The new Local Church Profile is not just for congregations in search of a pastor. All congregations are encouraged to engage in its process of discovery every 3-5 years. The UCC Local Church Profile reflects valuable data, assesses ministry, clarifies change, and helps advance the calling of the congregation. Not just to be completed by a search committee – the more participation, the better!
Chinese Congregational Church
San Francisco, CA

Settled Minister

Northern California Nevada Conference

June 2019

LOCAL CHURCH PROFILE CONTENTS

- Position Posting
- Who Is God Calling Us To Become?
- Who Are We Now?
- Who Is Our Neighbor?
- References
- Consent and Validation

“God is able to provide you with every blessing, so that having all sufficiency in all things at all times, you may abound in every good work.”
(2 Corinthians 9:8)
INSTRUCTIONS

The new Local Church Profile supports the calling and discernment of United Church of Christ congregations with their current or future pastoral leadership.

For many congregations, the interim time between ministers is an intentional season that is guided in part by the preparation of a Local Church Profile. Using the Profile, the church can discover its data and express its story for the reliable discernment of a search committee and the beginning of a new pastorate. Searching ministers will want to see this document in its entirety.

The interim season is not the only time in a church’s life when it’s valuable to give attention to explore a congregation’s vocation. Three sections of the Local Church Profile – WHO ARE WE NOW, WHO IS OUR NEIGHBOR, and WHO IS GOD CALLING US TO BECOME – are meant to be updated every 3-5 years. Known together as the “Discovery Document,” these three sections can be completed by a visioning group, a governing body, a transition team, or other group – not just the search committee – in order to draw forward the gifts and imaginative possibilities of a congregation. The church’s engagement with the “Discovery Document” might not have the same sequence as the completed Local Church Profile that is read by candidates.

Some questions are easy to answer. Some are not so easy. Prompts are provided to stimulate narrative response if needed; these italicized prompts are merely examples from which to choose or to inspire your own. Efforts to answer the questions will prompt conversations and explorations and storytellings and many prayers, and as the Spirit moves throughout the process, congregations will shape a collective articulation of Christ’s leading (WHO IS GOD CALLING US TO BECOME). This last question to be answered becomes the first section to be read by searching ministers in the Local Church Profile, and it is boldest and most actionable piece for faithful leadership into the future.

Your conference can provide materials referenced in the Local Church Profile, such as the 11-Year Report containing data as reported by your congregation annually to the UCC Data Hub and MissionInsitce reports containing demographic information on your community. More information on types of pastorate in the United Church of Christ can be found in the Call Agreement Workbook. Be sure to use the Call Agreement Workbook’s Scope of Work to describe in this Local Church Profile the position being sought.

When it is time for ministerial search, the conference can counsel you on posting the Local Church Profile together with your public listing at UCC Ministry Opportunities (http://oppsearch.ucc.org).

The last page of the Local Church Profile contains a statement that parallels the consent statement signed by ministers in the UCC Ministerial Profile. In keeping with the covenantal relationship between a church and those it seeks to call, this statement encourages an open, honest exchange of information. On behalf of the United Church of Christ, and on the basis of the best knowledge available to them, your conference staff will validate your completed Local Church Profile when it is ready to be shared in relationship with prospective new leaders.
LISTING INFORMATION

Church name: Chinese Congregational Church UCC
Street address: 21 Walter U. Lum Place, San Francisco, CA 94108
Supplemental web links: www.ChineseCongSF.org

Additional ecumenical affiliations (e.g. denominations, communions, fellowships):

Conference: Northern California Nevada
Association: Golden Gate
UCC Conference or Association Staff Contact Person (Name, Title, Phone, Email):
Rev. Davena Jones, ACM, 510-359-7208, davena@ncncucc.org

Summary Ministry Description:

Chinese Congregational Church is currently in transition. We have completed the New Beginnings process and are currently seeking a full-time bilingual (Cantonese/English) minister to lead the church into the next phase of the New Beginnings process which is the design ministries that implement the two options highlighted in the New Beginnings survey. They include (1) refocusing our ministries to serve our church and the larger community and 2) partnering with other churches for outreach ministries.
Photo Key:
a) Front of Church
b) Sanctuary
c) 135th Church Anniversary Group Photo
d) Food Bank Volunteers
e) SACK Day Camp
f) Praise Team
g) Retreat with Berkeley Chinese Community Church
What we value about living in our area

Chinese Congregational Church is located in San Francisco’s Chinatown. About 80% of our church members live outside of the Chinatown area. Why do these members keep coming back? Because this is the church many have grown up in and family ties are strong. Many families have been attending for generations. Many continue to value our Chinese culture & heritage.

