

A. In Attendance:

- a. **Board of Elders (“BoE”)**: Ke-Chieh Chu (BoE Chairman), Paul Huang, Timothy Lu, Chaw-Bing Chang, Chris Cheng, Ji-yong Wang, Yuguang He, Loren Shih
- b. **Board of Deacons (“BoD”)**: Jason Lee (Head Deacon), Stan Wang (Secretary), Jianglin Jiang, Zongkui (Joe) Ma, Charlene Tsang, Dazhi Wang, Samuel Chang, Hongwei Huang, Tuanfeng Zhang
- c. **Pastoral Staff**: Senior Pastor Jutta Pan, Pastor Steven Bowman, Minister Yuegang Zhang, Pastor Steve Chang, Pastor David Eng, Pastor Jennifer Lin, Minister Juan Chen
- d. **Absentees:**
 - i. **Pastors**: Minister Duane Chang
 - ii. **Deacons**: Berhan Yeh, YanHua Yan

B. Location: 151 building main meeting room**C. Meeting Agenda & Minutes**

- a. Meeting started at 11:13 am and Pastor Jutta opened in prayer
- b. Reports from the pastoral staff (Pastoral staff)
 - i. Church-wide activities highlights
 - 1. Church events in Q2
 - a. Chinese Ministry (CM) spring Mandarin Gospel Meeting in March
 - i. Scheduled speaker had to cancel last minute
 - ii. Around 20 conversions
 - b. LGBTQ workshop on May 2 given by Dr. Hollinger of Gordon-Conwell Theological Seminary
 - c. Mother’s Day joint service
 - d. Spring Baptism
 - i. 13 from CM
 - ii. 11 from Youth Ministry (YM)
 - e. CM in house summer retreat 05/24-26
 - i. Averaged less than 200 attendees
 - f. Moving toward summer time
 - i. Special schedule
 - ii. special arrangement of ministries and coworkers in Lexington
 - iii. transition of school year and ministries at COM
 - g. Short term mission teams
 - i. New York (2)
 - ii. Hope House in Maine
 - iii. some individuals
 - h. “How to outreach the young generation”
 - i. presentation and discussion in the afternoon
 - i. August 10th will be Minister Yuegang’s ordination
 - ii. Pastoral Staff
 - 1. Continue in the stage of transition
 - 2. City Outreach Ministry (COM)
 - a. Minister Juan Chen officially started to be COM minister starting April 1st

- b. Minister Duane Chang accepted the offer of the to be COM minister
 - i. After the approval of R1 visa, he will play the lead role at COM
 - 3. Cross Bridge (CB)
 - a. Dr. Arthurs will reduce his work load as interim CB pastor after August
 - b. Pastor David will resign as CB pastor early-mid August
 - c. Two CB pastor searches are ongoing
 - 4. Youth
 - a. Youth Pastor search is in progress
- iii. Tasks to work on
 - 1. Response to 50th anniversary: Build-up of Mission and Ministry Goal in congregations
 - 2. Inter-congregational/ministries communication and cooperation
 - 3. Pastoral staff team build up--communication, working on presentation in CC, decision making
- iv. CM
 - 1. Stephen Ministries (SM)
 - a. The 2019 SM training program, started the first Thursday of April; over halfway completed. All 8 trainees are in high spirit of learning.
 - b. SM commissioning will be held on 08/25, followed by a music offering by all active Stephen Ministers.
 - 2. Marriage Enrichment Retreat (MER):
 - a. 2nd MER of 2019 in mid November.
 - b. Two lead couples, David /Kathy Ho , and CP/Joyce Cheng joined the National leaders Retreat in Texas last weekend (06/07-09)
 - 3. Funeral Ministries:
 - a. 6 ceremonies were held:
 - i. 03/20 Mr Liu
 - ii. 03/30 Tracy Cui (Lei Zuo's mom)
 - iii. 05/04 Mr Lu
 - iv. 06/04 Mr Chen
 - v. 06/07 Mrs Shih
 - vi. 06/15 Ms Shen Cai
 - 4. CM Fellowships
 - a. CM fellowships helped with the in-house retreat, speaker is Jonathan Chiu
 - b. Mrs Pan continued to give inductive bible study training in CM Fellowships
 - c. Pastor Juta Pan, Mrs Pan, Minister Yuegang will provide pre-studies for 3 books for CM fellowship during summer
 - d. CM fellowships will present musical offertory in CM worships during summer
 - e. Fellowships are helping with Cai vigil, wake and memorial service
 - f. 3 co-workers attended Evangelism Explosion leadership clinic in Houston
 - g. One-on-one discipleship training on some fellowship coordinators is still going on
 - 5. BOE need to build a team for CORI checking
- v. Children's Ministry
 - 1. Thank you for ½ Sabbatical January - March 2019
 - 2. Summer session (June to Aug.) has started with full staff.
 - 3. Current CBCGB CORI situation. Weihsin & Miranda are not yet official users, and Edwin Tam is official representative, we need a backup representative.
 - 4. By God's Grace all Children's Ministry Core Leader positions are filled.
 - 5. VBS - 6/16 Training, 6/23 Kick-off, 6/24-26. Also working on Friday Summer Program.
 - 6. Xinyu Li has been an excellent intern, pray for his future.
 - 7. Have submitted request for second half of sabbatical.
- vi. COM

