

Phase 2 Report

Transition/Assessment Team

August 2017

Introduction

Summary

Core Tenets

Survey

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Survey

**This is the skeleton,
not the full body.**

**This is to serve the future,
not dishonor the past.**

**This is a guardrail,
not a guarantee.**

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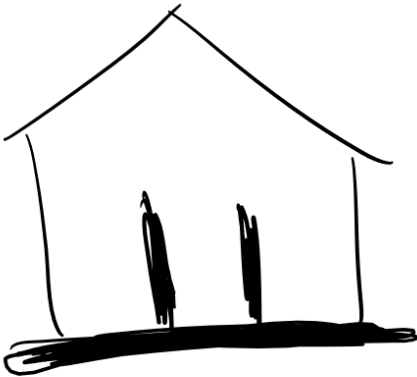
Phase 1

[REDACTED]

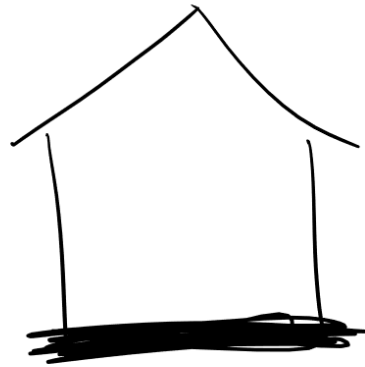
vs.

[REDACTED]

Phase 2



vs.



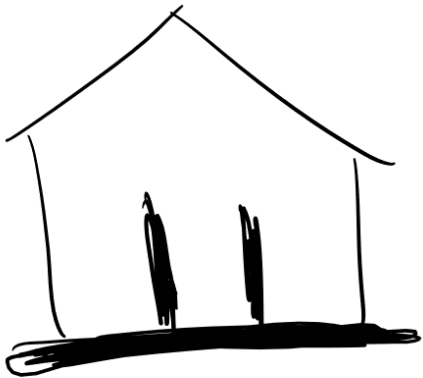
vs.

?

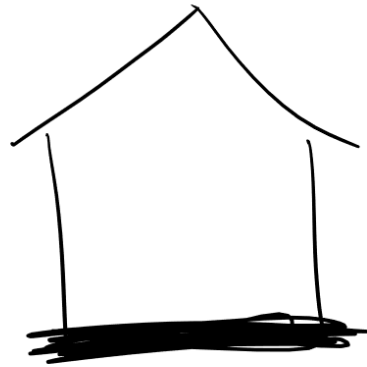
Phase 3



We are here (Phase 2).



vs.



vs.

?

**This is the skeleton,
not the full body.**

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CHINESE GRACE BIBLE CHURCH
DEDICATED TO THE GLORY OF GOD

JULY 7, 1974

"SET FOR THE DEFENSE OF THE GOSPEL"

(PHIL. 1:17)

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Summary

Core Tenets

Survey

KEY



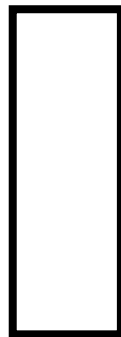
Language elder (pastor)



Elders from 1 congregation



Elders from 3 congregations

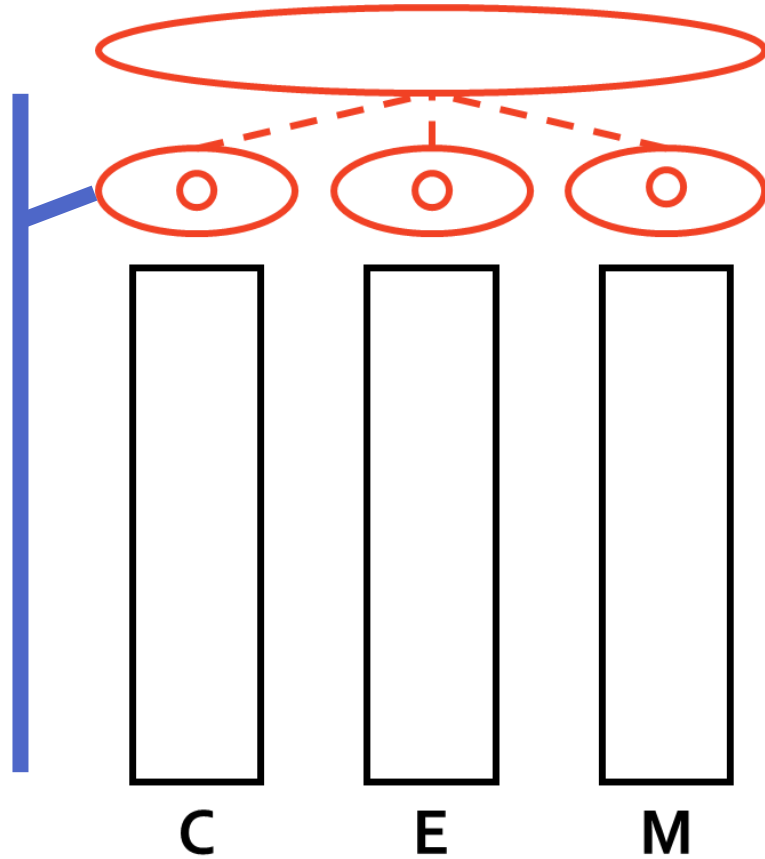


Congregation

Each congregation is led and shepherded by its own elders (including a language pastor).

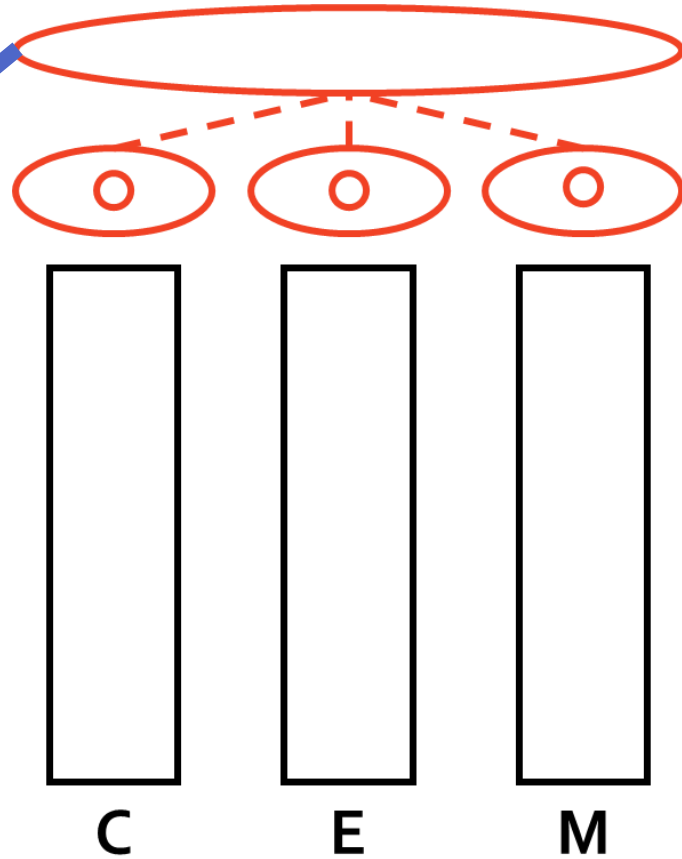
Language-based shepherding helps to serve the Bible to people.