Current size of membership:

99

Languages used in ministry (other than English): Cantonese

Position Title: Bilingual Senior Minister

Position Duration

Settled – a called position intended for longer-term ministry in which the minister moves church membership to the congregation and moves standing to related association

Compensation Level

Full Time

Does the total support package meet conference compensation guidelines? Yes

SCOPE OF WORK

Candidate must possess the following core competencies:

1. Ability to conduct worship services in both English and Cantonese on a weekly basis.
2. Partner with our Northern California Nevada Conference and the wider church.
3. Skills in developing ministries that are inclusive of all people into the fellowship of Jesus Christ no matter what their age, color, sexual orientation, social status, religious orientation or beliefs.
4. Experience and skills in developing ministries that will sustain and grow our membership and deepen our spiritual journey.
COMPENSATION AND SUPPORT

Salary Basis – please see attachment (Compensation for Authorized Minister in 3-Way Covenant)

Benefits (choose one):
   Salary plus Benefits

What is the expected living situation for your next minister?

It is expected that the new minister would be living within the Bay Area and would be receiving a housing allowance. We have an apartment within the church building available on-site that may serve as an option for housing.

Comment on the residential/commuting expectations for your next minister.

The minister would be expected to travel to:
   - Visit parishioners and non-members
   - Attend community meetings (i.e., CCU)
   - Attend NCNC or Conference meetings (i.e., PAAM)
   - Attend retreats and other church activities
   - Attend Professional Development as directed by the church or self-initiated.

State any incentives.

   - A paid parking space in the garage across the street from the church
   - Travel expense allowance
   - Time off for Professional Development
   - Sabbatical upon 7th year of service

Describe peer and professional supports available for ministers in your association/conference:

Our conference has always been very supportive of our ministers by providing resources, counseling and other ways of assistance. There are only two Chinese churches within our conference. We continue to have a very good relationship with the Berkeley Chinese Community Church in Berkeley and do things together. The Chinese Christian Union (CCU) is an organization that encompasses all the Chinese churches in the area and meets monthly to share experiences and plans how they can support the community.
If applicable, describe how your church will adopt part-time adjustments in the pastoral schedule to support a minister’s bi-vocational employment:

**This is a full-time minister we are calling and it is not expected our minister will have any other job.**

**WHO IS GOD CALLING TO MINISTER WITH US?**

Describe the ministry goals you envision your next minister co-collaborating with the congregation to achieve.

1. Guide us to learn, live and bring God’s teaching to our community.
3. Shepherd our church towards spiritual and membership growth.

**Note of Set Skills Needed:**
- Goal oriented
- Collaborative
- Inclusive – ability to work with diverse cultural and generational groups
- One who takes an interest; gets involved
- One who can listen and also lead
- Skilled in planning and developing action steps towards accomplishing our goals
- Cantonese bilingual and biliterate
- Administrative skills; Time management skills

Describe how your vision of the minister you are now seeking will assist the congregation in making an impact beyond its walls.

**This person will redefine and help us rediscover the reason why we are here as a church and the purpose of who we are and what we stand for.**

Specify language requirements or culturally-specific capacities preferred in a next ministerial leader, and why those matter to the congregation’s sense of calling.

**As a predominantly Chinese church, in the heart of Chinatown for 145 years, having a minister that understands the recently arrived immigrants from Asia coming into Chinatown is vital. Of course, speaking Cantonese is also very important if we are to communicate with those we serve.**
Based on what you have learned about who your church is, who your church’s neighbor is, and who God is calling the church to become, describe four areas of excellence from *The Marks of Faithful & Effective Authorized Ministry* that your next minister will display to further equip the congregation’s ministry in these areas.

**Spiritual Foundation for Ministry (Section 1):** A sense of being called by God and the community to authorized ministry in the church.

**UCC Identity for Ministry (Section 2):** A passion for the oneness of the body of Christ as expressed through commitment to ecumenism, justice and the full embrace of all persons in the radical hospitality of God. Also participation in the various settings of the United Church of Christ, including the conference/association and local church.

**Personal and Professional Formation for Ministry (Section 3):** Knowledge and observance of personal and professional boundaries in interpersonal, congregation and community settings.

The ability to function as part of a team, to give and receive supervision, and to mutually equip and motivate the community of faith.

The ability to accept and promote diversity, to inspire others to do so, and to minister in a multicultural and multiracial, open and affirming, just peace, accessible to all, united and uniting church.

**Knowledge and Skills for Ministry:**

**General Knowledge and Skills (Section 4-A):**

The ability to understand and appreciate a variety of perspectives of life.

**Knowledge and Skills Specific to Authorized Ministry (Section 4-B):**

Ability to engage in community leadership that is collaborative and transformative.

Ability to discern God’s mission in the world and, in response, to lead ministries of compassion, nurture, justice, and proclamation that support fullness of life for all people.

Ability to preach the good news, lead worship and participate in the sacraments in a manner faithful to the broader Christian heritage and appropriate to the characteristics of a specific culture and setting.
Ability to provide effective and appropriate pastoral care and Christian education, and to equip and motivate others to share in these ministries.

Ability to organize and implement programs, administer the operations of a complex organization, and initiate change when appropriate.
WHO IS GOD CALLING US TO BECOME?

“You shall love the Lord your God with all your heart, and with all your soul, and with all your mind.” (Matthew 22:37 NRSV)

Who is God calling you to become as a congregation?

We want to be a congregation that lives our faith through actions; less inward and more outward!!

