

**HOPE**

**希望**

Yet I call this to mind, and therefore I have **hope**:  
Because of the Lord's faithful love we do not  
perish, for His mercies never end.  
They are new every morning;  
great is Your faithfulness!

Lamentations 3:21-23

但我的心一想起下面這件事，我就有**指望**。  
耶和華的慈愛永不斷絕，他的憐憫永不止息。  
每天早晨都是新的；你的信實多麼廣大！

耶利米哀歌 3:21-23

**He did not even spare his own Son  
but offered him up for us all.  
How will he not also with him  
grant us everything?**

Romans 8:32

**他連自己的兒子都捨得，為我  
們眾人把他交出來，難道不也  
把萬有和他一同白白地賜給我  
們嗎？**

罗马书 8:32

**HOPE**

**希望**

# Phase 3 Report

## 第三階段報告

Transition/Assessment Team  
過渡/評估小組  
January 2018

**Where We've Been**

**我們所講過的**

**Where We're Going**

**我們所要談的**

**Where We've Been**

**我們所講過的**

**Where We're Going**

**我們所要談的**

# Phase 1 第一階段

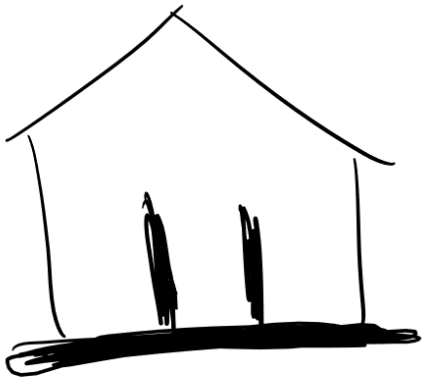


vs.

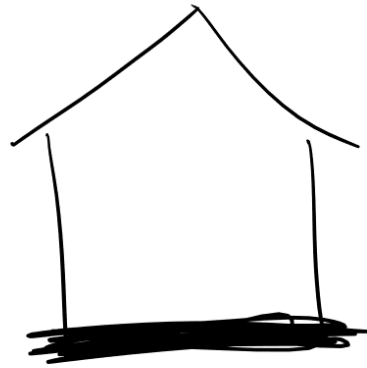




# Phase 2 第二階段



vs.



vs.



# Phase 3 第三階段



# Phase 1 Summary

## 第一階段小結

\_\_\_\_\_

vs.

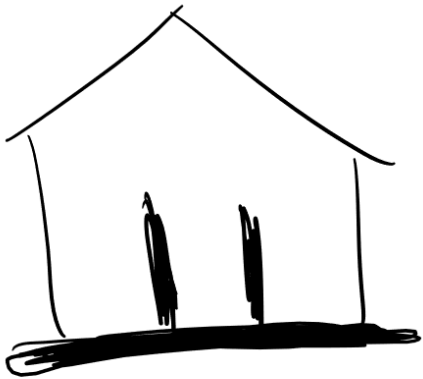
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**High Risk 高風險**

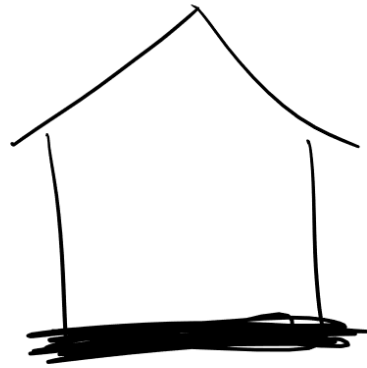
**Remarriage 再婚**

# Phase 2 Summary

## 第二階段小結



vs.

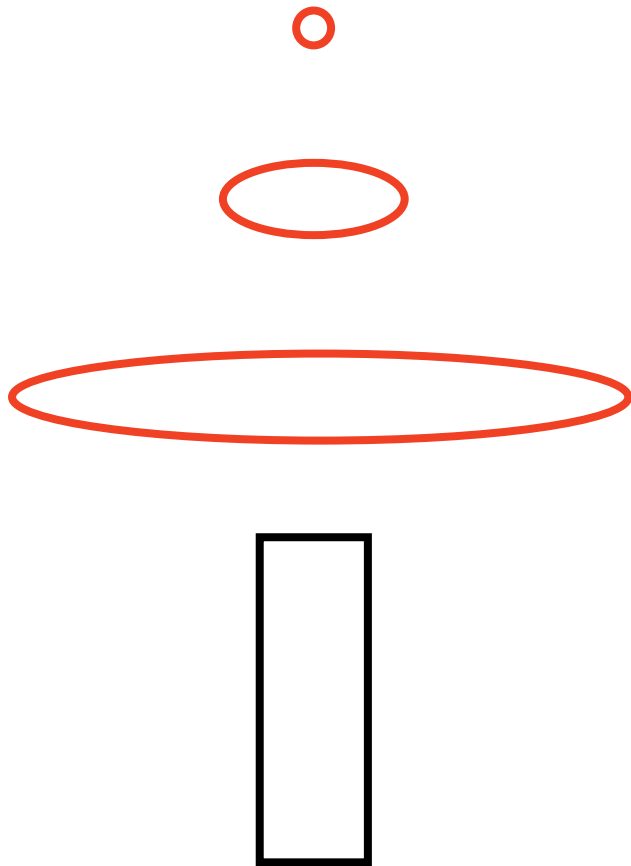


vs.