1. Good Friday Service on Apr. 19
 2. COM 10th anniversary thanksgiving service and Spring Baptism on Easter Sunday, Apr. 21
 - a. 240 people attended and 8 new believers were baptized
 3. Young professionals retreat on May. 31-Jun. 2
 - a. 28 people attended.
 4. Hope house STM on Jul. 2-7
 - a. 30 people will join
 5. Co-workers retreat on Aug. 3
 6. Current sermon series is on 1&2 Kings
 7. 37 students graduated school
 8. 19 students left because of school visa
- vii. Youth
1. Ongoing pastor search, only two applicants since January
 2. 11 youth baptisms in May
 3. Continued servant team training and equipping
 4. NYC: Chinatown (July 20-28) and NYC: Brooklyn (Aug 17-25) teams training and preparing all summer, helped with children's ministry for May Retreat and in June for VBS
 5. Good Friday service: many students helped to prepare and joined to lead worship
 6. Youth Bubble Tea Par(Tea) Outreach event (4/26) - over 200 students attended
 7. Counselor Appreciation (6/7) and Senior Banquet (6/14) were last two events for the school year
 8. Break all summer on Friday nights until September kickoff
 9. Other action items this summer: new Welcome Center redesign, entrance sign redesign, children's hallway painting and updating, worship training with BMWBC, updating parent wall
 10. Upcoming events for next quarter: Summer Sunday School with CB adults with Public Square Forum materials, mission trips, fall kickoff
 11. Prayer: Youth Pastor Search, more counselors/teachers for next year, vision planning, rest and spiritual refreshment for the counselors/teachers during the summer
- viii. Cross Bridge
1. Currently going through a series on the gospel of Mark in CB worship
 2. Miranda Huang is our new CB/Youth/Children's part-time admin asst
 3. CB Pastor Search committee has been meeting regularly to review applicants. Will continue to post and collect resumes
 4. Another group is going through the interview process with a strong candidate for P. David's position
 5. CBL core continuing to meet to plan for the future of CB and discuss areas of focus and goals
 6. 6 people currently going through the transfer membership process
 7. Our seminarian intern, Joseph Wu graduated in May and moved back to NYC
 8. ICF had its Sr. Roast in May
 - a. Honored 11 graduates
 9. Charis/ICF will combine over the summer. Had their summer kickoff 2 Fridays ago
 - a. 50 people attended
- c. Report from the Board of Deacons (Deacon Jason)
- i. Stewardship Updates
 1. Email all property issues to property@cbcg.org
 2. Property projects
 - a. Projects in the pipeline:
 - i. Parking lot/Driveway repair

