

HOPE

**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

**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

HOPE

Phase 3 Report

Transition/Assessment Team

December 2017

Where We've Been
Where We're Going

Where We've Been
Where We're Going

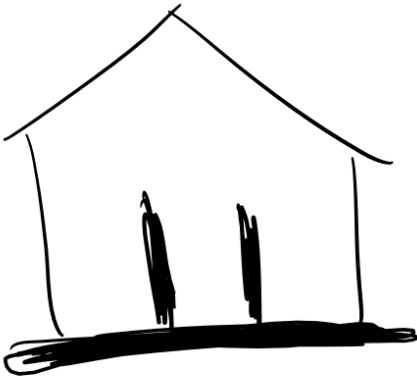
Phase 1

[REDACTED]

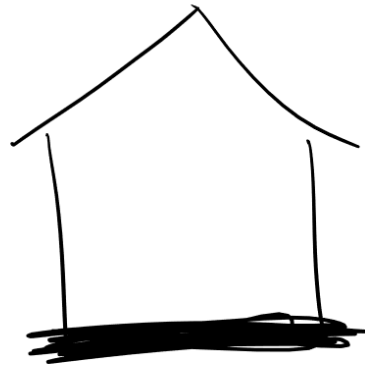
vs.

[REDACTED]

Phase 2



vs.



vs.



Phase 3



Phase 1 Summary

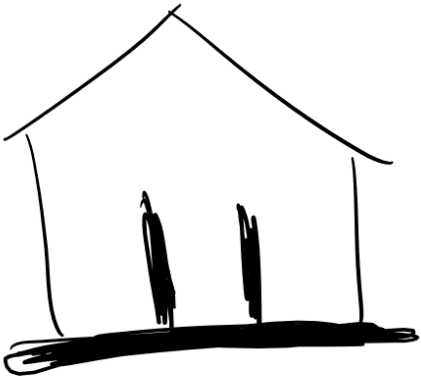
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vs.

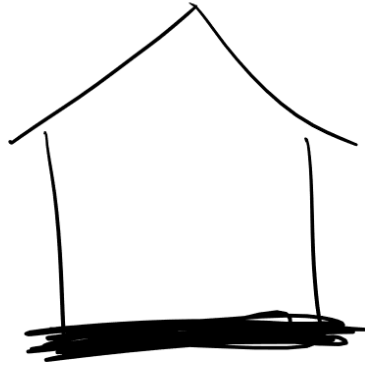
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High Risk Remarriage

Phase 2 Summary



vs.



vs.



KEY



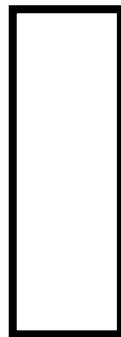
Language elder (pastor)