Having multiple elders helps reflect biblical patterns.



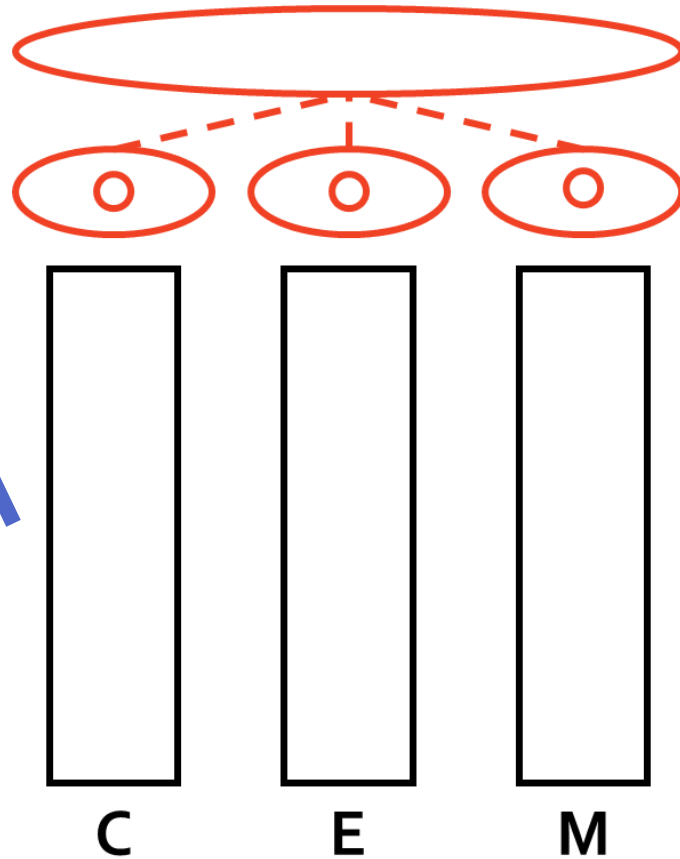
The elders from each congregation meet together regularly.

This helps the congregations help each other to make disciples.

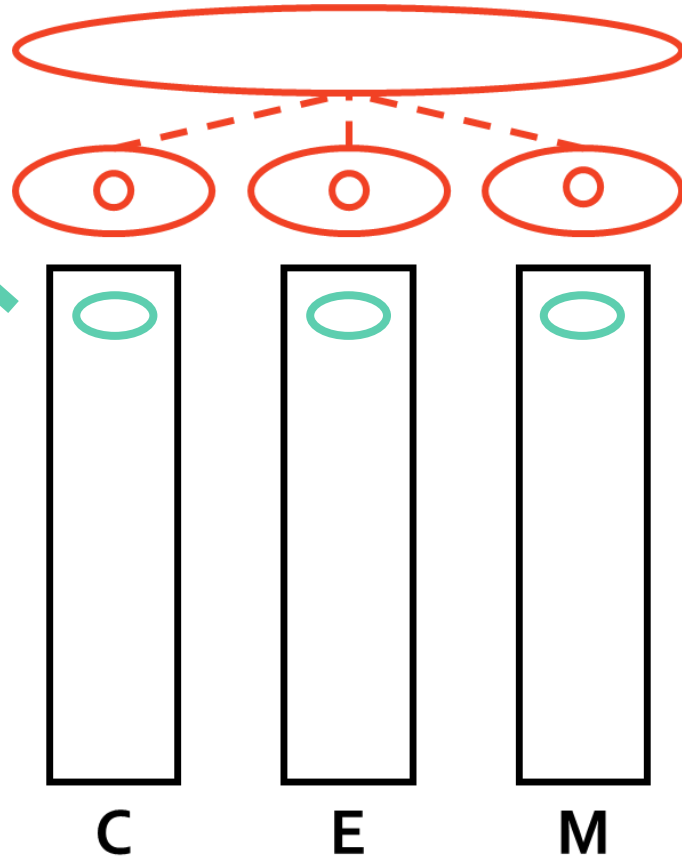


**The congregations can have
“unity without uniformity.”**

They can be united in their core beliefs and their vision, without being uniform in practice.



(Deacons serve practical needs,
but they don't govern.)



Comparison with Past Models*

*For clarity, some elements have been simplified.

Question	Pre-2011 Model	Post-2011 Model	TAT Model
Who teaches a congregation?	Language pastors	Functional pastors	Language pastors

*For clarity, some elements have been simplified.

Question	Pre-2011 Model	Post-2011 Model	TAT Model
Who leads a congregation?	A pastor + multiple deacons	A pastor + multiple deacons	Multiple elders

*For clarity, some elements have been simplified.

Question	Pre-2011 Model	Post-2011 Model	TAT Model
How much uniformity is required between congregations?	Some uniformity	More uniformity	Less uniformity

*For clarity, some elements have been simplified.

Question	Pre-2011 Model	Post-2011 Model	TAT Model
Do the three congregations partner together?	Yes	Yes	Yes

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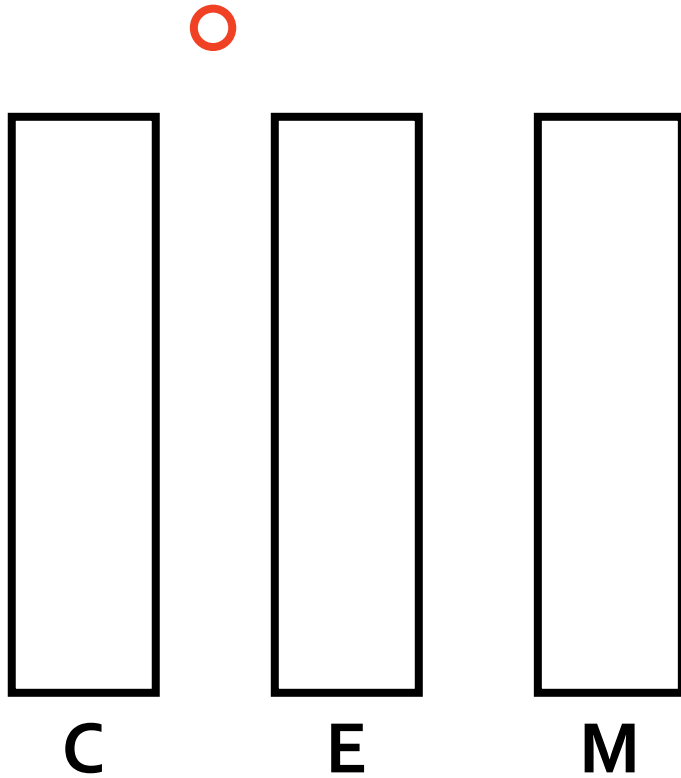
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Core Tenets