# KEY

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**Language elder (pastor)**

每個語言部的長老或牧師

**Elders from 1 congregation**

一個語言部的長老們

**Elders from 3 congregations**

三個語言部的長老們

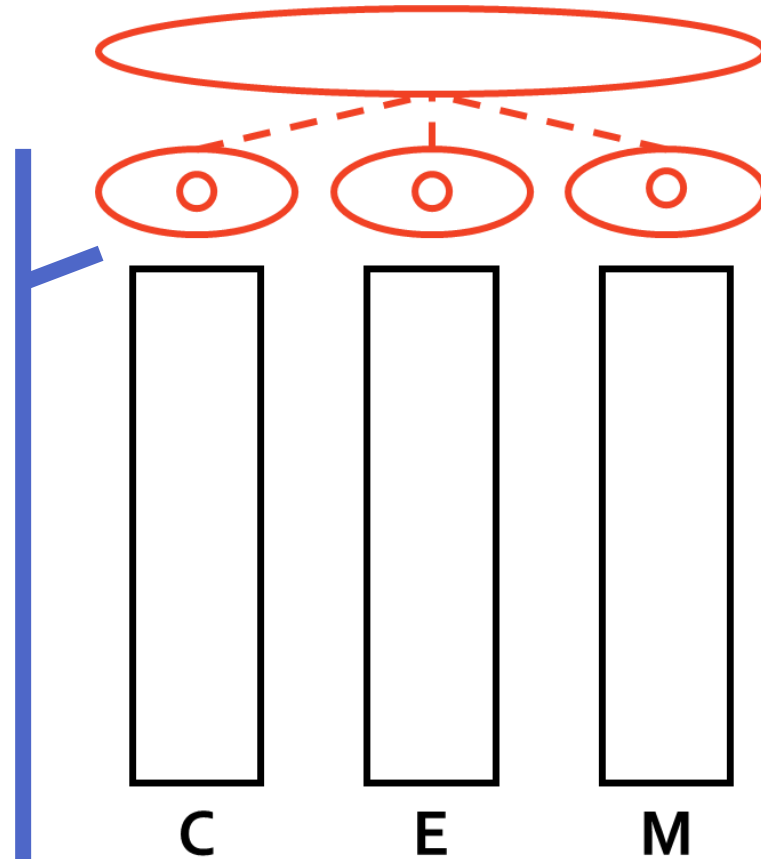
**Congregation**

一個語言部

Each congregation is led and shepherded by its own elders (including a language pastor).  
每個語言堂由本堂的長老們(包括一位本堂的牧師)帶領牧養

Language-based shepherding helps to serve the Bible to people.  
基於語言的牧養有助於教導聖經。

Having multiple elders helps reflect biblical patterns.  
多位長老更符合聖經的模式。

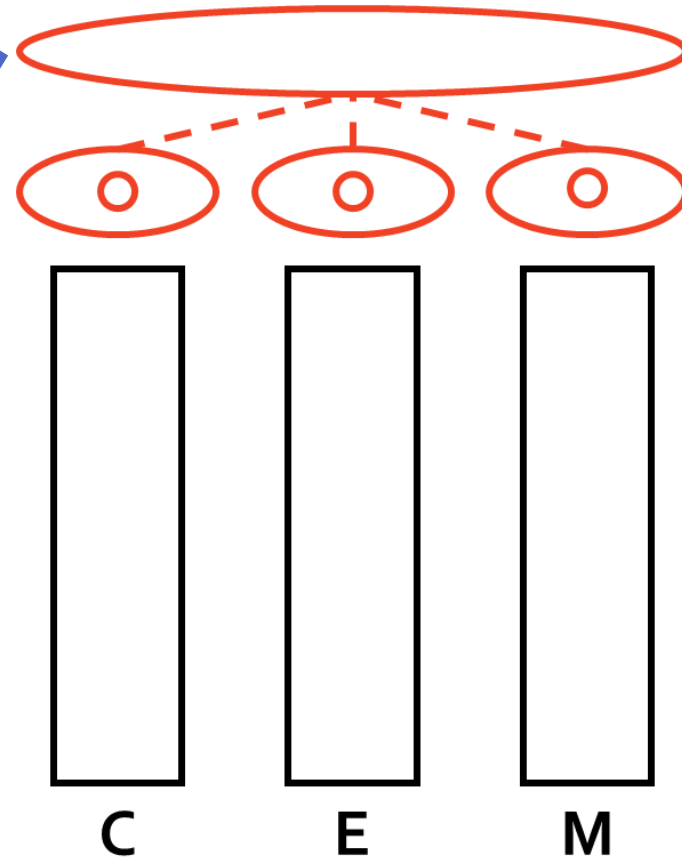


The elders from each congregation meet together regularly.

每個語言堂的長老定期會面。

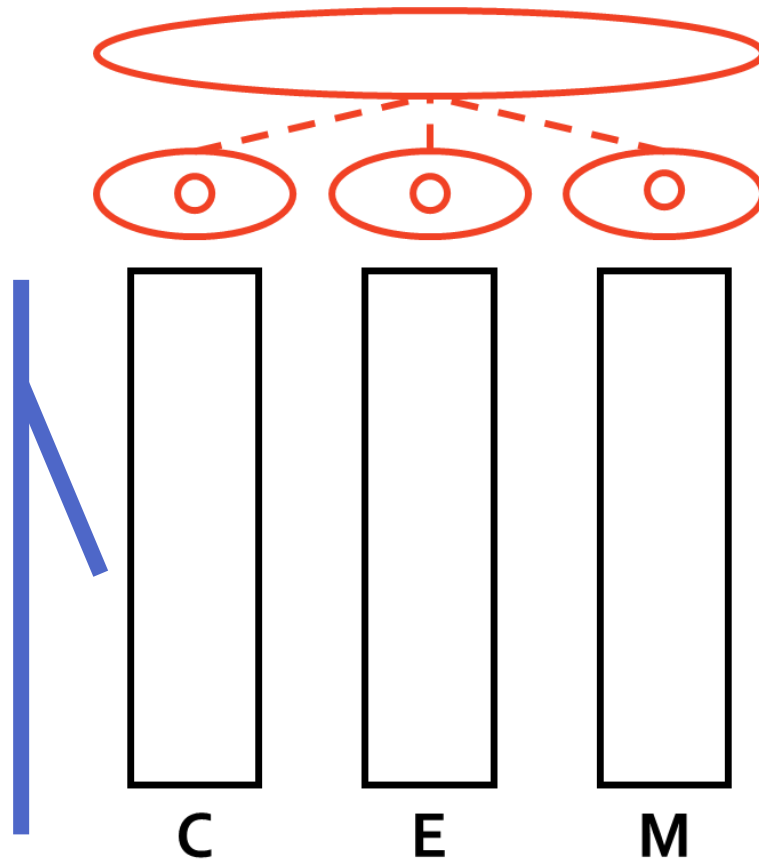
This helps the congregations help each other to make disciples.