Elders from 1 congregation



Elders from 3 congregations

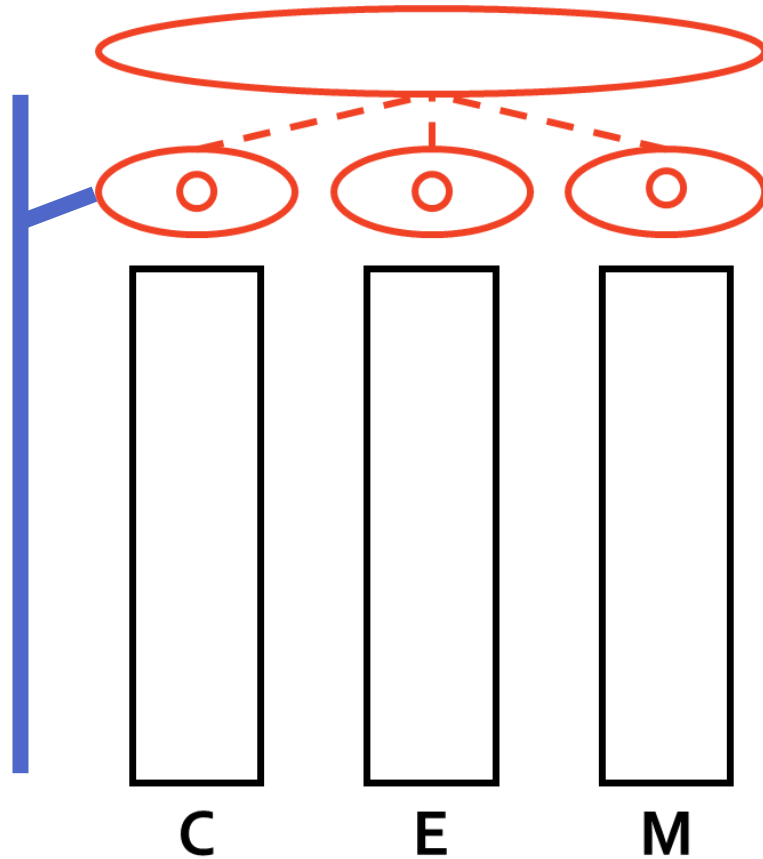


Congregation

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

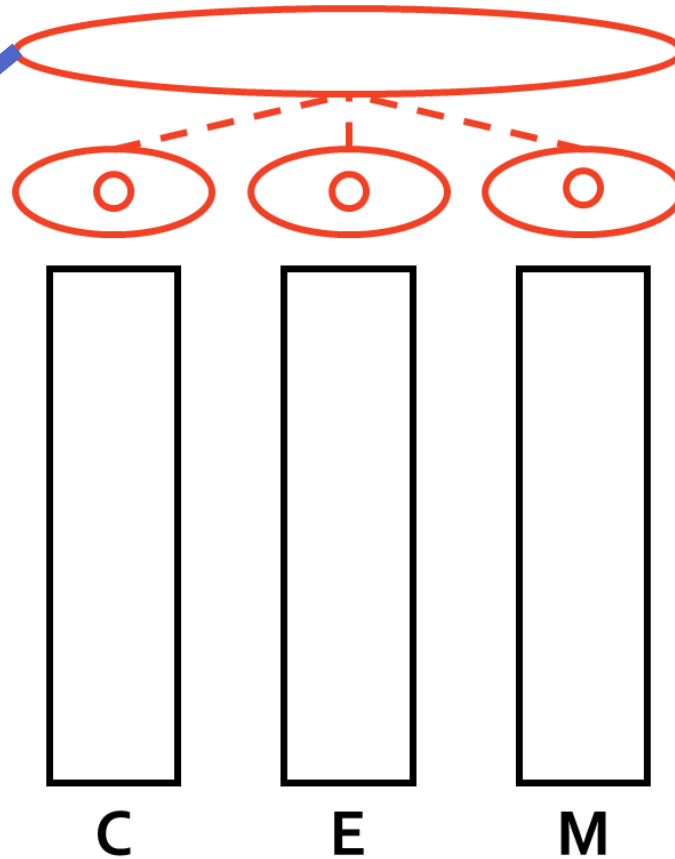
Language-based shepherding helps to serve the Bible to people.

Having multiple elders helps reflect biblical patterns.



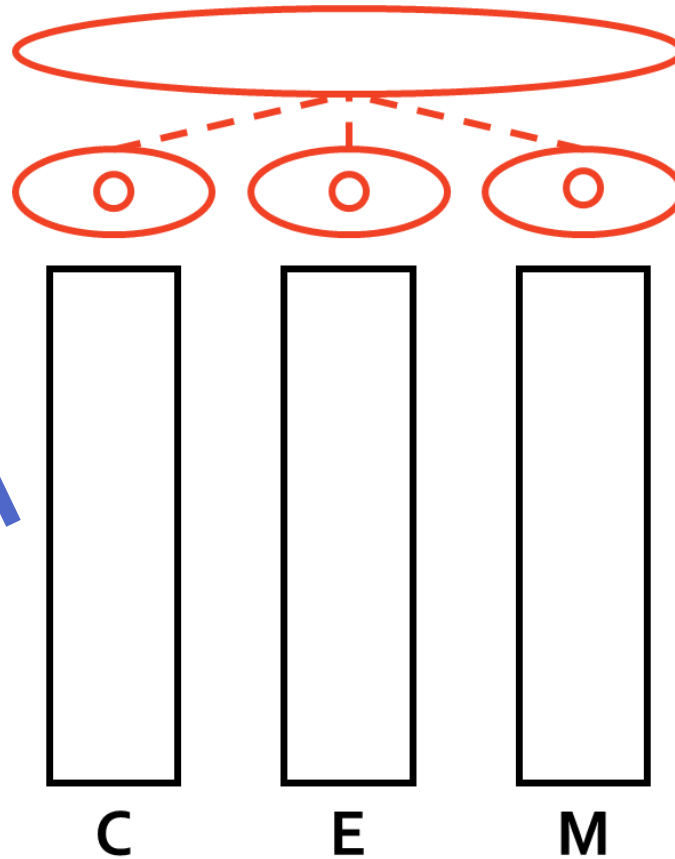
The elders from each congregation meet together regularly.

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.



TAT Survey

September 17 – October 1

Most people agree
with the general principles
of the model.