Survey

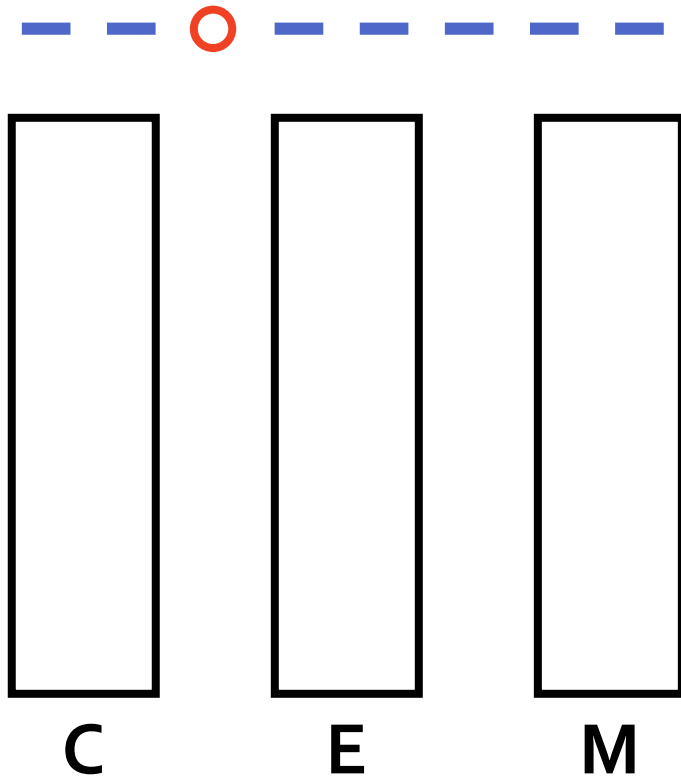
#1: Language

You can't effectively shepherd
across languages.



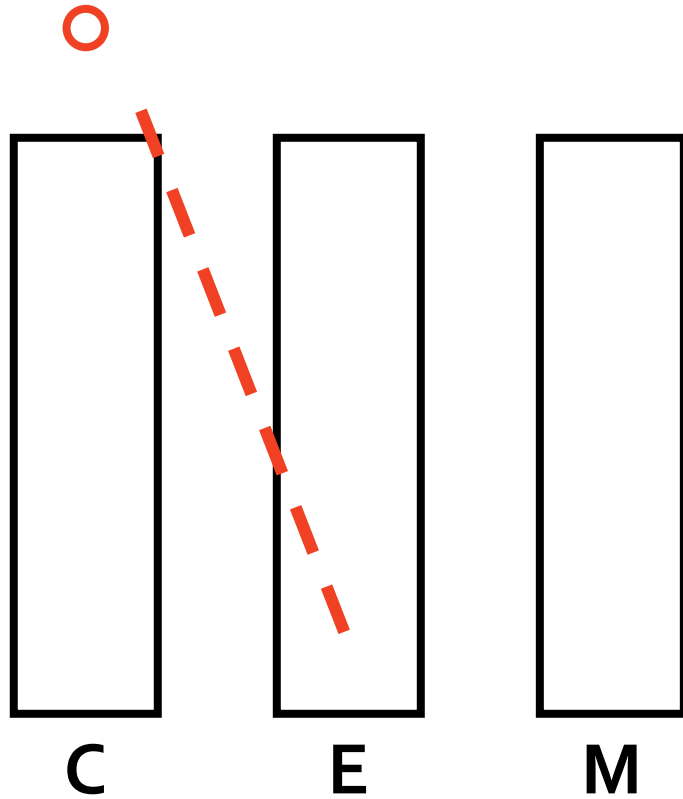
Problem #1:

The church has to
rely on “unicorns.”

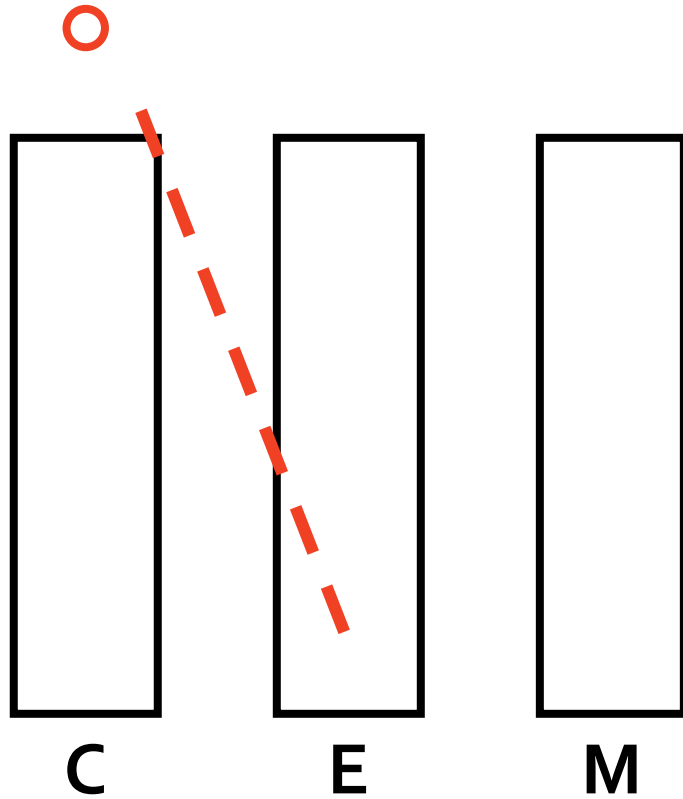


Problem #2:

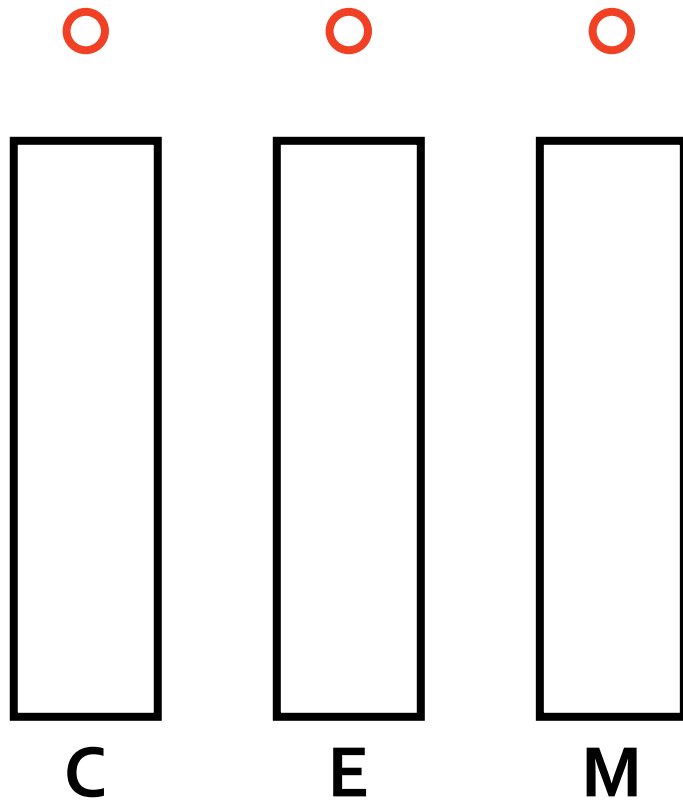
The pastor has an unfair ratio (1:600).



Problem #3:
A congregation
can't trust lay
leaders they
don't see.



Problem #4:
Lay leaders can't
care for people
they don't see.



Conclusion:

Each congregation should have its own shepherds.

#2: Elders

Churches should be led by
multiple elders.

