

Meeting Minutes
CBCGB Board of Elders (“BoE”)
June 13, 2020

Present: Chaw-Bing Chang, Ke-Chieh Chu (BoE Chair), Chris Cheng (BoE Secretary), Paul Huang, Juta Pan (Senior Pastor), Ji-yong Wang, Ruike Wang, Jian Zhang
Invitees: Jeffrey Hwang (Minister), Jason Lee (BoD Chair), Stan Wang (BoD Secretary)
Invitees for the Missions Committee Sharing: Eric Chiu, Bow-nan Cheng

(9:03am) Elder Ke-Chieh Chu opened in prayer

Open Sharing (All)

Updates on the State of the Church (Pastor Juta Pan)

- Church ministry continues during the pandemic period.
 - Massachusetts has moved to Phase 2 of its reopening. The church continues to work on its reopening plan.
 - The only two members of the church who tested positive for COVID-19 are much improved. One has recovered completely, while the other is about 80% recovered and needs more time for a full recovery.
 - Members feel physical, mental, and spiritual fatigue. Pastor Pan wonders whether the church should hold special workshops to help members.
 - The impact to international students and workers will be large during the next year (particularly those who require OPT or H1B visas).
 - The impact to the church for the summer:
 - Chinese Ministry Stephen Ministry retreat will likely be cancelled.
 - All short-term missions trips have been cancelled
 - Lexington and City Outreach Ministry baptisms in May have been cancelled; will we be able to hold a baptism in August and what steps can we take to mitigate transmission risk when baptizing?
 - Holy Communion has been cancelled while we are online.
 - Chinese Ministry Musical Gospel Meeting in September will probably need to be cancelled.
 - Our response and status
 - The church reopening task force has been formed
 - Sunday services remain stable with slightly lower attendance.
 - Chinese Ministry fellowships are eager to find opportunities to serve during this period. We have tried to connect them with social concerns ministry.
 - Pastoral staff and other co-workers are having discussions about what the “new normal” will look like.
 - Pastoral care has been done online and through socially-distanced visitations.

- Chinese Ministry Sunday School has had better attendance.
 - We need more creative ways to do evangelism during this time.
 - We need more A/V Co-workers.
- Pastoral Staff
 - Minister Duane's R1 visa is still pending.
 - Cross Bridge pastor search continues -- they are proposing a one year interim minister (to be updated later in the meeting)
 - Pastor Bowman is awaiting an official reply to his proposal to postpone his sabbatical to January-March, 2021.
 - Preparations for the ordination process for Minister Jeff after August are ongoing --- will the ordination need to be conducted online?
 - Annual review process will begin in July
- Other
 - Church leadership has created a response to racial injustice.
 - Pastor Pan has shared resources related to evangelical churches' response to social concerns and racial justice.
 - He noted that the younger generations have particular concern for social justice issues.
 - The goal is not to please man, but we have a pastoral responsibility to lead and shepherd biblically.
 - Newer pastors on staff have shown much energy and vitality to challenge our church in this area.
 - As our church discerns our prophetic role against sin, we also need to make sure that the church, church leaders, and church members are not advocating for particular candidates in church channels (both to preserve church unity and because of federal law). The congregation needs to be encouraged towards unity even as we may hold different political convictions. Church members can be encouraged to vote without supporting a particular candidate. We can also seek to teach about how Christians are called to care for our society and to pray for our political leaders.
 - Chinese Ministry will be teaching a Christian Ethics course during Summer Sunday School.

Board of Deacons Report (Deacon Jason Lee)

- Interior repainting and installation of signs is ongoing.
 - Those who have seen it have complimented how good it looks.
 - The welcome sign over the front desk has been installed.
 - Making changes to the sanctuary is much more complicated but needs to be thought through, especially as the church considers how to hold socially-distant in-person worship services in future months.
- A lot of cleanup has been done recently (particularly in the stairwells).

- The kitchen's food service permit expired on March 31, 2019. The church had applied for a new permit in March but the process was not yet fully completed.
- While the church property has been closed, many young people had been using the parking lot for drinking, vaping, and socializing. Some barriers were placed at the entrance to the upper hill along with a warning sign at the church entrance. We will also monitor via security cameras.
- Technology Update
 - A new video system is being installed to improve live-streaming capabilities when we start the re-opening process.
 - Work on the Realm church management software package continues.
 - The chat features in Realm could be a more secure option to WeChat for Chinese Ministry fellowship groups.
 - Realm may be a more secure platform for the Pulse magazine.
- For more information, please refer to the May Board of Deacon Meeting Minutes.