Where We've Been
Where We're Going

Roadmap

1.	Spread the vision	Short term (and beyond)
2.	Establish interim preaching	Short term
3.	Get language pastors and an executive/administrative pastor	Short term
4.	Revise the Constitution, Bylaws, and other policies	Short term (and beyond)
5.	Raise and install elders	Medium term
6.	Consider adding another name for the English ministry	Long term
7.	Move facilities (or make another change to allow further growth)	Long term



Roadmap

- 1. Vision**
- 2. Interim Preaching**
- 3. Pastors**
- 4. Constitution, Bylaws,
and Policies**
- 5. Elders**
- 6. Name**
- 7. Facilities**

tat.cgbonline.net

Short-Term



Roadmap

1. Vision

2. Interim Preaching

3. Pastors

**4. Constitution, Bylaws,
and Policies**

5. Elders

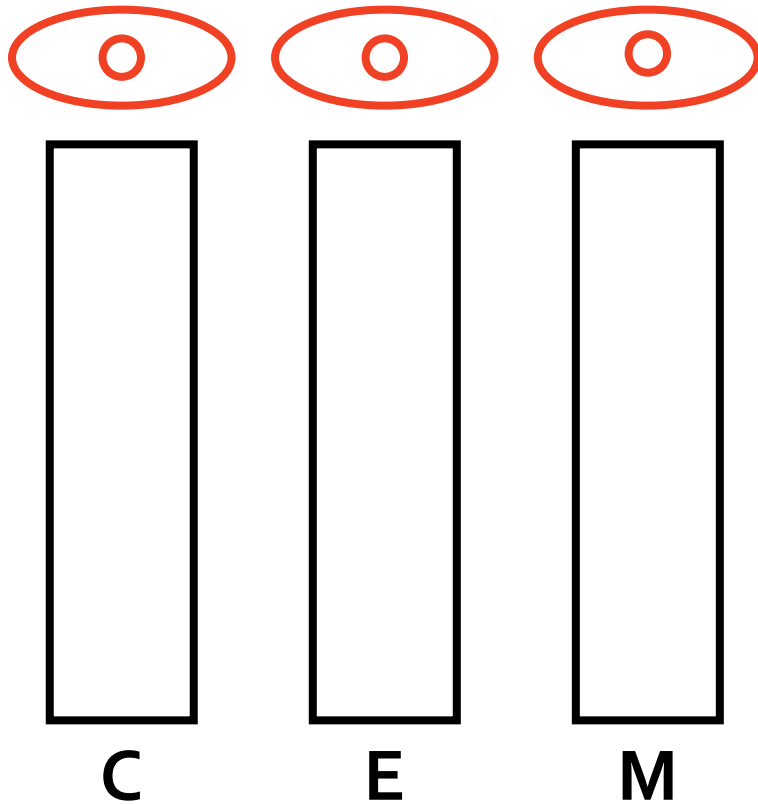
6. Name

7. Facilities

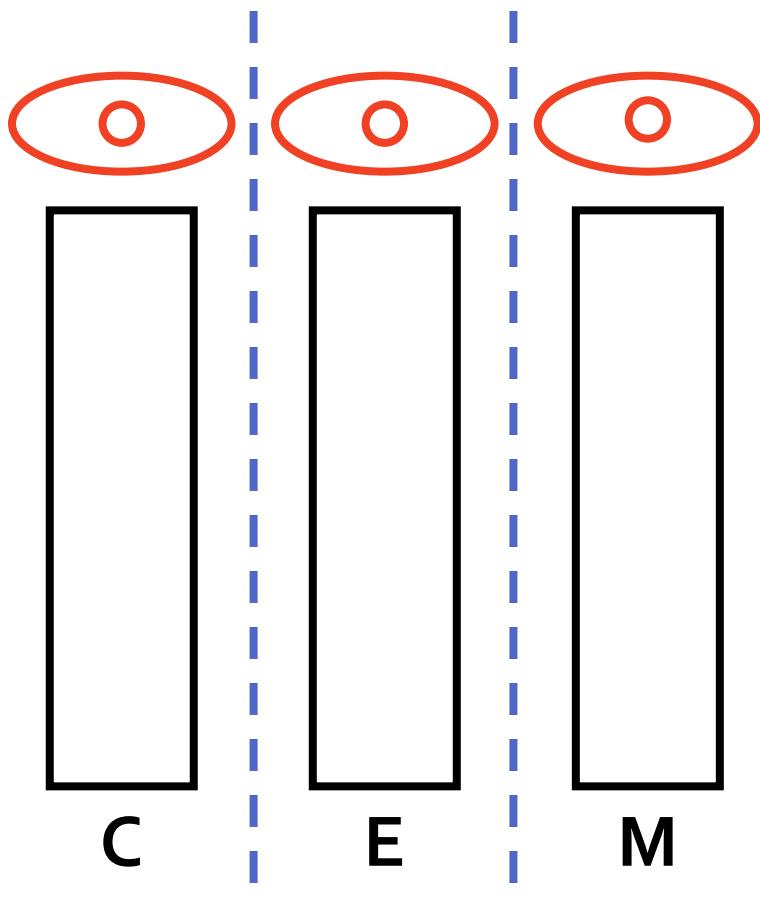
#1: Spread the vision

Why spread the vision?