Please see the response for ministry goals on page 7.

Describe how God is calling you to reach out to address the emerging challenges and opportunities of your community and congregation.

Our church has participated in the Night Ministry and Open Cathedral programs. These programs provided an opportunity to those who wanted to help but were afraid. The youth prepared bagged lunches at church and later brought them to the homeless with the assistance of the Night Ministry Team. The youth stayed for the service and it opened their eyes. This was a good inter-generational event; no additional skills required; no language barrier and an immediate impact.

One of the challenges CCC has experienced is we will start a task and can’t sustain it. For example, Super Saturday was a program for elementary immigrant youth who came to our church and were taught English and introduction to music. This program ran for 3 years and was difficult to sustain.

Some of the long term program challenges include a clarity of vision and outcome; specialized skills such as in music and language; and lack of recruiting to staff these programs.
WHO ARE WE NOW?

“You shall love your neighbor as yourself.” (Matthew 22:39 NRSV)

CONGREGATIONAL REFLECTIONS

11-YEAR REPORT

CONGREGATIONAL DEMOGRAPHICS

PARTICIPATION AND STAFFING

CHURCH FINANCES

HISTORICAL INFORMATION

CONGREGATIONAL REFLECTIONS

Describe your congregation’s life of faith.

We believe that Jesus is Savior. Our salvation was freely given to us. We have been on the receiving end and not so much giving. We are at the intersection where we want to mobilize our faith in action.

Describe several strengths or positive qualities of your congregation.

Our congregation is a intergenerational, multilingual, family oriented church. We have strong skills in our music ministry and culinary talents. When a task is clearly defined and aligned to our strengths and interests, we are very good at rallying together to complete the task. Our youth group is vibrant and has developed home grown leaders.

How do we go deeper? Is our faith strong enough to sustain the social connection/relationship?

At this time, our faith is not strong enough. We need someone to strengthen our faith and to lead us to understand God’s purpose for this church and our work in our community.

Describe what worship is like when your congregation gathers.

We have 2 worship services.

Our English service is one hour; follows a blended format with a worship leader. Once a month, our youth Praise Team leads a more contemporary service.

The English services are warm and spirited; the passing of the peace is awesome; sermons are often informative and reflective. We need to encourage people to be ready
for worship in heart, soul and mind. We need to work on making the worship more inviting and a priority.

Our Cantonese service is one hour and follows a traditional format with a worship leader. This congregation is much smaller.

Attendees of the Cantonese worship are generally faithful long time attendees and are mostly seniors.

Describe the educational program/faith formation vision of your church.

At this time, we are not connected to our mission statement. Below are some activities we do on a periodic basis to stay connected to our faith:

Youth Leadership:
- Dedicated and desire to do more
- Passionate about their work
- They have a time of sharing their religious beliefs with one another
- They continue to strengthen their faith through studying the Bible
- They aren’t afraid to share their faith with others. They go outside our church to learn more and then they take that knowledge back to CCC to share with others.

Adult bible study (Tuesday nights except during the summer)
Youth Fellowship (Friday nights)
Open Cathedral/Night Ministry – Sunday School participation
Confirmation Class
Esprit Fellowship (monthly meetings or outings)
Lunch Ministry (Every Sunday except during Combined Worship Services [i.e., Mother’s Day] and Koffee Klatch Sundays)
Ukulele Club (monthly)

Currently our Sunday School has one student who is in elementary school.

Describe how your congregation is organized for ministry and mission.

- When it comes to decision-making, how many hours are spent in meetings per month?
  Church council meets every other month for approximately 3-4 hours. The Board of Deacons meets monthly for approximately 2-3 hours. For committees that do meet, they meet for 1-2 hours per meeting as needed.
- Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished?
When immediate church action is needed, the Council’s Executive Committee has the authority to make decisions on behalf of the council. The council will be informed of the decision immediately.

Under normal situations, committees will make proposals to the board that require action steps for council approval.

- Can you provide the next minister with a copy of an organization structure, bylaws and/or annual report to further explain the patterns of the church’s activity and governance? Yes

11-YEAR REPORT

CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

<table>
<thead>
<tr>
<th></th>
<th>Is this number an estimate? (check if yes)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of active members:</td>
<td>30</td>
</tr>
<tr>
<td>Number of active non-members:</td>
<td>40</td>
</tr>
<tr>
<td>Total of church participants (sum of the numbers above):</td>
<td>70</td>
</tr>
</tbody>
</table>

Percentage of total participants who have been in the church:

<table>
<thead>
<tr>
<th></th>
<th>Is this number an estimate? (check if yes)</th>
</tr>
</thead>
<tbody>
<tr>
<td>More than 10 years:</td>
<td>60</td>
</tr>
<tr>
<td>Less than 10, more than 5 years:</td>
<td>30</td>
</tr>
<tr>
<td>Less than 5 years:</td>
<td>10</td>
</tr>
</tbody>
</table>

Number of total participants by age:

<table>
<thead>
<tr>
<th>0-11</th>
<th>12-17</th>
<th>18-24</th>
<th>25-34</th>
<th>35-44</th>
<th>45-54</th>
<th>55-64</th>
<th>65-74</th>
<th>75+</th>
<th>Are these numbers an estimate? (check if yes)</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>5</td>
<td>13</td>
<td>6</td>
<td>2</td>
<td>8</td>
<td>4</td>
<td>18</td>
<td>15</td>
<td>X</td>
</tr>
</tbody>
</table>
Percentage of adults in various household types:

<table>
<thead>
<tr>
<th>Household Type</th>
<th>Percentage</th>
<th>Is this number an estimate? (check if yes)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Single adults under 35:</td>
<td>27%</td>
<td>X</td>
</tr>
<tr>
<td>Joint household with minors:</td>
<td>11%</td>
<td>X</td>
</tr>
<tr>
<td>Single adults age 35-65:</td>
<td>3%</td>
<td>X</td>
</tr>
<tr>
<td>Joint household with no minors:</td>
<td>40%</td>
<td>X</td>
</tr>
<tr>
<td>Single adults over 65:</td>
<td>10%</td>
<td>X</td>
</tr>
</tbody>
</table>

Education level of adult participants by percentage:

<table>
<thead>
<tr>
<th>Education Level</th>
<th>Percentage</th>
<th>Is this number an estimate? (check if yes)</th>
</tr>
</thead>
<tbody>
<tr>
<td>High school:</td>
<td>90%</td>
<td>X</td>
</tr>
<tr>
<td>College:</td>
<td>75%</td>
<td>X</td>
</tr>
<tr>
<td>Graduate School:</td>
<td>50%</td>
<td>X</td>
</tr>
<tr>
<td>Specialty Training:</td>
<td>40%</td>
<td>X</td>
</tr>
<tr>
<td>Other (please specify):</td>
<td>N/A</td>
<td>X</td>
</tr>
</tbody>
</table>

Percentage of adults in various employment types:

<table>
<thead>
<tr>
<th>Employment Type</th>
<th>Percentage</th>
<th>Is this number an estimate? (check if yes)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adults who are employed:</td>
<td>30%</td>
<td>X</td>
</tr>
<tr>
<td>Adults who are retired:</td>
<td>60%</td>
<td>X</td>
</tr>
<tr>
<td>Adults who are not fully employed:</td>
<td>10%</td>
<td>X</td>
</tr>
</tbody>
</table>

Describe the range of occupations of working adults in the congregation:

**Majority are professionals, white collar occupations (i.e. teachers/administrators).**
Describe the mix of ethnic heritages in your congregation, and the overall racial make-up. Most UCC congregations tend to describe themselves as “diverse.” Yet, the vast majority of UCC congregations are mono-cultural. What does diversity mean in your context?

We are 95% Chinese with some Caucasian and Samoan.

Has your congregation recently had a conversation about welcoming diversity, or do you plan to hold one on the near future (perhaps using, for example, the Welcoming Diversity Inventory)? Please note the date. Comment after the exercise:

We have not had a conversation about welcoming at this time.

PARTICIPATION AND STAFFING

Complete the following chart. Please leave blank any fields that are not applicable to your congregation.