這可以使各堂在造就門徒上彼此相助。





The congregations can have  
“unity without uniformity.”  
語言堂間可以「合一勿需統一」  
They can be united in their core  
beliefs and their vision, without  
being uniform in practice.  
語言堂因核心信仰和異象而合一，  
但實踐中的做法卻不是劃一的。



TAT Survey

問卷調查

September 17 – October 1

Most people agree  
with the general principles  
of the model.

大多數人同意這個模式的原則

**Where We've Been**

**我們所講過的**

**Where We're Going**

**我們所要談的**

# Roadmap 導航圖

1.	<b>Spread the vision</b> 傳播異象	Short term (and beyond) 短期或更久
2.	<b>Establish interim preaching</b> 建立過渡期的講道	Short term 短期
3.	<b>Get language pastors and an executive/administrative pastor</b> 聘請語言堂牧師和行政牧師	Short term 短期
4.	<b>Revise the Constitution, Bylaws, and other policies</b> 修訂教會的會章,細則及其它政策	Short term 短期或更久 (and beyond)

# Roadmap 導航圖

5.	<b>Raise and install elders</b> 培養並任命長老	Medium term 中期
6.	<b>Consider adding another name for the English ministry</b> 考慮為英文事工加新的名字	Long term 長期
7.	<b>Move facilities (or make another change to allow further growth)</b> 遷移到新的地方或者作可進一步增長的改變	Long term 長期



# Roadmap 導航圖

1. Vision 異象
2. Interim Preaching  
過渡期的講道
3. Pastors 牧師
4. Constitution, Bylaws, and  
Policies 會章, 細則及條例
5. Elders 長老
6. Name 名字
7. Facilities 設施