- Help understand why and how to stay together



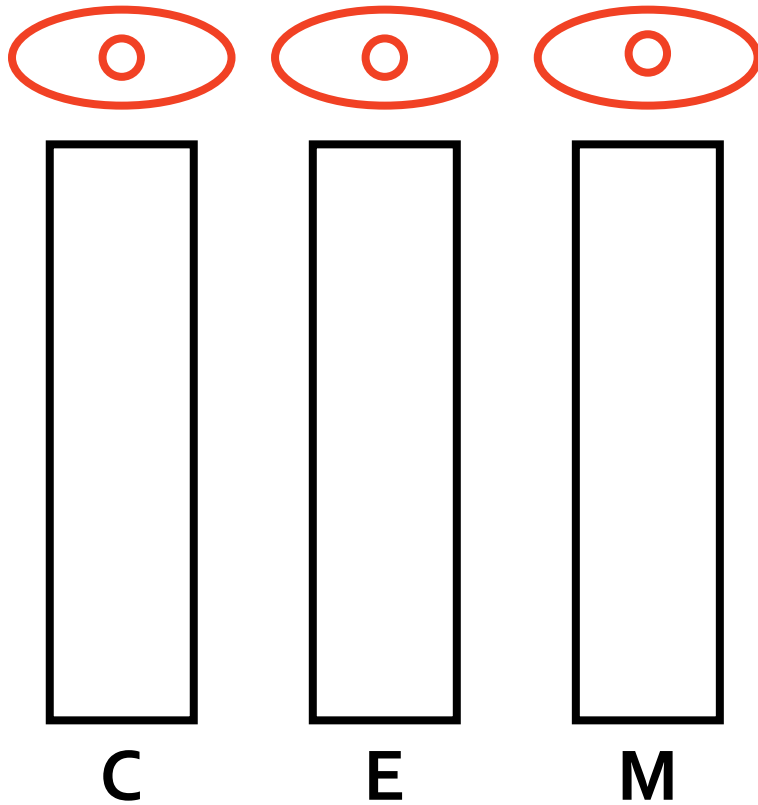
Problem with staying together:
It's difficult. We get in each other's way.