<table>
<thead>
<tr>
<th>Ways of Gathering</th>
<th>Estimated number of people involved in attendance</th>
<th>Who plans each of the listed gatherings? (list any and all worship planners, such as various lay leaders, pastors, musicians, other staff)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adult Groups or Classes (YAM, Esprit, Bible Study Group and UGG)</td>
<td>40</td>
<td>Each group plans their own activities</td>
</tr>
<tr>
<td>Baptisms <em>(number last year)</em></td>
<td>5</td>
<td>Deacons</td>
</tr>
<tr>
<td>Children’s Groups or Classes</td>
<td>1</td>
<td>Sunday School Staff</td>
</tr>
<tr>
<td>Christmas Eve and Easter Worship</td>
<td>20-80</td>
<td>Worship/Minister</td>
</tr>
<tr>
<td>Church-wide Meals</td>
<td>50</td>
<td>Coordinator with volunteers</td>
</tr>
<tr>
<td>Choirs and Music Groups (DulTones, Praise Team, Phoenix Choir, Sanctuary Choir, Chinese Choir)</td>
<td>4-20</td>
<td>Each individual group But for Choirs, it’s the Choir Director</td>
</tr>
<tr>
<td>Church-based Bible Study (Tuesday Night Bible Study)</td>
<td>5</td>
<td>Rotation</td>
</tr>
<tr>
<td>Communion <em>(served how often?) - Monthly</em></td>
<td>50</td>
<td>Deacons and Minister</td>
</tr>
<tr>
<td>Event/Activity</td>
<td>Quantity</td>
<td>Responsible Party</td>
</tr>
<tr>
<td>----------------------------------------------------</td>
<td>----------</td>
<td>----------------------------------------</td>
</tr>
<tr>
<td>Community Meals (Fellowship Luncheon)</td>
<td>1</td>
<td>Special Events Committee</td>
</tr>
<tr>
<td>Confirmation (<em>number confirmed last year</em>)</td>
<td>5</td>
<td>Deacons</td>
</tr>
<tr>
<td>Drama or Dance Program</td>
<td>0</td>
<td>N/A</td>
</tr>
<tr>
<td>Funerals (<em>number last year</em>)</td>
<td>4</td>
<td>Deacons</td>
</tr>
<tr>
<td>Intergenerational Groups</td>
<td>12</td>
<td>Choir Director</td>
</tr>
<tr>
<td>Outdoor Worship</td>
<td>70-100</td>
<td>Worship Committee and Minister</td>
</tr>
<tr>
<td>Prayer or Meditation Groups (Prayer Circle)</td>
<td>7-9</td>
<td>Deacons</td>
</tr>
<tr>
<td>Public Advocacy Work</td>
<td>0</td>
<td>N/A</td>
</tr>
<tr>
<td>Retreats (Youth Retreat – one in summer and one in winter)</td>
<td>0 – church 25</td>
<td>Youth Leaders and Director of Ministry</td>
</tr>
<tr>
<td>Theology or Bible Programs in the Community</td>
<td>0</td>
<td>N/A</td>
</tr>
<tr>
<td>Weddings (<em>number last year</em>)</td>
<td>0</td>
<td>N/A</td>
</tr>
<tr>
<td>Worship (time slot: 10:00AM English)</td>
<td>40</td>
<td>Worship Committee and Minister and Deacons</td>
</tr>
<tr>
<td>Worship (time slot: 11:30AM Chinese)</td>
<td>12</td>
<td>Worship Committee and Minister and Deacons</td>
</tr>
<tr>
<td>Young Adult Groups or Classes</td>
<td>6</td>
<td>Youth Leaders</td>
</tr>
<tr>
<td>Youth Groups or Classes</td>
<td>15-20</td>
<td>Youth Leaders</td>
</tr>
<tr>
<td>Other</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Additional comments:
List all members or regular participants in your congregation who are ordained, licensed, or commissioned ministers. Indicate those with current United Church of Christ Three-Way Covenants (i.e. serving in a congregation) or Four-Way Covenants (i.e. serving in a ministry beyond a congregation).

<table>
<thead>
<tr>
<th>Name</th>
<th>Three- or Four-Way Covenant? (3 or 4 or No)</th>
<th>Ministry Setting</th>
<th>Type of Ministry Role</th>
<th>Retired? (Y or N)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Matthew Fong</td>
<td>No</td>
<td></td>
<td>Emeritus</td>
<td>Y</td>
</tr>
<tr>
<td>Gordon Lew</td>
<td>No</td>
<td></td>
<td></td>
<td>Y</td>
</tr>
</tbody>
</table>

If one or more previous pastors or retired ministers currently hold membership in the church, describe their role(s) in the life of the congregation:

List all current staff, including ministers. Exclude the position you are seeking to fill. Indicate which staff person serves as head of staff.

<table>
<thead>
<tr>
<th>Staff Position</th>
<th>Head of Staff?</th>
<th>Compensation (full time, part time, volunteer)</th>
<th>Supervised by</th>
<th>Length of Tenure for current person in this position</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pastor (Vacant)</td>
<td>Head</td>
<td>Full time</td>
<td>Deacons</td>
<td></td>
</tr>
<tr>
<td>Director of Ministry</td>
<td>Staff</td>
<td>Full time</td>
<td>Deacons</td>
<td>6 months</td>
</tr>
<tr>
<td>Office Clerk</td>
<td>Staff</td>
<td>Part time</td>
<td>Office Mgr</td>
<td>12 years</td>
</tr>
<tr>
<td>Custodian</td>
<td>Staff</td>
<td>Full time</td>
<td>Bldg Mgmt</td>
<td>30+ years</td>
</tr>
</tbody>
</table>

REFLECTION

Reflection: After reviewing the congregational demographics and activities above, what does this information reflect about your congregation’s overall ministry?

Based on the above, we need to be more of a church that reaches out to the community and to accomplish what God has asked us to do.
CHURCH FINANCES

Current annual income (dollars used during most recent fiscal year)

<table>
<thead>
<tr>
<th>Source</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Annual Offerings and Pledged Giving</td>
<td>$221,234</td>
</tr>
<tr>
<td>Endowment Proceeds <em>(as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)</em></td>
<td>$0</td>
</tr>
<tr>
<td>Endowment Draw <em>(beyond what is permitted by spending policy, “drawing down the principal”)</em></td>
<td>$0</td>
</tr>
<tr>
<td>Fundraising Events</td>
<td>$0</td>
</tr>
<tr>
<td>Gifts Designated for a Specific Purpose</td>
<td>$3,037</td>
</tr>
<tr>
<td>Grants</td>
<td>$0</td>
</tr>
<tr>
<td>Rentals of Church Building</td>
<td>$49,670</td>
</tr>
<tr>
<td>Rentals of Church Parsonage</td>
<td>$0</td>
</tr>
<tr>
<td>Support from Related Organizations*(e.g. Women’s Group)*</td>
<td>$0</td>
</tr>
<tr>
<td>Transfers from Special Accounts</td>
<td>$0</td>
</tr>
<tr>
<td>Other (specify):</td>
<td>$0</td>
</tr>
<tr>
<td>TOTAL</td>
<td>$273,941</td>
</tr>
</tbody>
</table>