**Short-Term**

**短期**





# Roadmap 導航圖

**1. Vision 異象**

**2. Interim Preaching  
過渡期的講道**

**3. Pastors 牧師**

**4. Constitution, Bylaws, and  
Policies 會章, 細則及條例**

**5. Elders 長老**

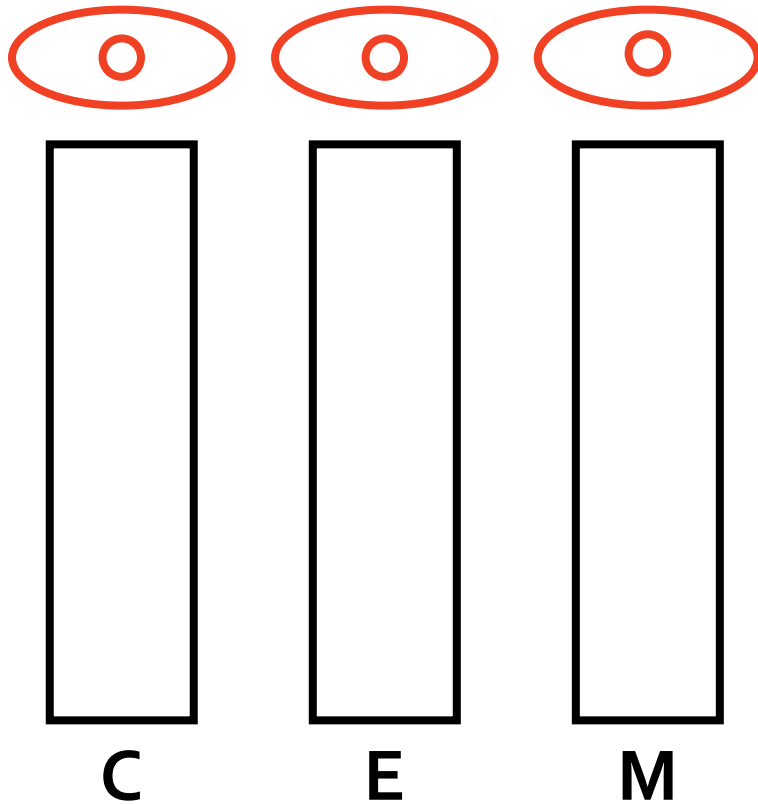
**6. Name 名字**

**7. Facilities 設施**

**#1: Spread the vision 傳播異象**

# Why spread the vision? 為什麼要傳播異象？

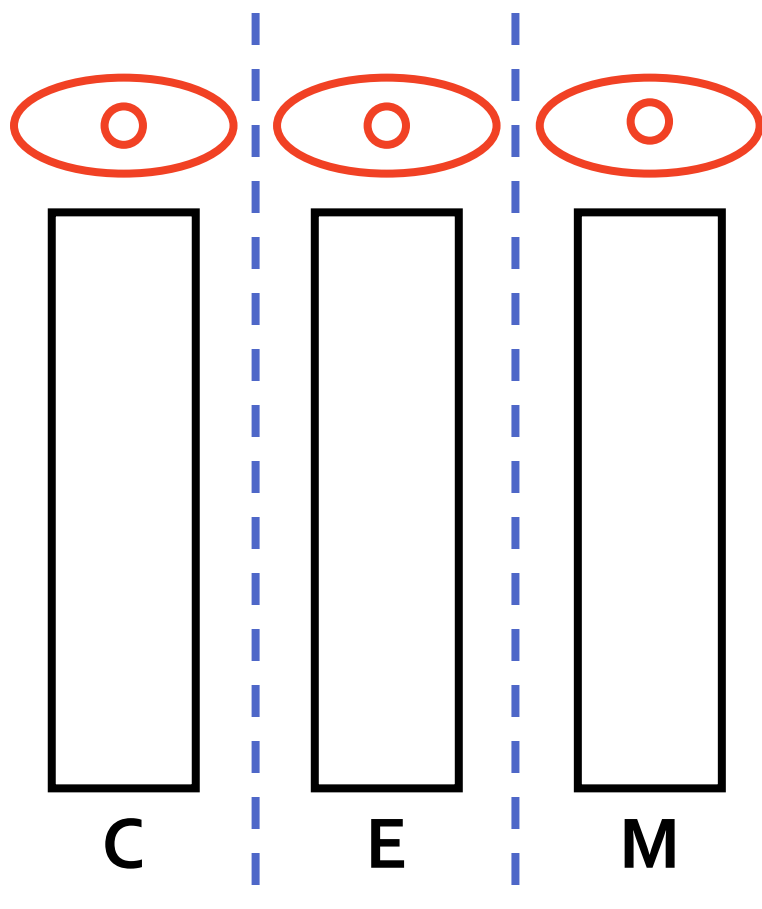
- Help understand why and how to stay together  
說明瞭解在一起的原因和方式



## Problem with staying together 同在一起的問題:

It's difficult. We get in each other's way.

三個語言堂聚在一起實在是不容易的事。我們有意無意地成為彼此的難處。



Problem with  
complete separation  
完全分開的問題:

This hurts the vision.  
Congregations suffer.  
但這會損害異象，會  
損害會眾。

**How can  
we *all* thrive?**

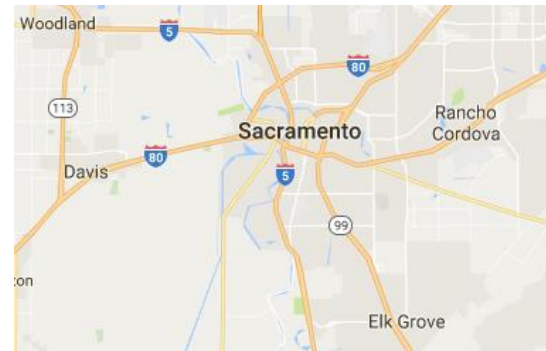
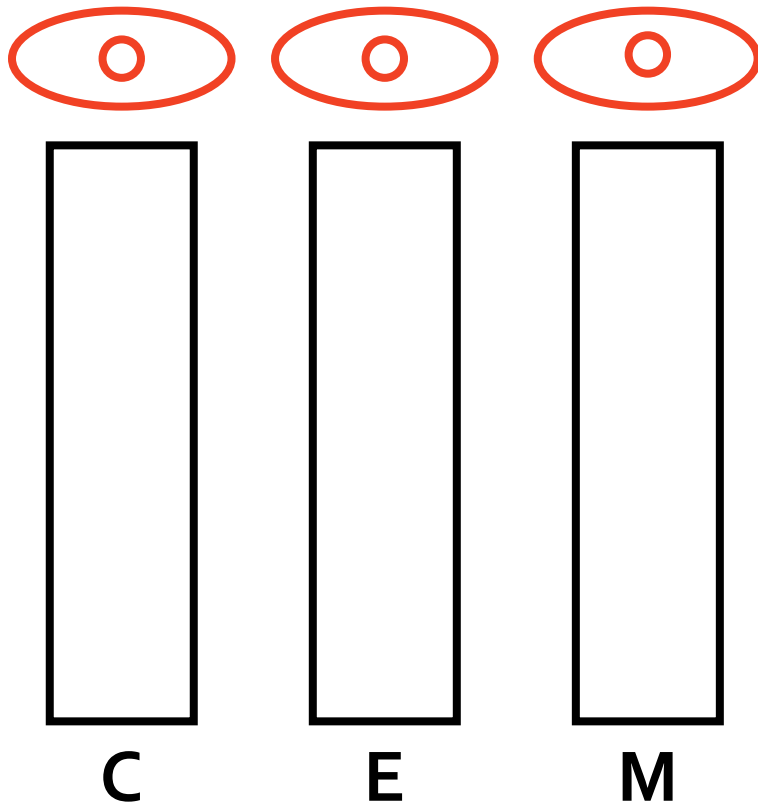
**怎樣才能使我們都興旺？**