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

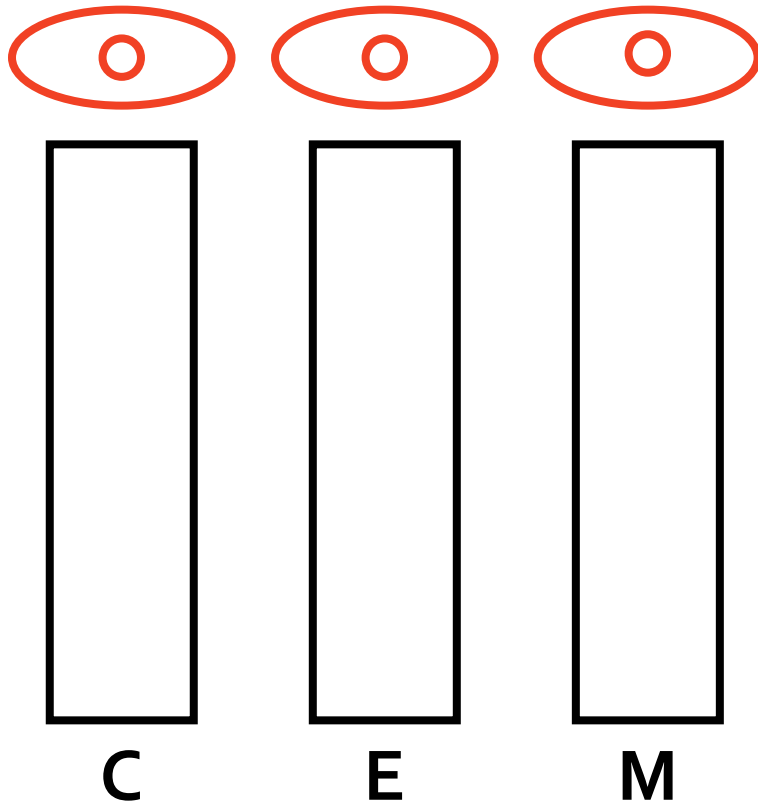
**How can
we *all* thrive?**

**How can
our vision thrive?**

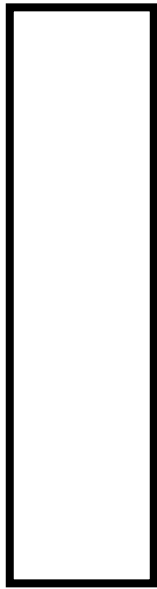


Vision:
Make disciples
in Sacramento
and beyond

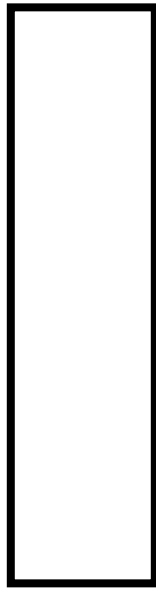




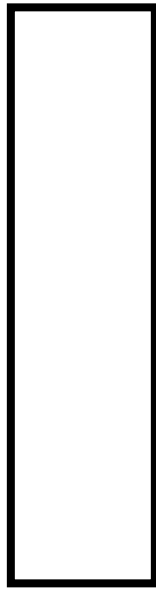
**Unity
without
uniformity**



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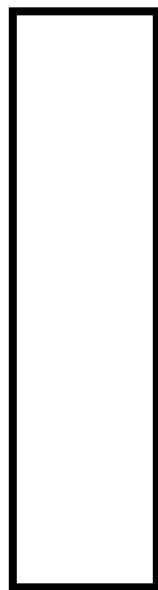
Partnership



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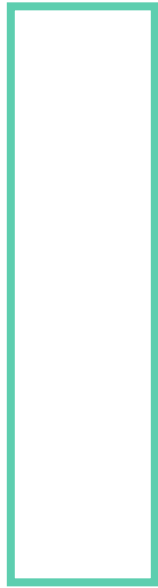
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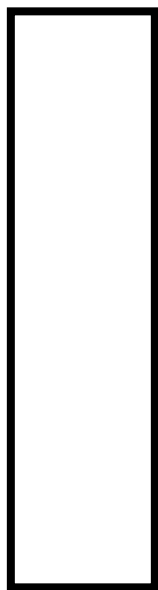
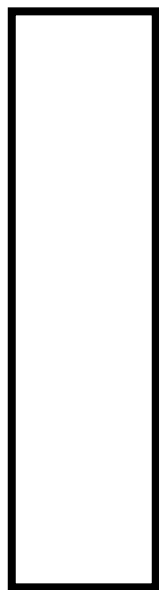
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Roadmap

1. Vision

2. Interim Preaching

3. Pastors

**4. Constitution, Bylaws,
and Policies**

5. Elders

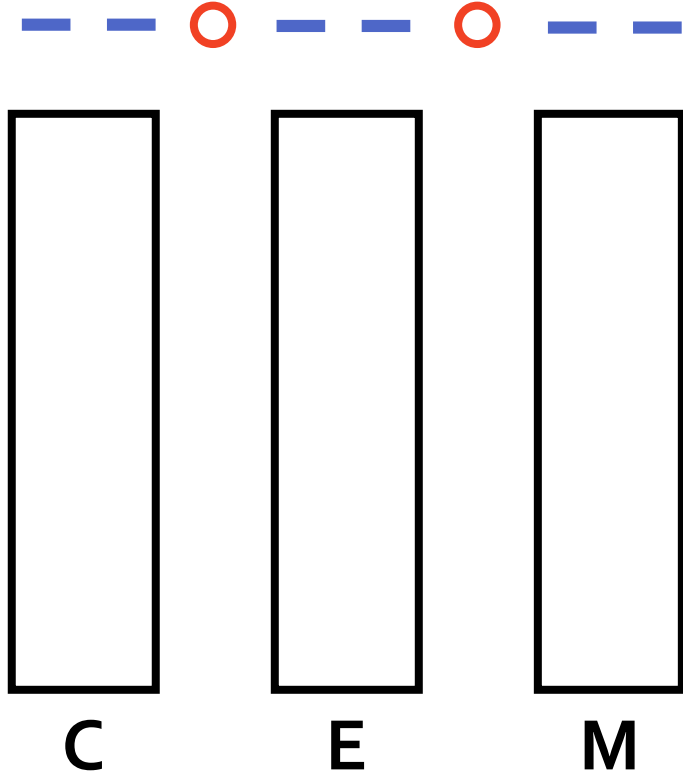
6. Name

7. Facilities

#2: Establish interim preaching

Why interim preaching?