Cross Bridge Pastor Search Updates (Elder Chris Cheng)

- The committee continues to examine applicants.
- The committee is also considering exploring outside pastoral search consulting services.

Missions Committee Sharing (Elder Ji-yong Wang)

- The CBCGB vision statement is "To see every person become a disciple of Christ, across all cultures, from East to West, from Greater Boston to the world." The Cross Bridge website also states, "We are a church in Greater Boston that brings people across all culture together in Christ to inspire, disciple, and send them to be global disciple-makers"
 - If the Great Commission is core to our church's identity and a high priority for our church, then how can our church take an active role in missions? How do we strategically proceed?
- The missions committee is reviewing the church's missions programs. As part of this process, they have been engaging with OMF International's Link Asia church mobilization division. Link Asia has created an anonymous 10-15 minute survey given to church leadership to help churches assess themselves, move towards a more unified vision for missions, and create vision-minded action items. Survey results will not be shared with any other churches. The missions committee needs decisions whether to administer the survey and if so, who should take the survey?
 - The missions committee will send the Board of Elders the "Frequently Asked Questions" document about the survey before a decision is made.
- After reviewing survey results, the goal is to create a holistic church-wide missions framework. A potential missions framework would encompass education, engagement/mobilization, enlisting/equipping/sending mature Christians to fulfill the Great Commission, and encouragement to the church to pray/care/walk with missionaries.

June Church Council Meeting Agenda Review

- The proposed agenda is:
 - Opening prayer (Pastor Juta Pan)
 - Report from Pastoral Staff (Pastor Juta Pan)
 - Report from Board of Deacons (Deacon Jason Lee)
 - Report from Board of Elders (Elder Ke-chieh Chu)
 - Quarterly Financial Report and FY2021 budget approval (Deacon Joe Ma)
 - Church reopening Task Force Updates (Elder Ruike Wang)
 - Ending prayer (Elder Chaw-Bing Chang)
- Perhaps Elder Ruike could also include information about the current COVID-19 situation and the brainstorming process for what the new normal looks like.

Miscellaneous Staff Administration (Elder Ke-Chieh Chu)

- Pastor Jennifer and Minister Juan have agreed to contract renewals.
- After Ruth resigned, Weihsin has taken on the additional role of Property Manager. The church will open up a part-time property management assistant.

Church Reopening Task Force Updates (Elder Ruike Wang)

- The task force is still working closely with church leaders to create a detailed multi-phase reopening process.
- Phase 1 has been tentatively defined as live-streaming worship services from the church sanctuary.
- Conditions in Massachusetts appear to be improving with lower positive test rates with deaths occurring mostly among elderly in nursing homes. As compared with New York, Massachusetts has higher positive test rates, but this could be because Massachusetts is more restrictive with who gets tested.
- The reopening task force recommended this past week to remain online until July 31. We will aim to start Phase 1 on August 1, assuming conditions allow and co-workers are comfortable.
 - There are many logistical preparations that need to be carefully thought through before we start Phase 1 which will prevent us from starting it in July.
- **The Board of Elders unanimously agrees to remain in the status quo until July 31.**

Proposal to hire an interim CB Minister (Elder Chris Cheng)

- **Elder Chris motioned to offer a 1-year interim Cross Bridge Minister position to Kola Aina. Elder Paul seconded. The motion passed unanimously.**

(1:34p) Elder Chaw-Bing Chang closed in prayer

Addendum

- **Over email on May 30, Elder Ruike Wang motioned to approve Beata Shih to finish Charlene Tsang's deacon term. Elder Ke-chieh Chu seconded. The motion passed unanimously.**

- **Over email on June 15-16, Elder Ke-chieh Chu motioned to waive the vacation carryover limitation specified in the church Benefit & Personnel Policy for this year and allow church staff to carry over more than half their accrued vacation time into 2021. Elder Paul Huang seconded. The motion passed unanimously.**