- ii. Replace hallway carpet
 - iii. Water drainage behind church office
 - iv. Other Renovation/Maintenance items from Pastoral Staffs
 - v. Upper parking lot with Boston Properties
- 3. Property Maintenance
 - a. What has been done:
 - i. Repaired potholes in driveway
 - ii. Secured baptism tub heater working properly
 - iii. Disposed old metal cabinets and installed new vinyl cabinets on 1st FL (children ministry)
 - iv. Furniture repairs in Sanctuary and plumbing repairs in bathroom
 - v. Continued fixing water leak issue near the main entrance
 - vi. Repaired and repainted the wall of R123 in main building
 - vii. Reinstalled a new suggestion box in welcome center
 - viii. Fixed heating system and leak in church office
 - ix. Repaired the backdoor handrail at church office
 - x. Replaced fluorescent light ballasts in basement
 - b. Ongoing or to be done:
 - i. Driveway Ramp Repair
 - ii. Playground Repair
 - iii. Wall repaint
 - iv. Building directory replacement
 - v. Basement wall repair
 - vi. Children drop-off driveway repair
- 4. Property Management
 - a. Disposed unwanted stuffs (Jianglin coordinated for fellowships)
 - b. Contacted contractors for driveway repair/repave, carpet replacement, etc
 - c. Pest control for all church buildings
 - d. Acquired liability insurance for COM retreat
 - e. Accommodated Sharon church for our past three years water bills, church maps, etc, in order for them to apply their building permit
 - f. Managed room reservations, facility usage (eg wedding event) and credit card bill payment
 - g. Managed repair & maintenance requests, stewardship payments and contract hiring process.
 - h. Spring cleaning landscaping was put on hold
 - i. We will need to install signs for welcome center, floors and doors
 - j. Purchased supplies for fellowship spring cleaning
 - k. Installed buckets for umbrellas at all entries to the church building
 - l. Applied for church kitchen certificate
 - m. Installed indoor gas line switches in kitchen
- 5. Managing Requests and Payment via Google Drive
- 6. Capital Fund Requests
 - a. Children's Area Cabinet Replacement
 - i. Requested by Pastor Jen and Pastor Bowman
 - b. Chapel Projector Replacement
 - i. Requested by Jason Lee
- 7. Prayer Item
 - a. Please continue to pray for church kitchen ministry, and we are looking for a replacement of Bro. Xinwen

- ii. Technology Updates
 - 1. Church wide management software package (Planning Center and Realm top contenders)
 - 2. Church copier 5 year contract ending in June
 - 3. Chapel projector
 - a. New laser projector at 5000 lumens
 - b. Still considering lift but need a place to store it
 - 4. Working with CM Sunday School on projectors
 - 5. Video switcher installed with work continuing
 - a. Video conference with 3stone church (nycac) sharing about our setup
 - 6. Main A/V system
 - a. Meetings with two AV System Integrators
 - b. CM trying out in ear monitors that CB has sometimes been using
 - 7. Ongoing network improvements
 - a. Replacing older access points with 5Ghz capable ones
 - b. Adding managed switches
 - c. Network configuration improvements including VLANs
 - 8. Security Cameras
 - 9. Reminder that all technology/AV purchase requests need to go to itdeacon@cbcgb.org before purchase (not just at reimbursement request) even if the money is coming from your own budget
- iii. Other BOD discussions
 - 1. BoD changes
 - 2. Looking into Health Insurance Options
 - a. If health insurance change, need to consider pastoral staff changes to primary care physicians being in network
 - 3. Ongoing discussions about overall church issues
- d. Report from the Board of Elders (Elder KC)
 - i. New Staff Searches Status
 - 1. COM Minister search is completed
 - a. R1 Visa application for COM Minister started
 - 2. New Part-time CB/Children/Youth Office Administration Staff on board in May
 - 3. CB Pastors searches in progress
 - 4. Youth Pastor/Minister search in progress
 - ii. Major Ministries reviewed or to be reviewed in 2019
 - 1. CB Fellowship (March, done)
 - a. Elder Paul Huang coordinated
 - 2. CM Fellowship (April, done)
 - a. Elder Paul Huang coordinated
 - 3. Mission Committee (May, done)
 - a. Elder Timothy Lu coordinated
 - 4. Church Building Expansion (July)
 - a. Elder Chris Cheng will coordinate
 - 5. Human Resource Committee (August)
 - a. Elder Ji-yong Wang will coordinate
 - iii. Elders and Deacons Nomination process in progress
 - 1. Need to finalize Elder candidate list by August
 - 2. Need to finalize Deacon candidate by beginning of September

- iv. Seminarian Scholarship Policy Review in progress
 - v. Preparation for the 50th Anniversary Celebration in Progress
 - 1. Major celebration activities will be from October 4 to 6
 - 2. If you have not registered for the banquet (October 6), please do so
 - a. Members registration ends in June
 - i. Members only need to pay 50% of cost
 - b. Afterwards, open to non-members
- e. Quarterly Financial Report (Deacon Joe Ma)
 - i. May 2019 financials:

	Offering	Expense	Balance	Cumulative Balance
General Fund	125,841	119,665	6,176	111,373
Mission Fund	24,458	29,805	(5,347)	89,437
Capital Fund	5,471	3,686	1,784	554,962
Benevolence Fund	450	-	450	9,900
CBE Fund	1,200	-	1,200	344,450
SCM	8,590	9,160	(570)	65,769
MS Building Fund	1,000	-	1,000	12,150