- Improve short-term shepherding
 - Supplement current preaching
 - Allow current pastors to shepherd in other areas
- Help congregations be patient during this transition



2:700

Potential Solutions

- Guest speakers
- Lay preachers
- Interim preaching pastors



Roadmap

1. Vision

2. Interim Preaching

3. Pastors

**4. Constitution, Bylaws,
and Policies**

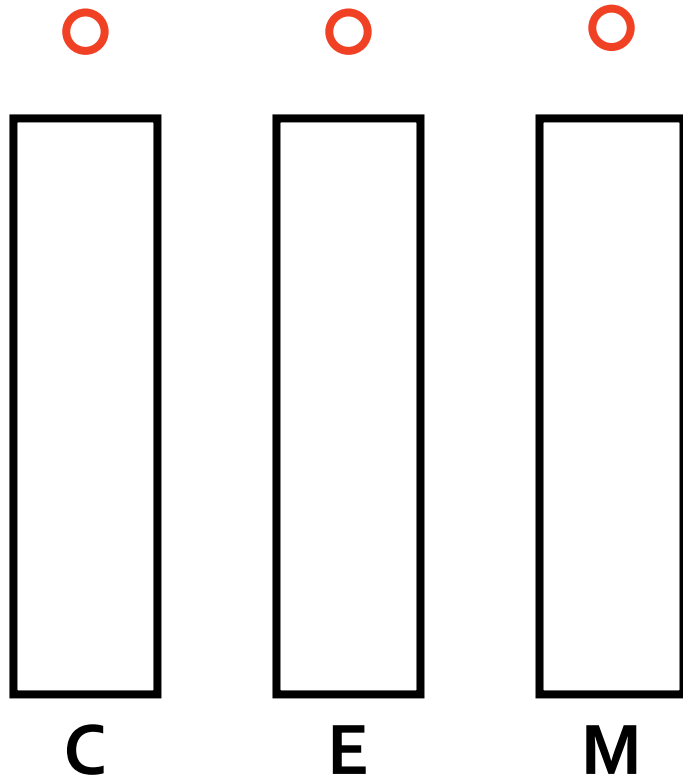
5. Elders

6. Name

7. Facilities

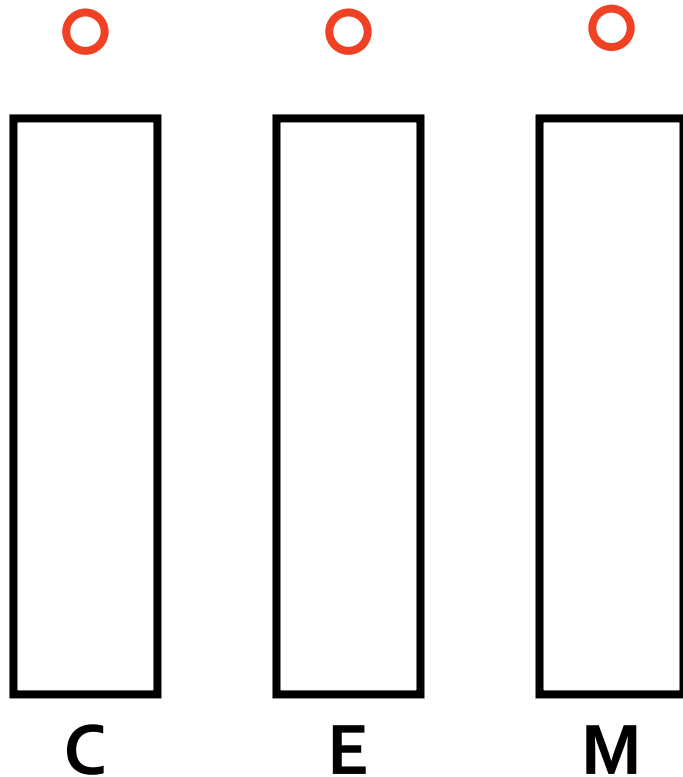
**#3: Get language pastors
and an administrative pastor**

Why language pastors?



Improve long-term
shepherding and
outreach

Why language pastors?

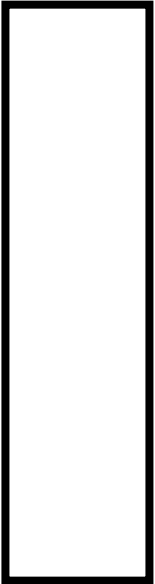
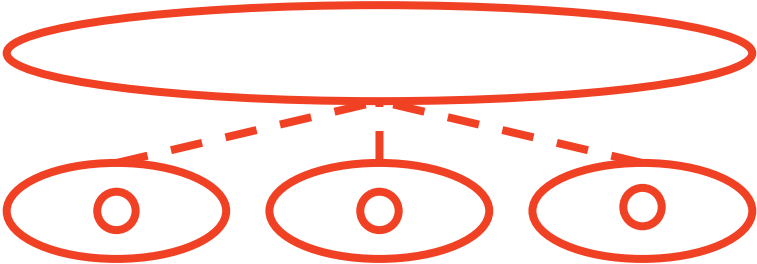


Each congregation
should have its
own shepherds

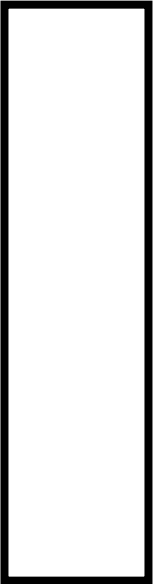
Why administrative pastor?