Elders teach the Bible

- **1 Timothy 3:2:** An overseer, then, must be above reproach, the husband of one wife, temperate, prudent, respectable, hospitable, **able to teach...**

Elders teach the Bible

- **Titus 1:7-9:** For the overseer must be above reproach... holding fast the faithful word which is in accordance with the teaching, **so that he will be able both to exhort in sound doctrine and to refute those who contradict.**

Elders shepherd and exercise oversight

- **1 Peter 5:1-2:** Therefore, I exhort the **elders** among you, as *your* fellow elder and witness of the sufferings of Christ, and a partaker also of the glory that is to be revealed, **shepherd [pastor]** the flock of God among you, exercising **oversight [oversee]**

Elders provide examples to the flock

- **1 Peter 5:2b-3**: not under compulsion, but voluntarily, according to *the will of God*; and not for sordid gain, but with eagerness; nor yet as lording it over those allotted to your charge, but **proving to be examples to the flock**.

There should be multiple elders

- **Acts 14:23**: Paul and Barnabas appointed **elders** for them in each church and, with prayer and fasting, committed them to the Lord, in whom they had put their trust.

There should be multiple elders

- **Titus 1:5:** The reason I left you in Crete was that you might put in order what was left unfinished and appoint **elders** in every town, as I directed you.

Elders are godly men

- **Titus 1:6-9:** An elder must be blameless, faithful to his wife, a man whose children believe and are not open to the charge of being wild and disobedient. Since an overseer manages God's household, he must be blameless—not overbearing, not quick-tempered, not given to drunkenness, not violent, not pursuing dishonest gain. Rather, he must be hospitable, one who loves what is good, who is self-controlled, upright, holy and disciplined. He must hold firmly to the trustworthy message as it has been taught, so that he can encourage others by sound doctrine and refute those who oppose it.

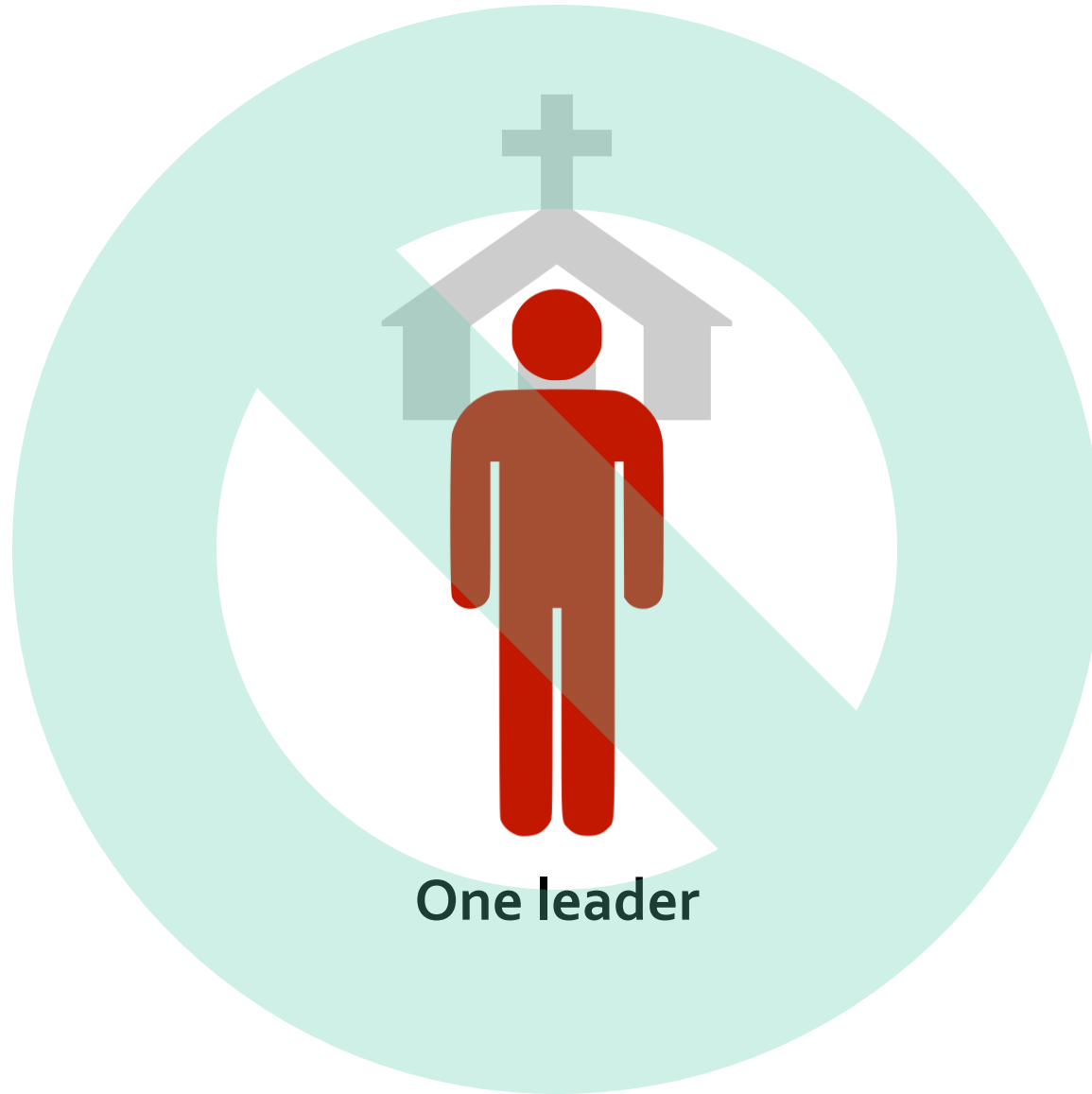
The congregation honors, trusts, and imitates the elders

- **1 Timothy 5:17:** The elders who direct the affairs of the church well are worthy of double honor, especially those whose work is preaching and teaching.

The congregation honors, trusts, and imitates the elders

- **Hebrews 13:7:** Remember your leaders, who spoke the word of God to you. Consider the outcome of their way of life and imitate their faith.