**How can  
our vision thrive?**

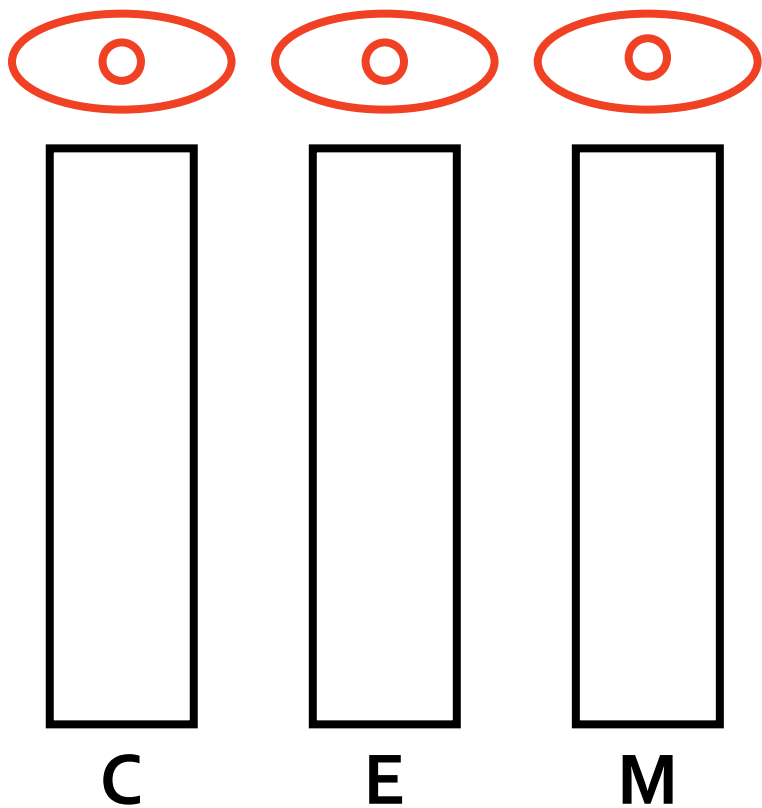
**我們的異象怎樣才能興旺？**

# Vision 异象:

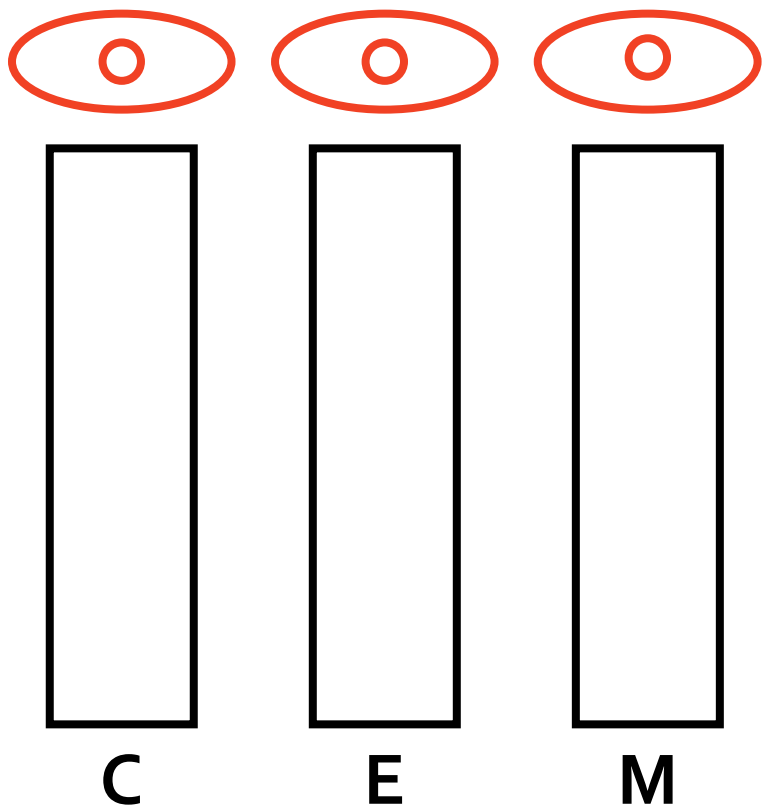
Make disciples in  
Sacramento and beyond  
就是在Sacramento及更  
多的地區造就門徒。







Unity without  
uniformity  
合一勿需統一



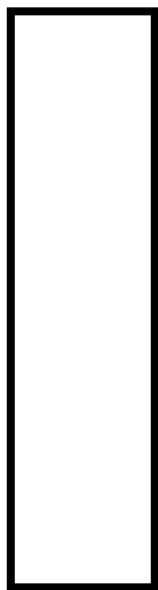
Partnership  
一起合作



**C**



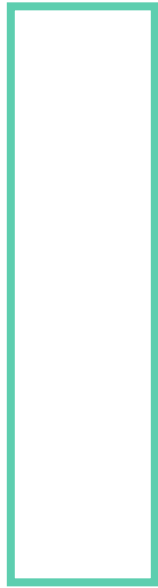
**M**



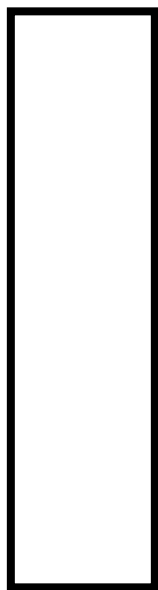
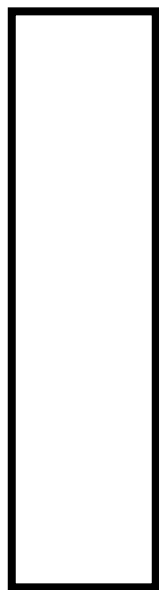
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**E**



**C**

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# Roadmap 導航圖

1. Vision 異象

2. Interim Preaching  
過渡期的講道

3. Pastors 牧師

4. Constitution, Bylaws, and  
Policies 會章, 細則及條例

5. Elders 長老

6. Name 名字

7. Facilities 設施

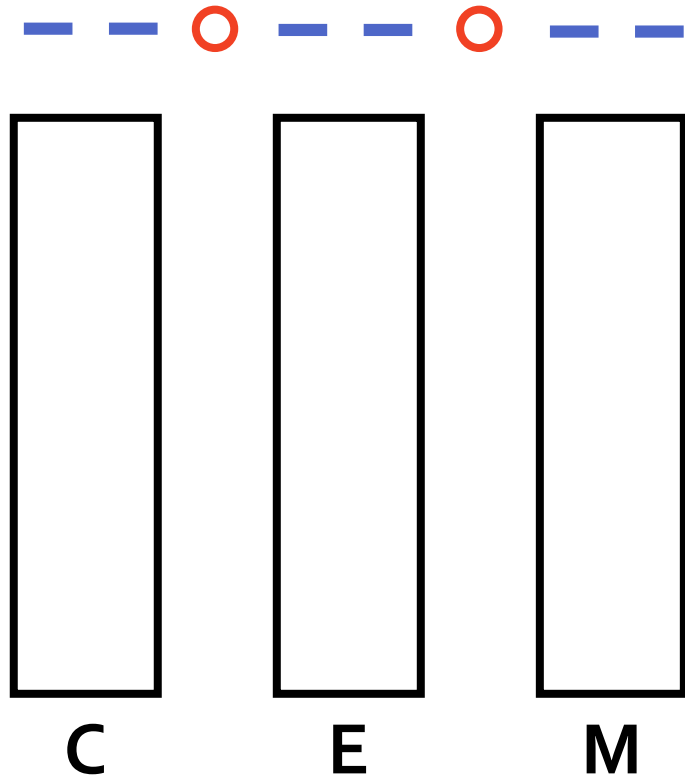
# **#2: Establish interim preaching**

## **建立過渡時期的講道**



# Why interim preaching? 為何要過渡時期的講道?

- Improve short-term shepherding  
提高短期的牧養
  - Supplement current preaching  
對現在的講道有所補足
  - Allow current pastors to shepherd in other areas  
讓我們現有的牧師能夠更多地在別的方面牧養
- Help congregations be patient during this transition  
說明會眾在過渡期有耐心