- ii. **General Fund Budget Usage Summary** (up to May 31):
 - 1. Total offering \$1,474,053 (81.2% of budget)
 - 2. Total expense \$1,362,680 (75.1% of budget)
 - 3. Cumulative balance \$111,373
 - 4. Targeted percentage 91.7% (11 months of the year)
- iii. Deadlines for current fiscal year
 - 1. Expenses need to occur before June 30th to count for current fiscal year
 - 2. Forms need to be turned in two weeks after June 30th to be counted against current fiscal year
 - a. Sunday July 14th, 2019 at 10am EST
- iv. A few line items need to be moved to appropriate funds
 - 1. Will increase the General Fund surplus number
- v. A few line items have exceeded their budget for this fiscal year
 - 1. Deacon Joe Ma motioned, Elder Chaw-Bing seconded
 - a. Motion to increase budget unanimously passed
- vi. Reviewed Budget proposal for next fiscal year (FY2020)
 - 1. Budget increased 2.25% over current year
 - 2. Deacon Joe Ma motioned, Deacon Jason Lee seconded
 - a. Motion to increase FY2020 budget unanimously passed
- f. Strategy to Approach/Attract Younger Generation (Pastoral Staff)
 - i. Trends of churches all around the world is that members are getting older
 - ii. Contemporary Culture and Christian Faith (Pastor Juta Pan)
 - 1. Current culture has moved from Modernism to Postmodernism
 - 2. Postmodernism elements:
 - a. Reject Absolute Truth
 - b. Reject Absolute Morals
 - c. Reject Meta-History (Narrative)
 - 3. Due to postmodernism, our generation:
 - a. Loses sense of meaning of life (Faith)

- b. Loses Moral Conscience (Love)
 - c. Live only for the Here and Now (Hope)
 - 4. We live in an age rejecting Faith, Hope, Love
 - 5. Crisis and Opportunity
 - a. Faith, Hope, Love
 - i. The thirsts within the human heart
 - b. How can we respond?
 - 6. Secularism
 - a. Reject or Ignore the sense of supremacy and eternity
 - b. Focus mainly on current and realistic living
 - 7. Christian Faith should become a secular religion (Bonhoffer)
 - a. Two approaches
 - i. A faith only meets secular or material needs (Theology of Prosperity)
 - ii. Live out Christian faith in this world with the conviction of eternity
 - 8. Pluralistic World
 - a. Religious Pluralism
 - i. A recognition about other faiths and about religions diversities
 - ii. Roughly parity about the truth and soteriology among major religions
 - iii. (John Hick, School of Divinity at Harvard, School of Theology at BU)
 - b. Impact to Christianity
 - i. Uniqueness of Christ in his person and work was challenged
 - ii. Is Evangelism offensive?
 - iii. What is a good evangelistic approach?
- iii. The Young People (23-28 years old) (Pastor Juta Pan as a substitute for Minister Duane Chang)
 - 1. What is the major difference between young people?
 - a. Shift from tradition to innovation
 - i. Tell them: why tradition?
 - ii. Ask ourselves: why not innovation?
 - b. Shift from Authority to Equality
 - i. Talk less and listen more
 - ii. Respond to social and ethical issues
 - c. Information Explosion
 - i. Keep it short and simple
 - ii. Finish it in time
 - d. Social Alienation
 - i. They belong before believe
 - ii. We listen before lead
- iv. Ministry to Emerging Generations (Pastor Jennifer Lin)
 - 1. Generation Z (ages 7-22)
 - a. Already the most diverse generation in the US
 - b. 48% of Gen Z in the US are racial or ethnic minorities (Pew Research Center, November 2018)
 - c. Smartphone is most used device in Gen Z
 - i. Compared to Millennials, where desktop is most used device
 - d. Gen Z spend 70% of their time online
 - e. They spend an average of 3 hours and 38 minutes online daily on smartphones ALONE – almost 50 minutes longer than the average internet user (April 2017)
 - f. Millennials and Gen Z have an intricate and intimate understanding of user