- Improve coordination, especially in shared areas

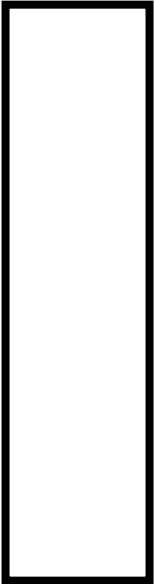
Why administrative pastor?



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Shared areas:
Pastors/elders
Children
Youth
Building
Missions?

Pros of a “Senior Pastor”

Coordinate elders/pastors

Break ties, prevent pastors
from fighting
Hire, fire pastors

All-church responsibilities

Oversee building,
coordinate services, etc.

Vision

Provide vision for
congregations

Cons of a “Senior Pastor”

Power

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

Language

Are we looking for a “unicorn”?

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

Title

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

How to Get the Pros without the Cons?

Administrative Pastor

- All-church responsibilities

“Senior Pastor” Functions

Coordinate elders/pastors

Break ties, prevent pastors
from fighting
Hire, fire pastors

All-church responsibilities

Oversee building,
coordinate services, etc.

Vision

Provide vision for
congregations

Suggested Responsibilities

**Elders
(Administrative Pastor)**

Administrative Pastor

**Language Pastors &
Language Elders**

	Senior Pastor	Admin Pastor
Hires and fires pastors by himself?	Yes	No (but might do this with other elders/congregation)
Sets vision of church by himself?	Yes	No (but might do this with other elders/congregation)
Helps ensure unity?	Yes	Yes
All-church responsibilities?	Yes	Yes

EB



Search Committee



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Roadmap

1. Vision
2. Interim Preaching
3. Pastors
4. Constitution, Bylaws,
and Policies
5. Elders
6. Name
7. Facilities

**#4: Revise the constitution,
bylaws, and other policies**

Why revise the constitution, bylaws, and other policies?

- Formalize what we believe and how we operate

Constitution and bylaws

- Statement of Faith
 - Ensure it has “die for” and “divide over” but not “debate over” and “don’t care” issues
- Remove/clarify senior pastor role
- Elder governance (eventually)

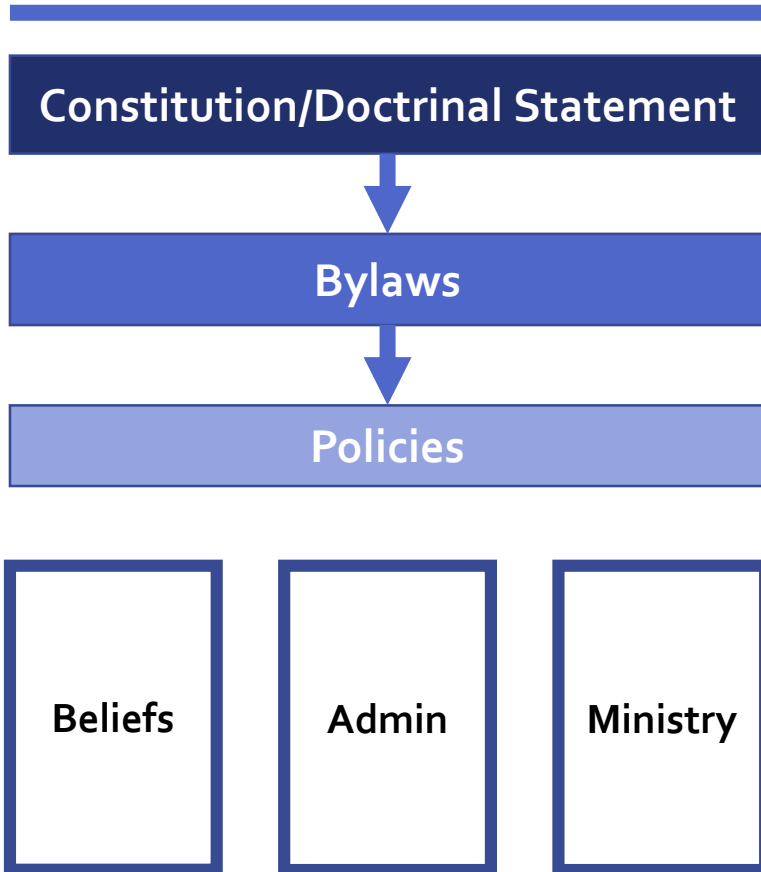
When?