**2:700**  
現在牧師會眾比

# Potential Solutions

## 解決之道

- Guest speakers  
外來講員
- Lay preachers  
平信徒講員
- Interim preaching pastors  
過渡性的講道牧師

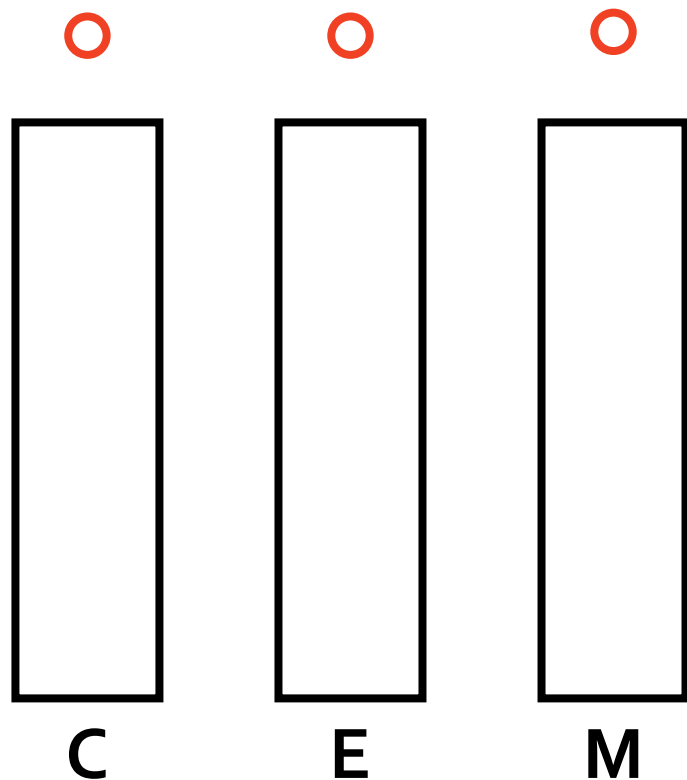


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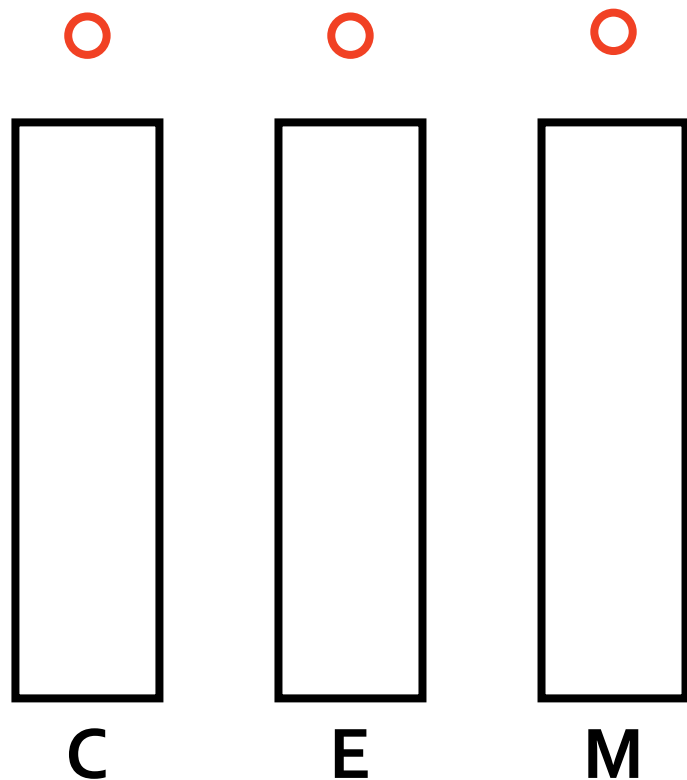
**#3: Get language pastors  
and an administrative pastor**  
**聘請語言堂牧師和行政牧師**

# Why language pastors? 為何是語言堂牧師？



Improve long-term  
shepherding and  
outreach  
提高長期的牧養和  
外展

# Why language pastors? 為什麼是語言堂牧師呢?



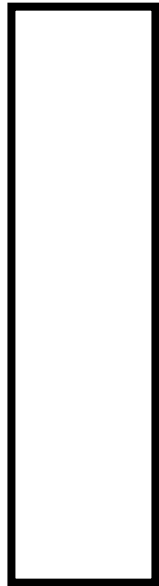
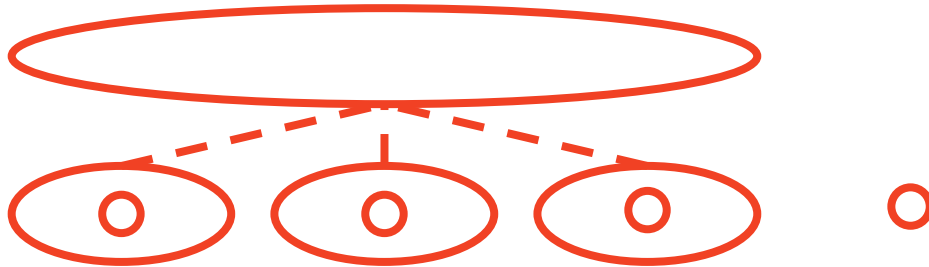
Each congregation  
should have its  
own shepherds  
每個語言堂應該有  
自己的牧者們。