Implication #1

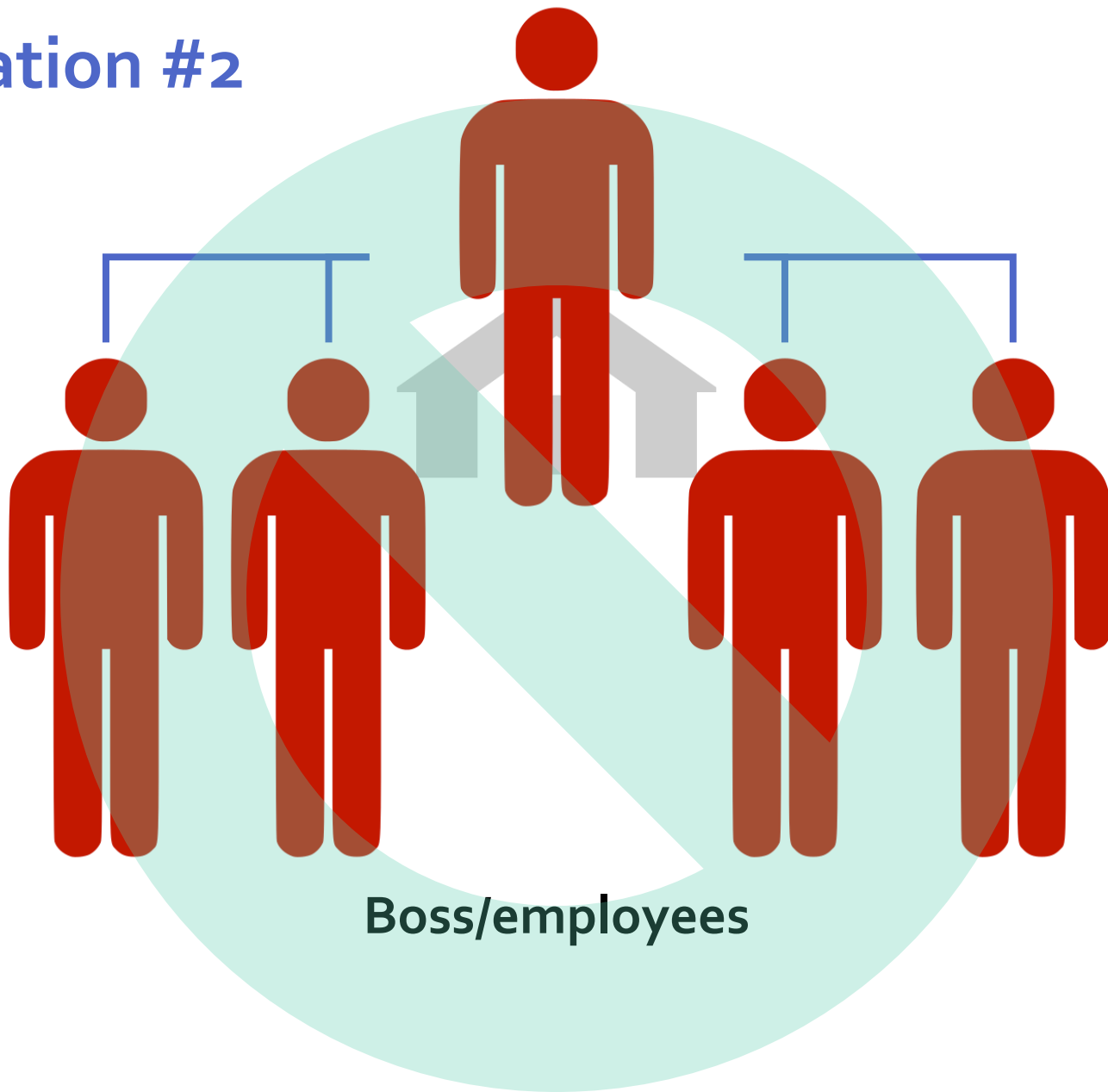


Implication #1



Multiple leaders

Implication #2



Boss/employees

Implication #2



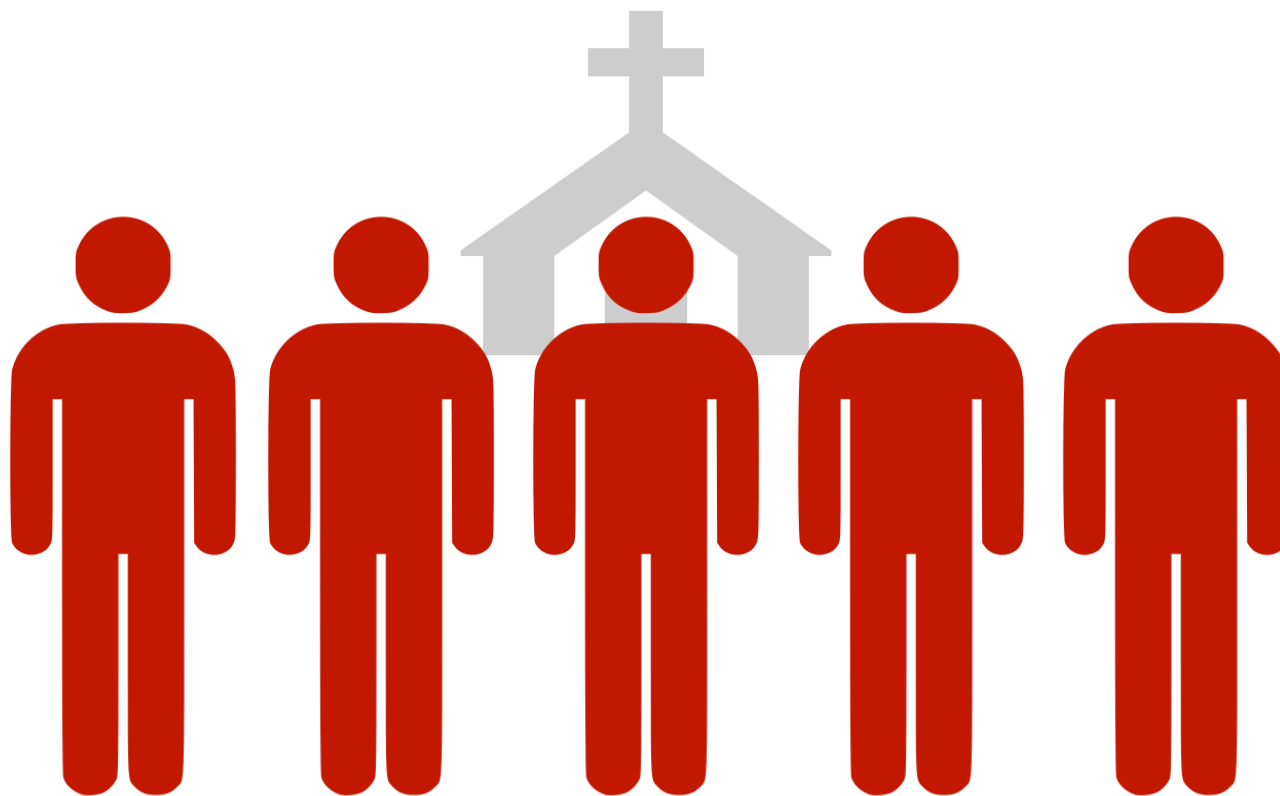
First among equals

Implication #3



Deacons + (Paid) Elder

Implication #3



Elders (Unpaid + Paid)

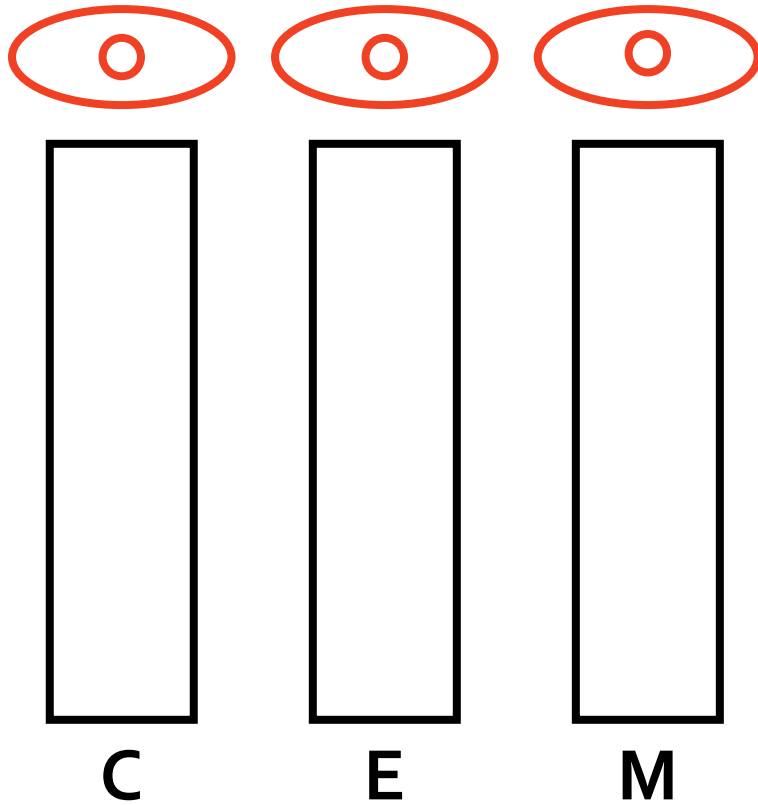
	Deacons as Elders (Now)	Elders as Elders (Proposed)
Multiple leaders	Men Women	Men
Requirements	Character	Character Ability to teach the Bible
Stated role vs. actual role	Different	Same

What would change?