- Not at the January 2018 Annual Business Meeting

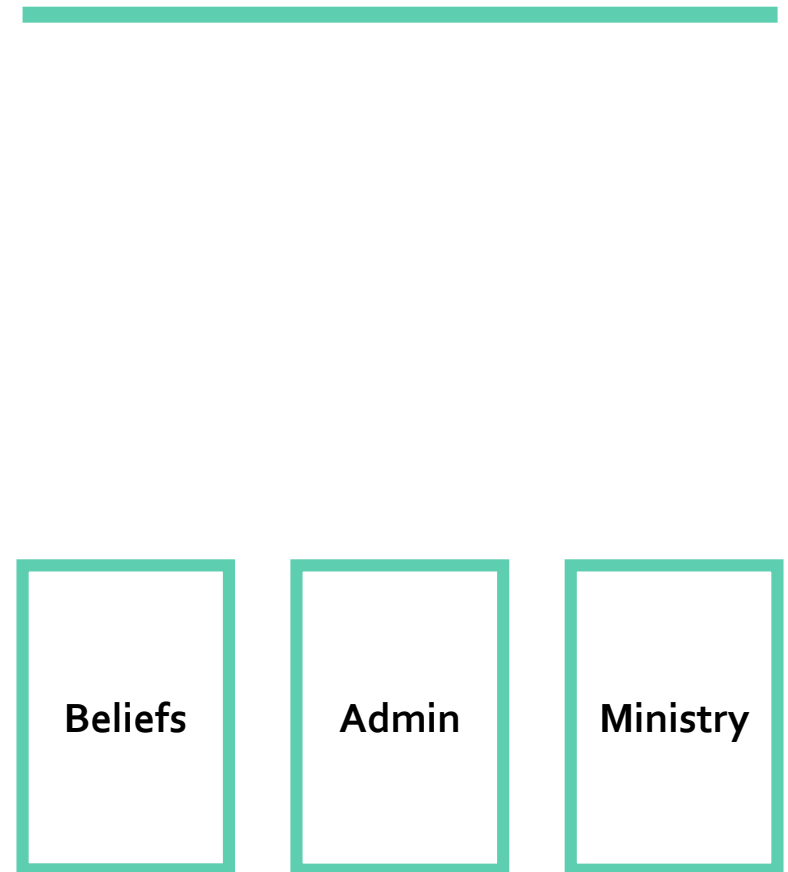
Policies

- Clarify policies in areas of shared belief, administration, and ministry

Unity in shared areas



Freedom in unshared areas



Medium-Term



Roadmap

- 1. Vision**
- 2. Interim Preaching**
- 3. Pastors**
- 4. Constitution, Bylaws,
and Policies**
- 5. Elders**
- 6. Name**
- 7. Facilities**

#5: Raise and install elders

Why elders?

- Reflect biblical patterns
- Increase church health

How to raise and install elders (draft)

Pray	The church <i>prays</i> for God's will in its leadership.
Process	The leaders <i>process</i> what the Bible has to say about eldership.
Plan	The leaders <i>plan</i> how to make the transition.
Preach	After gaining trust, the pastors <i>preach</i> what the Bible says about eldership (with plenty of time for feedback/questions).
Practice	The church begins to <i>practice</i> this (maybe with selection, training, and installation).

How to raise and install elders (draft)

Pray	Years 1-5
Process	Year 1
Plan	Year 2
Preach	Year 3
Practice	Years 4-5 (selection, training, installation)







Long-Term



Roadmap

- 1. Vision**
- 2. Interim Preaching**
- 3. Pastors**
- 4. Constitution, Bylaws,
and Policies**
- 5. Elders**
- 6. Name**
- 7. Facilities**

#6: Consider adding another name for the English ministry

Why add a name for the English ministry?

- Signal that non-Chinese people are welcome and that the church centers on the gospel, not Chineseness
- Continue to use the current name to benefit the Cantonese and Mandarin ministries

Options

Stay with current name
(Chinese Grace Bible
Church)

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

Change to a new English
name (e.g., Sunset Church)

Options

Stay with current name
(Chinese Grace Bible
Church)

Helps Chinese outreach
Hinders English outreach

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

Helps Chinese outreach
Helps English outreach

Change to a new English
name (e.g., Sunset Church)

Hinders Chinese outreach
Helps English outreach



Roadmap

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#7: Move facilities

(or make another change to allow further growth)

Why move facilities?

- Allow more room for long-term growth and outreach
- Reduce fighting over limited space
- Allow services to occur at the same time
 - They wouldn't have to be as rushed

Context

- We might not have enough space for long-term growth and outreach
 - Rule of thumb: 1 acre per 100-125 people on site
 - CGBC: ~2 acres for 700 people
- Parking is difficult (especially for visitors)
- Past fights over facilities
 - September 2001



Roadmap

- 1. Vision**
- 2. Interim Preaching**
- 3. Pastors**
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and Policies**
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- 6. Name**
- 7. Facilities**