# Why administrative pastor? 為什麼是行政牧師？

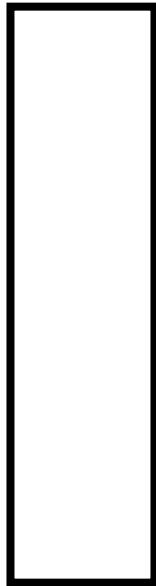
- Improve coordination, especially in shared areas  
提高協作特別全教會共用的領域



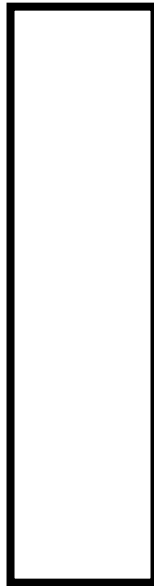
# Why administrative pastor? 為什麼是行政牧師？



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E



M

Shared areas: 共享領域  
Pastors/elders 牧師/長老們  
Children 兒童事工  
Youth 青少年事工  
Building 教堂設施  
Missions? 宣教？

# Pros of a “Senior Pastor” 「主任牧師」之長

## Coordinate elders/pastors

Break ties, mediate  
conflicts

Hire, fire pastors

## 協調長老們/牧師們

打破僵局,阻止牧師  
們相爭,

聘用,解雇牧師

## All-church responsibilities

Oversee building,  
coordinate services, etc.

## 協調全教會的責任

可以監理建築物,  
協調敬拜等.

## Vision

Provide vision for  
congregations

## 異象

為教會提供異象

# Cons of a “Senior Pastor”

## 「主任牧師」之短

### Power 權力

Is it biblical/healthy for one man to have this much power over other pastors?

一個人獨享聘用和解雇其他的牧師是否合乎聖經/健康?

### Language 語言

Are we looking for a “unicorn”? 我們是否要找「完美人選」?

If you don't get a “unicorn” (the perfect fit for language/philosophy/ culture), you hinder which pastors come.

當我們找不到「完美人選」(可以完美合乎語言/信條/文化),我們也攔阻了別的牧師加入我們。

### Title 職稱

We're not actually looking for a “senior pastor” (someone to be the primary preacher/shepherd/vision-caster for any congregation).

我們不是找一個傳統意義上的「主任牧師」(是全教會各部門的主要的講道人/牧者)。

# How to Get the Pros without the Cons? 怎樣才能得主任牧師之長而避其短呢？

Administrative Pastor

行政牧師

- All-church responsibilities  
全教會的責任

# “Senior Pastor” Functions 主任牧師的功能

## Coordinate elders/pastor 協調長老們/牧師們

Break ties, mediate conflicts,  
Hire, fire pastors  
打破僵局,阻止牧師們相爭,聘用,解  
雇牧師

## All-church responsibilities 協調全教會的責任

Oversee building, coordinate  
services, etc.  
可以監理建築物,協調敬拜等.

## Vision 異象

Provide vision for  
congregations  
為教會提供異象

# Suggested Responsibilities 建議責任部門

Elders 長老們  
(Administrative Pastor)  
(行政牧師)

Administrative Pastor  
行政牧師

Language Pastors &  
Language Elders  
語言堂的牧師們和長老們

	Senior Pastor 主任牧師	Admin Pastor 行政牧師
Hires and fires pastors by himself? 聘用,解雇牧師	Yes 是	No 否 (but might do this with other elders/congregation) (但可以與其他長老們/會眾同擔)
Sets vision of church by himself? 為教會制定異象	Yes 是	No 否 (but might do this with other elders/congregation) (但可以與其他長老們/會眾同擔)
Helps ensure unity? 說明合一?	Yes 是	Yes 是
All-church responsibilities? 全教會職責	Yes 是	Yes 是

**EB**



**Search Committee 聘牧委員會**



**C**



**E**



**M**



**A**



# Roadmap 導航圖

1. Vision 異象
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**#4: Revise the constitution,  
bylaws, and other policies**  
修订我们的會章,細則和条例

Why revise the constitution, bylaws, and other policies?

為什麼要會章,細則和條例?

- Formalize what we believe and how we operate  
將我們的信仰和如何實踐正式化

# Constitution and bylaws

## 會章和細則

- Statement of Faith  
信仰告白
  - Ensure it has “die for” and “divide over” but not “debate over” and “don’t care” issues  
確保信仰告白反應出全部「至關生死」和「導致分裂」的問題
- Remove/clarify senior pastor role  
刪除細則中主任牧師的角色
- Elder governance (eventually)  
(最終)設立長老治會