- Closer to the Bible
- Clearer for congregations and leaders
- Less dependent on paid pastors
- More shepherding support for pastors
- Leaders not as stretched
- Enforce elder (vs. deacon) qualifications
- Stronger accountability for pastors
- Potentially more trust in elders

What wouldn't change?

- Having multiple leaders
 - Some current leaders could be elders
- Requiring Christlike character for leaders



Conclusion:

Each congregation should be led by multiple elders.

#3: Unity without uniformity

We can have meaningful unity without having uniform practice.





Unity

1. Unity in Belief
2. Unity in Vision

Unity

1. Unity in Belief
2. Unity in Vision

Examples:

Die For

Trinity, gospel

**Divide
Over**

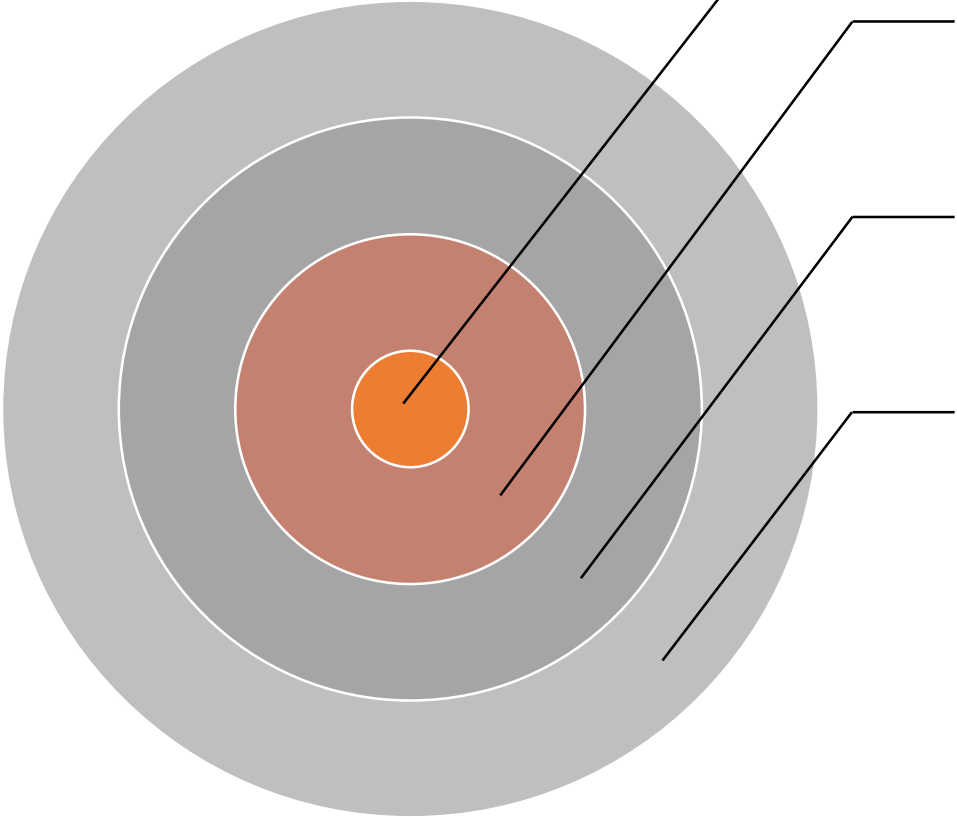
Baptism

Debate

Music style

**Don't
Care**

How to
pronounce
"Maher-shalal-
hash-baz"
(Isaiah 8:1)



Unity in Belief

Category	Examples	
Die for	Trinity, gospel	Unity
Divide over	Baptism	
Debate	Music style	Freedom
Don't care	How to pronounce "Maher-shalal-hash-baz"	

Unity in Belief

Doctrinal Statement

- Die for
- Divide over
- ~~Debate~~
- ~~Don't care~~

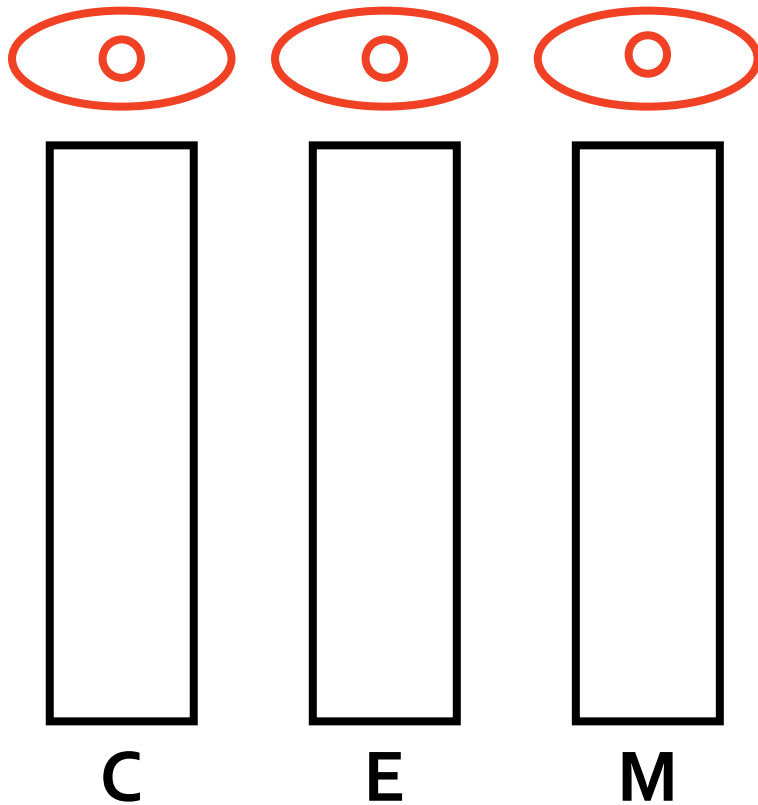
Unity

1. Unity in Belief
2. Unity in Vision

Unity in Vision

- **Vision: Making disciples in the Sacramento area and beyond**
- Each congregation plays a part in this.