Current annual expenses (dollars budgeted for most recent fiscal year): $229,500

FINANCIAL REPORT (from Ron Dere, Treasurer)

The year 2018 was a financially good year for our church. Income was lower than 2017, and pledges were also lower. However, expenses were significantly lower than 2017 with the departure of the Senior Minister and no immediate replacement. As a result, 2018 had a net surplus of over $74,959 versus a smaller surplus in 2017 of $22,167. We continued with the staff comprised of a full-time Director of Ministry (who is also responsible for the duties of the Christian Education/Youth Director), Custodian, and Office Secretary.
Our income in 2018 was lower than 2017 by $15,571, but our expenses were much lower by $68,363. Pledges were lower by -14.4%, Special Donations were higher by 6.8%, and Loose Offerings were higher by 14.7%. Special Offerings were lower by -32.6%. An anonymous donation of $40,000 contributed to the significant surplus in 2018. We thank those who have consistently increased their pledges and special donations and know that God’s work will continue to be supported by them.

With the departure of our Senior Minister, the 2018 budget was significantly lower than 2017. The 2019 budget is slightly higher than the 2018 budget with the addition of the full-time Director of Ministry. Some increases in the budget for recurring expenses for the day to day operating budgets and the salary adjustment increases for the remaining paid staff have been approved.

2017 and 2018 were both surplus years. We will continue to monitor our income and expenses in 2019 and endeavor to continue towards another surplus this year.

The process for identifying and interviewing candidates for the Bilingual Senior Minister position has commenced, but as in the past, the hiring of a new Senior Minister may take some time. Hopefully, we will be able to call one of the candidates in the near future.

In 2018 the apartment/building income was slightly higher than 2017. Expenses were much lower yielding a surplus of $31,791. Barring any significant repairs or maintenance issues, surpluses should continue.
Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? **51.3% (Note: Former pastor left in February, 2018)**

Has the church ever failed to pay its financial obligations to a minister of the church? **No**

Is your church 5-for-5, i.e. does it include each of the following contributions during the church year? **Yes**
- _X_ Our Church’s Wider Mission (OCWM – Basic Support)
- _X_ One Great Hour of Sharing
- _X_ Strengthen the Church
- _X_ Neighbors in Need
- _X_ Christmas Fund

In what way is OCWM (Basic Support) gathered? If calculated as a percentage of operating budget, what is that percentage? *(recommended 10%)** Lump Sum $9,000.*

What is the church’s current indebtedness? **The church has no debts.**

If a building program is projected or underway, describe it, including the projected start/end date of the building project and the total project budget.

**There are currently no building programs underway or projected.**

If the church has had capital campaigns in the last ten years, describe:

<table>
<thead>
<tr>
<th>Year(s)</th>
<th>Purpose</th>
<th>Goal</th>
<th>Result</th>
<th>Impact</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018</td>
<td>Replace roof</td>
<td>$75,000</td>
<td>$45,000</td>
<td>Positive – additional funding received</td>
</tr>
<tr>
<td></td>
<td></td>
<td>$</td>
<td>$</td>
<td></td>
</tr>
</tbody>
</table>

If a capital campaign is underway or anticipated, describe: **not applicable**

<table>
<thead>
<tr>
<th>Year(s)</th>
<th>Purpose</th>
<th>Goal</th>
<th>Result</th>
<th>Impact</th>
</tr>
</thead>
<tbody>
<tr>
<td>N/A</td>
<td>$</td>
<td>$</td>
<td>$</td>
<td></td>
</tr>
<tr>
<td></td>
<td>$</td>
<td>$</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Describe the prominent mission component(s) involved in the most recent (or current) capital campaign.

The fundraiser was organized and monitored by our Young Adult Ministry and involved participation from other churches and others. A good outreach gesture.

Does your church have an endowment? Yes.

What is the market value of the assets? $285,957

Are funds drawn as needed, regularly, or under certain circumstances? Under certain circumstances.

What is the percentage rate of draw (last year, compared to 5 years ago)? 0.0%

Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years: We have never needed to draw from our endowment to meet operating budget expenses.

At the current rate of draw, how long might the endowment last? Not calculated.

Please comment on the above calculations or estimates: No comment.

Other Assets:

Reserves (savings): about $200,000.

Investments (other than endowment): $269,282.

Does your church have a parsonage? No.

Describe all buildings owned by the church: Only 1.

Describe non-owned buildings or space used or rented by the church: None.

Which spaces are accessible to wheelchairs? (worship space, pulpit, fellowship space, facilities, etc.) – None.
Reflection: After reviewing the church’s finances and assets described above, what does this information reflect about your congregation’s mission and ministry?

While we are financially stable, no real money is in place to do mission and outreach work. Much of our church finances are in church maintenance and staffing. So while we are rich in resources, we are poor in our commitment to the community and outreach.