- experience, and bring expertise and ease (22% of Gen Z make money online)
 - g. They expect technology that isn't clunky or outdated
 - h. More than 60% of Millennials and Gen Z will opt out of an app or website that is too slow to load or hard to navigate
 - i. 73% of Gen Z would not trust a brand with no social media presence
 - j. Anxiety has overtaken Depression as most frequent reason for mental health issues
 - 2. Gen Z at church
 - a. Every kid needs 5 adults to make an investment in them to make them feel important
 - b. Need to teach church how to care for the youth
 - c. Hard to impact young people without impacting families
 - d. Need to treat young people as a mission focus as well
 - i. Pastor Jeff commented that we put more resources in overseas missions but need to think about our own facilities
- v. Reach Younger Generation (Pastor Steven Bowman)
 - 1. Parent's/Families Hungry for Help with Life Necessities
 - 2. Need to keep it simple
 - 3. Need for good Children's & Youth Ministries
 - 4. Focus on the Faithful
 - 5. Deuteronomy 6
 - a. God's command for Parents to:
 - i. Impress God's Law on their Children (v. 6)
 - ii. Talk to their children at Home about God's Law (v. 7)
 - 6. Are Our Children/Youth Growing in the Lord?
 - a. For the most part the kids aren't
 - b. Kid's Saturday Schedules
 - 7. Church Discipleship in Light of 1/168
 - a. Average student is being discipled 1 hour out of 168 hours each week
 - b. We are too busy
 - c. Priorities are out of whack
 - 8. We need to encourage parents
 - a. Recommend *Visionary Parenting* by Rob and Amy Rienow
 - b. Need to encourage Faith at Home
 - 9. It Takes a Village to Raise a Child
 - 10. Think 2050
 - a. How well are we raising up the future Church Leaders?
- vi. Growth in CM Young Parent Fellowships (Minister Yuegang Zhang)
 - 1. They need children and youth ministry
 - 2. Having stable jobs and have settled down
 - 3. Source of Young Parents
 - a. YPF people got married and have babies
 - b. Seekers of young parents came to church
 - c. COM people got married, had babies, and moved to the suburbs
 - 4. What do they want to learn from church?
 - a. Guidance on career development
 - b. Guidance on marriage
 - c. Guidance on parenting

- d. Guidance in life
 - i. Visa application
 - ii. Buying a house
 - e. Have passion for social concerns and missions
 - 5. Strategies - Bridging the Gap
 - a. Building bridges between YPF to CM, encourage people to join Grace Fellowship or set up new fellowships
 - b. Encourage your parents to join adult fellowships, getting the experience shared by the mature Christians
 - c. Building bridges between COM to CM, encourage people to join Grace Fellowship or set up new fellowships
 - d. Encourage to go to marriage enrichment retreat
 - e. Dedicated Fellowship mentors to provide discipleship trainings
 - f. Encourage people to establish men's group and women's group within fellowships
 - g. Mentoring on marriage, kids education, career development
 - h. Encourage to participate in social concerns service projects/ short term missions
 - i. 1 on 1 discipleship training on future leaders
- vii. Response Discussion
 - 1. Possible Investment in new technologies
 - 2. Need for authenticity
 - 3. How to convey important traditional values to Gen Z culture
 - 4. We all need to start with our own families
- g. Pastoral Staff Structure Review/Possible Re-arrangement (Pastor Juta Pan)
 - i. Background
 - 1. A lot of requests for paid staff
 - 2. Different context, different ministry focus, different structure of pastoral staff?
 - 3. Assignment of BOE to pastoral staff
 - 4. A preliminary stage for open discussion
 - ii. Church Governance
 - 1. Church Council consists of three groups
 - a. Pastoral staff
 - b. Board of Elders
 - c. Board of Deacons
 - 2. Pastors Structure
 - a. Senior Pastor
 - b. Pastors for each ministry
 - iii. Fundamental Issue
 - 1. Clergy vs lay people
 - 2. Paid Job vs volunteer
 - 3. Professional vs non-professional
 - 4. Need to find a balance
 - 5. Need to factor in financial aspect
 - iv. Practical Issues for discussion
 - 1. Needs for family ministry
 - a. Human resources and coordination
 - b. Proposal 1: Set up a family pastor to coordinate different ministries
 - c. Proposal 2: Regular task force: separate CM and CB family pastor, a coordinator,

frequent communication, ministry coordination

2. Do we need one more position for children ministry?
3. Would we be willing to consider a Youth/Children's director if we are not able to find another children/youth pastor?
 - a. Under the lead and advice of Children and Youth Pastor
 - b. Full or part time
 - c. Doesn't need to have formal theological training
- h. Streamline Church Activities (Elder Paul Huang)
 - i. There are a lot of church activities scheduled throughout the year
 - ii. Needs more coordination among different ministries
 - iii. Too many unexpected meetings
 1. Should have approval of pastoral staff
 2. Should consider affected ministries
 3. Make sure it doesn't interfere with scheduled events
 - iv. Ministry events should take care of their own resources
 - v. Reducing calendar events will be reviewed by pastoral staff
 - vi. Approved scheduled events are properly promoted
 - vii. For 2020, try to keep the number of scheduled events similar to 2019
- i. Elder Loren closed in prayer and Elder KC adjourned the meeting at 6:00pm