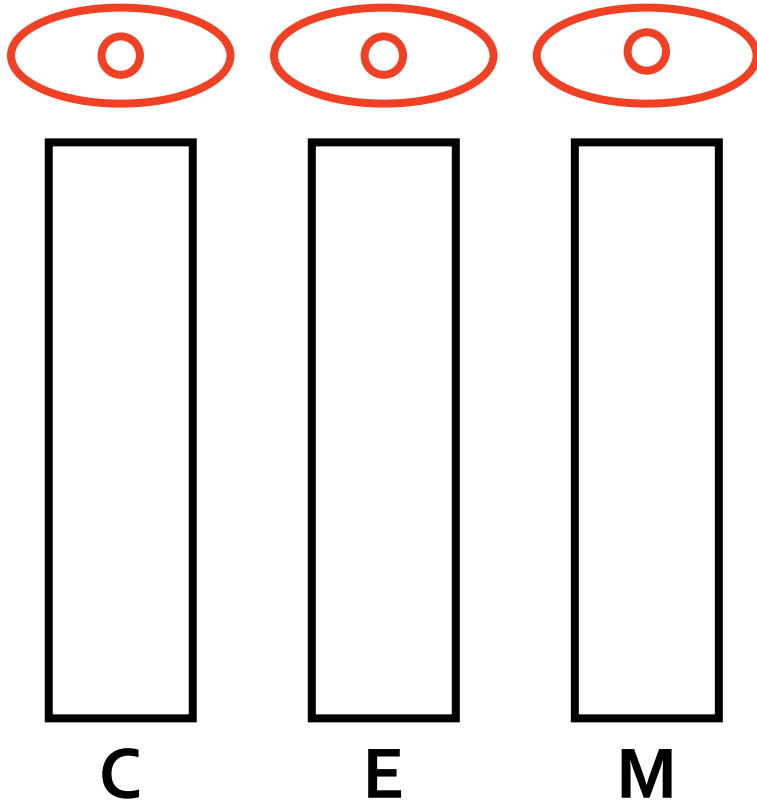


Conclusion:

The congregations can have meaningful **unity in belief** and **unity in vision**, without requiring uniform practice.

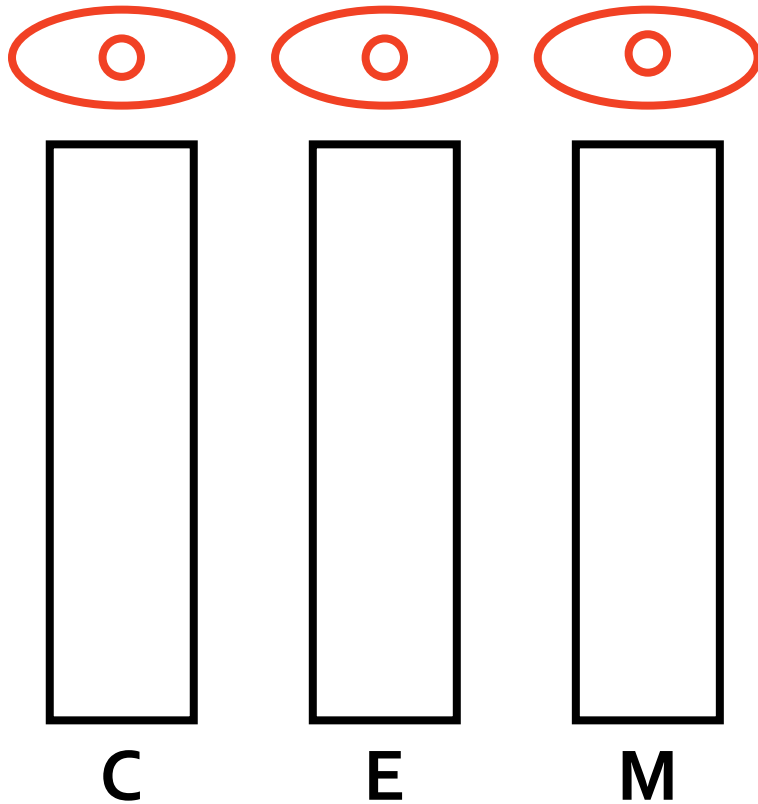
Doctrinal Statement

- Die for
- Divide over
- ~~Debate~~
- ~~Don't care~~



Unity in Belief

We should be *united* in “die for” and “divide over” issues but *free* in “debate” and “don’t care” issues.

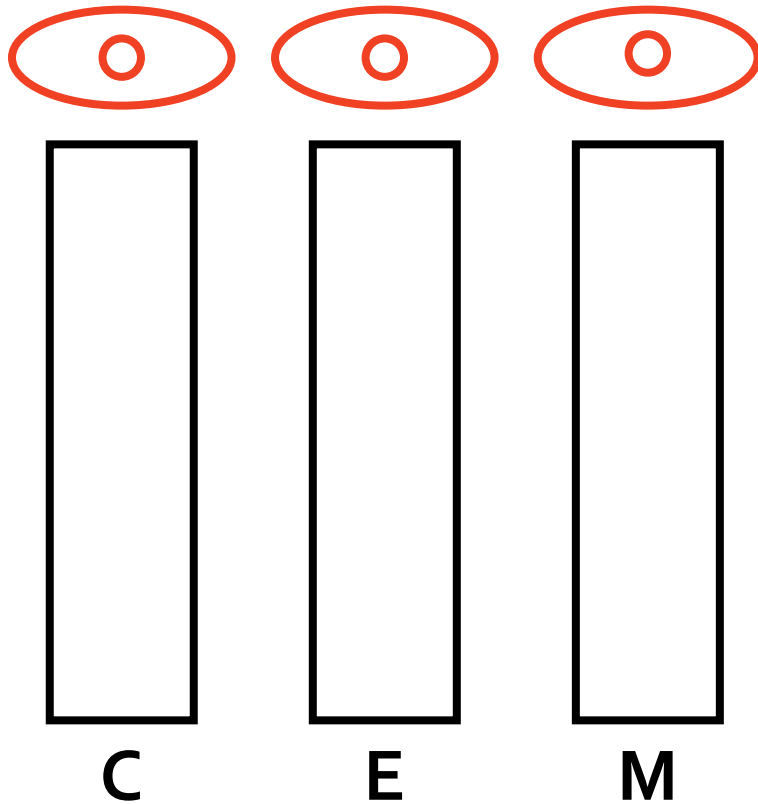


Unity in Vision

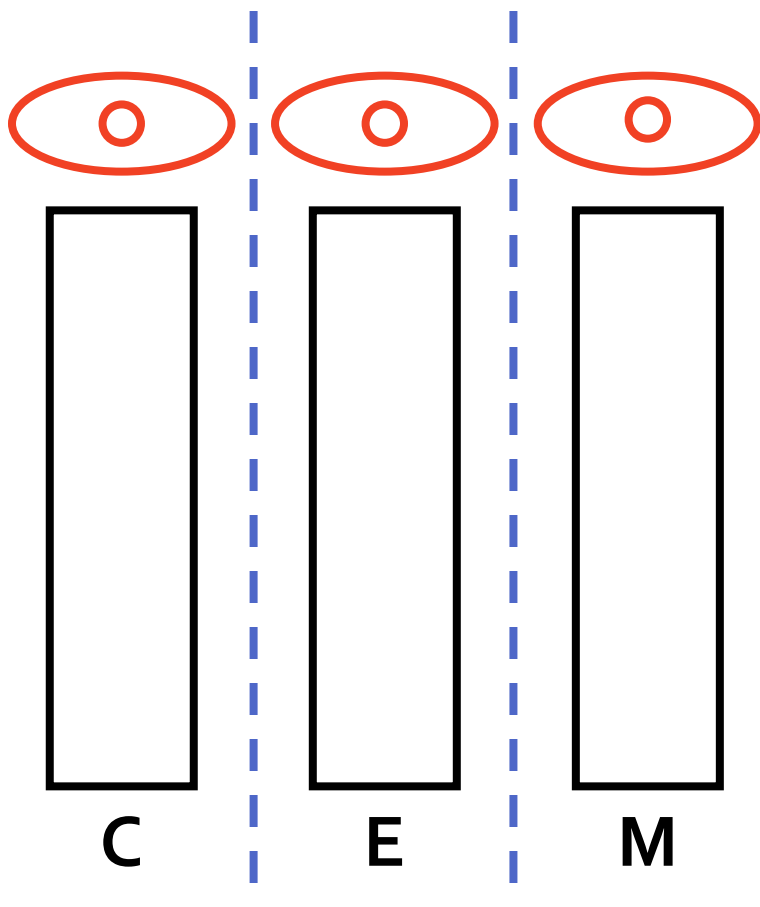
We should be united in the vision of making disciples in Sacramento and beyond.