From New Beginnings Assessment Report “financial capacity” – “this congregation has adequate financial capacity for ministry. That is to say the income streams are adequate for meeting the expense of the basic ministry of this congregation.”

HISTORICAL INFORMATION

Name one to three significant happenings in the history of your church that have shaped the identity of your congregation. Add the most important event in the life of your church in the past 10 years.

We were in transition of a minister for 5 years prior. So having the stability of a senior pastor for the next 10 years helped shaped the identity of our congregation.

Having a Youth Minister and his family has strengthened our youth program.

Having an aging church building, we fundraised to replace our church roof. The collective work was inspiring because it galvanized the entire church for this one project.

Describe a specific change your church has managed in the recent past.

A weekly Sunday Lunch Ministry where volunteers provide lunch for the entire congregation creating an atmosphere of fellowship for all.

Since the departure of our senior minister, many of our congregants have stepped up to fill the needs of our church.

Every church has conflict, some minor, some larger. “Where two or three are gathered, there will be disagreement….” Describe your congregation’s values and practices when it comes to conflict.

Our church attempts to resolve any disagreements in an amicable and cooperative manner, whether between members to members or pastor to member. There are times
when these discussions do not reach an agreeable resolution. We know that we can reach out to our conference for conflict resolution assistance but sometimes that does not resolve the situation either. We have no in-house policies, protocols or structures for dealing with these types of conflicts.

Ministerial History (include all previous ministerial staff for the past 30 years)

<table>
<thead>
<tr>
<th>Staff member’s name</th>
<th>Years of service</th>
<th>UCC Standing (Y/N)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rev. Sebastian Ong</td>
<td>2007 – 2018</td>
<td>Y (dual)</td>
</tr>
<tr>
<td>Rev. Rodney Yee</td>
<td>1987 – 1990</td>
<td>Y</td>
</tr>
<tr>
<td>Rev. Matthew Fong</td>
<td>1978 – 1987</td>
<td>Y</td>
</tr>
</tbody>
</table>

Comment on what your church has learned about itself and its relationship with persons who provided ministerial leadership:

Has any past leader left under pressure or by involuntary termination?
  Yes

Has your church been involved in a Situational Support Consultation?
  Yes

Has a past pastor been the subject of a Fitness Review while at your church?
  No
WHO IS OUR NEIGHBOR?

“You shall love your neighbor as yourself.” (Matthew 22:39 NRSV)

COMMUNITY VISION

MISSION InSite

HOW DO THE RELATIONSHIPS AND ACTIVITIES OF YOUR CONGREGATION EXTEND OUTWARD IN SERVICE AND ADVOCACY?

Hosts annual CCU Easter Sunrise Service
CCU Women’s Society
Open Cathedral/SF Night Ministry
Donations thru deacons funds (benevolent offering: donations in response to emergency needs (local, national and world-wide)
UCC Retired Minister Funds
SACK – summer day camp program (SACK camperships)
PAAM scholarships
Food bank
Lunch Ministry
Super Saturday (SSK – no longer active)
Phoenix Choir – traveling to other churches to sing
DuTones men’s doo wop group – visits senior communities with their music ministry
CCU Sports Ministry (basketball/volleyball)
Chinatown Task Force (no longer active)
Friday Night Youth Fellowship – joint meetings with First Chinese Baptist Church
Participated in ACT NOW! for racial justice in Washington, D.C.
No transformational engagements with neighbors

Describe your congregation’s participation in meetings, relationships and activities connecting the wider United Church of Christ (association / conference / national setting).

Pacific Islander & Asian American Ministries UCC (2 person)
Wider World Mission – donation is the only participation
UCC Retired Minister Fund – donation is the only participation
Northern California Nevada Conference annual gathering (while we do send delegates, it is a struggle every year)
Many local churches love to tell the story of what they are doing in the community to transform lives. Some have identified certain aspects of their witness into the wider community using language shared with other UCC congregations. (Find more information as desired at ucc.org.) Check any statements below that apply to your UCC faith community.

- Accessible to All (A2A)
- Creation Justice
- Economic Justice
- Faithful and Welcoming
- God Is Still Speaking (GISS)
- Border and Immigrant Justice
- Inter-cultural/Multi-racial (I’M)
- Just Peace
- Global Mission Church
- Open and Affirming (ONA)
- WISE Congregation for Mental Health
- Other UCC designations:
- Designations from other denominations
- None

Reflect on what the above statement(s) mean(s) to your community. Is your congregation interested in working toward any of the above statements of witness in the near future?

While we are interested in the above, we have not taken any positive direction towards discussing the above.

Describe your congregation’s participation in ecumenical and interfaith activities (with other denominations and religious groups, local and regional).

**Chinese Christian Union**
**SF Night Ministry**
**Friday Night Youth Fellowship - joint meetings with First Chinese Baptist Church**

If your congregation has a mission statement, how does that mission statement compare to the actual time spent engaging in different activities? Think of the range of activities from time spent gathering, to governance, to time spent going out.