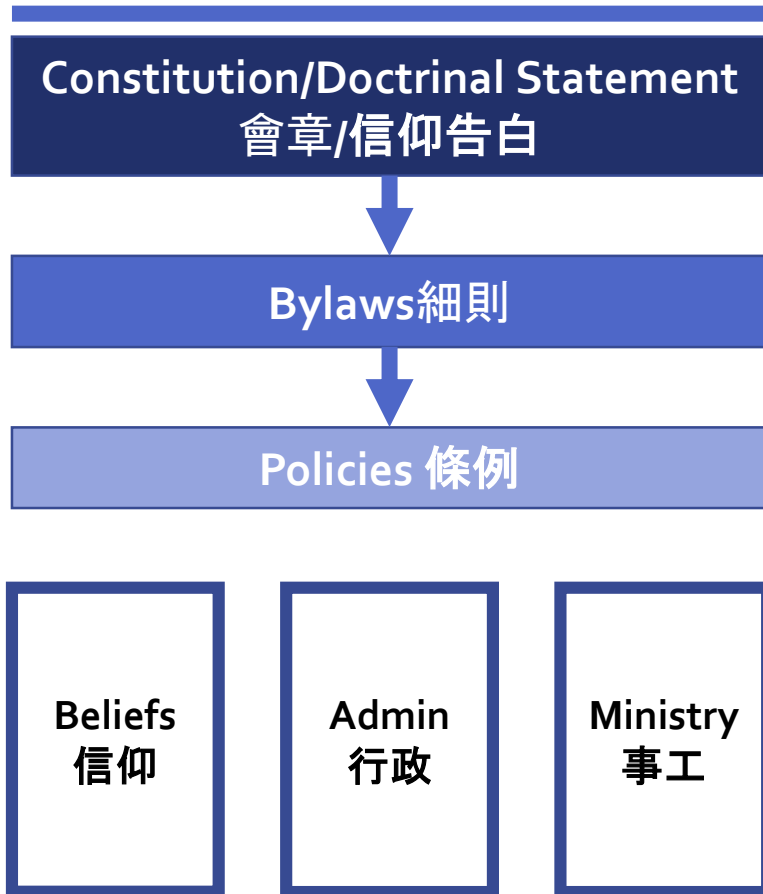
# When? 何時？

- Not at the January 2018 Annual Business Meeting  
不在2018年一月的會員大會

# Policies 條例

- Clarify policies in areas of shared belief, administration, and ministry  
在這些共用方面有清楚的條例

## Unity in shared areas 在共用領域的合一



## Freedom in unshared areas 在非共用領域的自由



**Medium-Term 中期**



# Roadmap 導航圖

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# **#5: Raise and install elders**

## **培養並任命長老們**

## Why elders? 為什麼是長老們呢？

- Reflect biblical patterns  
更合乎聖經模式
- Increase church health  
增進教會健康

# How to raise and install elders (draft) 怎樣培養並任命長老們(初稿)

Pray 禱告

Process 過程

Plan 計畫

Preach 講道

Practice 踐行

# How to raise and install elders (draft)

## 怎樣培養並任命長老們(初稿)

<b>Pray</b> 禱告	The church <i>prays</i> for God's will in its leadership. 教會為其領袖/帶領的尋求神的心意
<b>Process</b> 過程	The leaders <i>process</i> what the Bible has to say about eldership. 教會領袖領受聖經所說的長老制度
<b>Plan</b> 計畫	The leaders <i>plan</i> how to make the transition. 教會領袖籌畫如何過渡

# How to raise and install elders (draft)

## 怎樣培養並任命長老們(初稿)

### Preach 講道

After gaining trust, the pastors *preach* what the Bible says about eldership (with plenty of time for feedback/questions).

取得信任後,牧師們開始教導聖經所說的長老(需要充分的時間來回饋/問題)

### Practice 踐行

The church begins to *practice* this (maybe with selection, training, and installation).

教會開始實行(可能要篩選,訓練,和任命)

# How to raise and install elders (draft)

## 怎樣培養並任命長老們(初稿)

<b>Pray 禱告</b>	Years 1-5年
<b>Process 過程</b>	Year 1年
<b>Plan 計畫</b>	Year 2年
<b>Preach 講道</b>	Year 3年
<b>Practice 踐行</b>	Years 4-5 (selection, training, installation) 篩選, 訓練, 和任命











**Long-Term 長期**



# Roadmap 導航圖

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6. Name 名字
7. Facilities 設施

**#6: Consider adding another  
name for the English ministry  
考慮為英文事工加個新名字**

# Why add a name for the English ministry? 為什麼要為英文事工加個新名字？

- Signal that non-Chinese people are welcome and that the church centers on the gospel, not Chineseness  
表明我們教會的中心是福音而非華人,我們歡迎非華人來
- Continue to use the current name to benefit the Cantonese and Mandarin ministries  
繼續使用現有名字利於粵語部和國語部的事工

# Options 可選項

Stay with current name  
(Chinese Grace Bible  
Church)

沿用現有名字(華人恩典聖經教會)

Use multiple names  
(e.g., Redeemer Bible  
Fellowship/Chinese Church  
in Christ)

用多個名字(例如救贖者聖經團契  
/基督徒會堂)用

Change to a new English  
name (e.g., Sunset Church)  
換一個新的英文名字

Helps Chinese outreach  
Hinders English outreach  
有助於吸引華人,阻礙英文  
部外展

Helps Chinese outreach  
Helps English outreach  
有利於向華人外展,有利於  
英文部外展

Hinders Chinese outreach  
Helps English outreach  
阻礙向華人外展,有助於英  
文部外展





# Roadmap 導航圖

1. Vision 異象
2. Interim Preaching  
過渡期的講道
3. Pastors 牧師
4. Constitution, Bylaws, and  
Policies 會章, 細則及條例
5. Elders 長老
6. Name 名字
7. Facilities 設施

# **#7: Move facilities**

## **遷移到新的地方**

**(or make another change to allow further growth)**

**(或者作可進一步增長的改變)**



# Why move facilities? 為什麼要搬？

- Allow more room for long-term growth and outreach  
有更多的空間可以長期增長和外展
- Reduce fighting over limited space  
減少因為空間有限而起的爭執
- Allow services to occur at the same time  
可以同時主日敬拜
  - They wouldn't have to be as rushed  
不必倉促地趕時間

# Context

## 背景

- We might not have enough space for long-term growth and outreach  
沒有足夠的空間來維持長期增長和外展
  - Rule of thumb: 1 acre per 100-125 people on site  
經驗法則: 每100-125人需要1英畝地
  - CGBC: ~2 acres for 700 people  
CGBC : 大概700人在2英畝地上
- Parking is difficult (especially for visitors)  
停車很困難(特別對訪客)
- Past fights over facilities  
過去因設施的爭執
  - September 2001九月



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