#4: We need each other

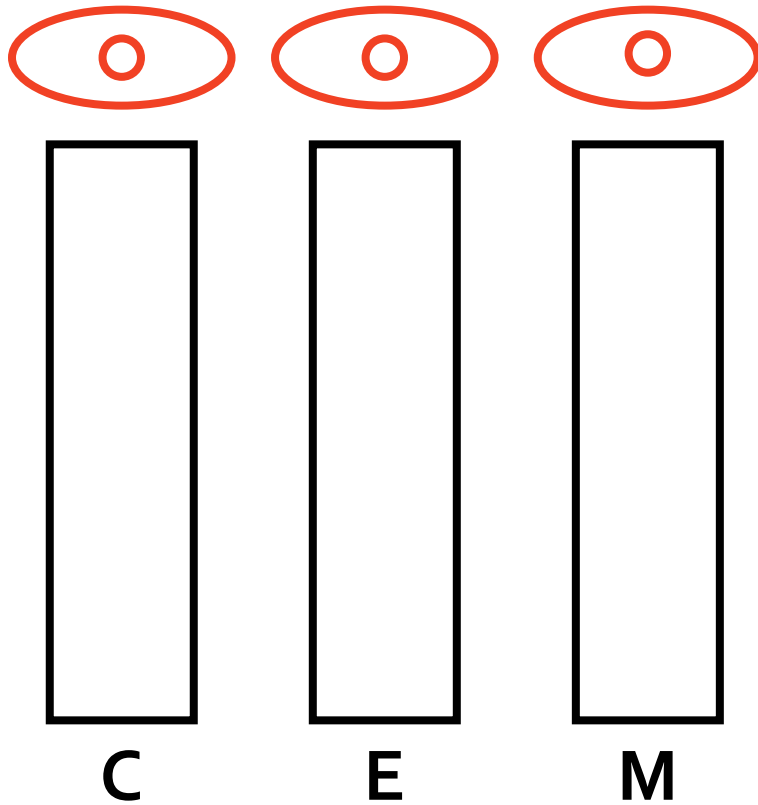
The vision requires each congregation
to work together.



Problem with staying together:
It's difficult. We get in each other's way.

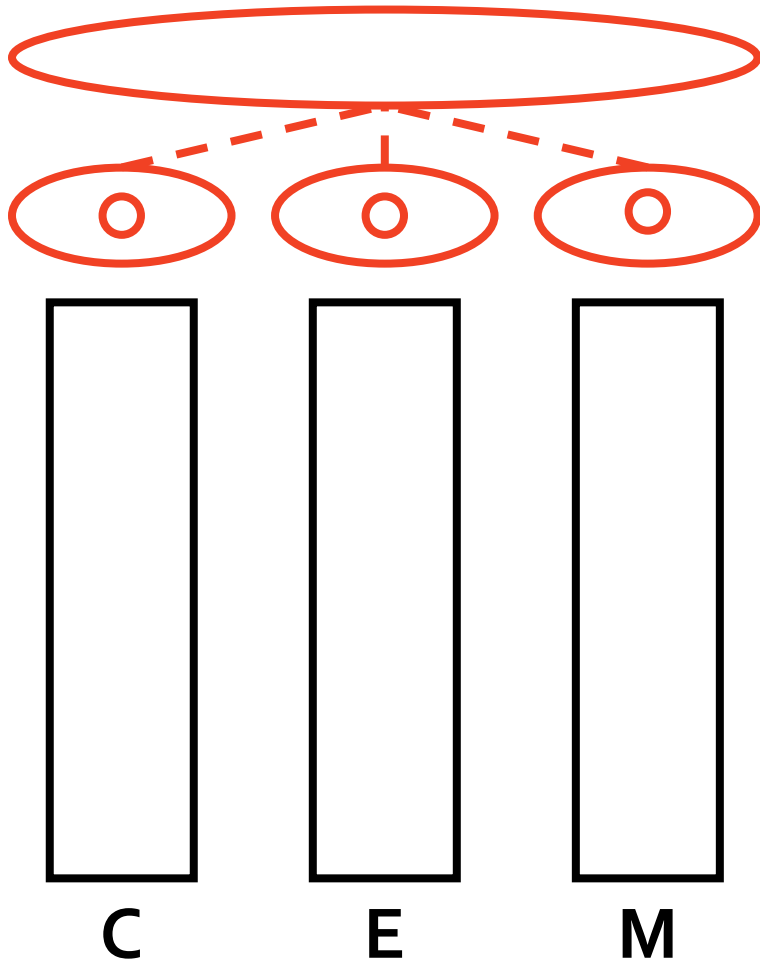


**Problem with
complete separation:**
This hurts the vision.
Congregations suffer.



Solution:

Partner together.



Solution:

Have the elders of each congregation meet regularly.

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Survey

2008 Survey vs. 2017 Survey

2008 Survey

- To understand the church
- Comprehensive
- Long

2017 Survey

- To align the church with the TAT proposal
- Focused
- Short

TATsurvey.com

September 17 – October 1

Paper copies available

Demographics-Related Questions

1. In which congregation do you normally worship on Sunday mornings?

- Cantonese
- English
- Mandarin

2. How old are you?

- <18
- 18-24
- 25-34
- 35-44
- 45-54
- 55-64
- ≥ 65

3. Are you a voting member of CGBC?

- Yes
- No

Proposal-Related Questions

4. How important is it for a congregation's preacher to be fluent in the congregation's language?

Not important - - - - - Very important

5. How difficult is it for someone who doesn't fluently speak your primary language to shepherd you, counsel you, and keep you accountable?

Very easy

- - - - -

Very difficult

6. Do you agree that the New Testament depicts churches being overseen by multiple "elders" (e.g., Acts 14:23; Titus 1:5)?

I disagree

- - - - -

I agree

7. Do you think there are men in your congregation who are currently ready/qualified to be lay elders?

I disagree

- - - - -

I agree

8. Can the three congregations be unified in a common doctrinal statement and vision, while being free to practice some things differently from each other (e.g., worship style, evangelism, etc.)?

Impossible

- - - - -

Very possible

9. How valuable is it for the three congregations to support each other in making disciples?

Not valuable - - - - - Very valuable

10. If each congregation has its own language pastor and lay elders, how valuable would it be for the three groups of pastors/elders to meet together regularly?

Not valuable - - - - - Very valuable

11. Do you have any other comments?