthly discipleship training.
 - Other training materials include Bible study materials, pre-study training, and Evangelism Explosion
 - More than 270 people are registered to read through the Bible this year.
- Challenges
 - The average age of fellowship groups is increasing.
 - There is a shortage of classrooms for Friday night fellowship groups.
 - The Young Professional Fellowship is considering moving to Friday night instead of Saturday when they currently meet.
 - Short term, the sanctuary may be used. The church may also investigate rental space close to the church.
 - A venue could not be secured for the 2019 Memorial weekend retreat, so youth will not be joining this year.
- Goals
 - Short-term - Equip fellowship co-workers through training
 - Medium-term - Steady and healthy growth of the fellowships
 - Long-term - Implementing the church vision
- Special cases

- The status and future of the Andover outreach fellowship is uncertain and under discussion.
 - Elder Paul Huang clarified that at last month's board of elders meeting, CBCGB expressed willingness to continue supporting the ministry with the existing participating co-workers and financial support. If the ministry goals change from outreach to church planting, the Board of Elders will discuss and rethink CBCGB's role.
 - Pastor Juta emphasized the need to have strategy not just for outreach but also for follow-up to ensure that new Christians are able to grow in discipleship with Christ.
- The Quincy fellowship has transitioned and consists mostly of seniors with a few single mothers. The fellowship was initially established to support single mothers in the area, but many of them have found jobs and are unable to attend due to work schedule conflicts.

Cross Bridge Pastor Search Update (Elder Chris Cheng)

- The committee is planning interviews with four potential candidates.

Youth Minister Search Update (Elder Loren Shih)

- As the search continues, the church is also seeking a seminarian intern to help with youth ministry.

Deacon Nomination Updates (Reported by Elder Ke-Chieh Chu on behalf of Elder Ji-yong Wang)

- The committee consists of Ji-yong Wang (chair), Xinyu Li, Fang-Ying Yen, Tuanfeng Zhang, Chung-Pei Chang. It is still waiting for two Cross Bridge members to accept.
- One deacon will be stepping down from the deacon board at the end of the year due to term limits, while another deacon recently resigned. Three other deacons are able to renew their terms if they wish and are re-confirmed.

Cross Bridge Fellowship Review Follow-up (Elder Chris Cheng)

- The board reviewed specific requests made of the elders from Cross Bridge last month based on perceived needs. The Board will communicate over email to continue exploring, examining, and prioritizing these requests and needs.

City Outreach Ministry Candidate Meeting

- The board met with the City Outreach Ministry pastoral candidate recommended by the City Outreach Pastor search committee.

(1:20p) Elder Loren Shih closed in prayer

Addendum: Prior to this meeting, over email:

- Elder Chaw-bing Chang motioned to support "Future Chinese Faculty Dinner" organized by Veritas Forum (c/o Pastor Dan Cho). Elder Chris Cheng seconded. The motion passed unanimously.
- The Board of Elders approved support for a "Global 6K for Water" event conducted by World Vision on May 4 at the Minuteman Bike Trail.
- The Board of Elders unanimously agreed to give Pastor Pan two extra vacation days for his extraordinary effort in preparing four messages for the Spring Mandarin Gospel Meeting on 1 day notice after the original speaker was not able to attend.
- The Board of Elders also decided not to host a proposed one-night music gospel meeting in September because of a desire to have the church focus on the upcoming 50th anniversary celebration (Note that the fall Mandarin Gospel Meeting had also previously been cancelled for this same reason).