**Studying God’s Word: Tuesday Night Bible Study; Friday Night Fellowship**

**Evangelize and witness the Good News – 0%**
**Serve the local community – SACK – 20% (2 months during the summer)**
  - Sunday School Projects – i.e., sock drive; food bank; - 10%
Work together to bring God’s peace & justice on earth – 0%
Nourish and expand our church’s ministry through faithful stewardship – 10%
  i.e., donations such as benevolent/deacon

Reflect on the scope of work assigned to your pastor(s). How is their community ministry and their ministry in and on behalf of the wider church accounted for in the congregation’s expectations on their time?

We anticipate 30% of their time to be dedicated to the following:

1. Participate with our Northern California Nevada Conference and the wider church.
2. Skilled in developing programs that are inclusive of all people into the fellowship of Jesus Christ no matter what their age, color, sexual orientation, social status, religious orientation or beliefs.
3. Experience and skills in developing programs that will sustain and grow our membership and deepen our spiritual journey.

MISSION InSite

Comment on your congregation’s MissionInsite report with data for your neighborhood(s) or area. What trends and opportunities are shown?

The report was interesting reading and provided an overview of how our study area compared with the national average on many topics. Our church has traditionally been a very inward church. While we know there are topics within our surrounding community that could use our attention and support, we have not taken positive steps to address these issues.

How do your congregation’s internal demographics compare or contrast to a) the neighborhoods adjacent to your church, and b) other neighborhoods with which your church connects?

The church membership/active attendees are comprised of mostly seniors and middle age families. The needs of the community (according to the report) seem to be concerns of a younger demographic than our members. Although there seems to be needs as related to an aging community.

How are the demographics of the community currently shaping ministry, or not?

Our worship does not cater to the community. Our outreach is limited.
What do you hear when you talk to community leaders and ask them what your church is known for?

**We have minimal interactions with community leaders.**

What do new people in the church say when asked what got them involved?

**The youth and young adults were invited by friends to attend events/activities.**

**Some of the youth attend because they were involved with our Summer Adventure Camp for Kids (SACK) program.**

**This individual loves the food and the people are caring, friendly and nice.**

**This family came to the church because her son has challenges and she felt hopeless. A couple of church members invited them to church in hopes the church would help her son. She is very thankful to every member of this church for the smiles and welcome. She sees that her son has made progress and our family has changed during this time to be more open and happy. Whereas before, we didn’t feel this way and now we feel hopeful. I’m thankful to God and to this church of welcoming us.**
Name up to three people who have agreed to serve as phone and written references. Advise the three references: “The contact information you provide may be shared publicly. Please use contact information that you feel comfortable giving to candidates so they can reach you with their questions.”

Make sure they are not members of your church but are persons who know your church well enough to be helpful to candidates seeking more information. Request a letter from each reference in answer to the four prompts below. Attach the letters (up to three) as desired.

REFERENCE 1
Rev. Sharon MacArthur
Retired Acting Pastor, Berkeley Chinese Community Church
510.703.5032 – c
pastormacsharon@aol.com
Former acting pastor of the only other Chinese church in our conference

REFERENCE 2
Rev. Rodney Yee
Retired UCC minister
510.417.1432 – c
pastoryee@yahoo.com
Former associate pastor of CCC

REFERENCE 3
Roy Mosley
Board member of Golden Gate Association, NCNC
510.414.8250
roymosley@comcast.net
Friend of church
REFERENCE
For Chinese Congregational Church, UCC, San Francisco

• Describe some areas of strength in this church’s ministry.
  - *Congregation:* warm multi-generational family church with a long and rich history of a faithful congregation who love the church and committed to serving the needy. All of its leaders and members live in outlying SF neighborhoods and other Bay Area towns are so dedicated they drive into the very urban Chinatown (translated – with parking challenges) every Sunday and for some several times a week.
  - *Thriving Youth Ministry:* youth group which is growing leaders and disciples who are actively living the gospel in and beyond its own community.
  - *Strong Music Ministry:* an adult choir; a youth choir; several singing groups including the DuTones, a men’s doo-wop group, which travels around the conference to perform as musical ambassadors.
  - *Participation in and Contributions to Wider Church Settings:* CCC has historically participated in and provided leadership in Association and Conference settings as well as Pacific Islander and Asian American Ministries (PAAM), UCC, and the Chinese Christian Union of San Francisco.

• Describe some areas for improvement in this church’s ministry.
CCC will need to make some difficult decisions...
  - about its current location to address how it challenges their ministries: in an historic building with few or no options to expand and/or modernize to accommodate seniors/handicapped; in San Francisco Chinatown where parking is a challenge – especially since most of the congregation do not live in Chinatown and commute from outlying neighborhoods and other Bay Area towns.
  - about continuing to be a bilingual (English and Cantonese) Church when the Cantonese Congregation is aging and shrinking? Should it be a trilingual? (English, Cantonese, and Mandarin?)

• Describe a significant experience you have had of this church’s ministry:
  - This is a generous and caring church – active churches of Northern California Regional PAAM are asked to host monthly meetings as well as host special events like our annual music festival. We can always count on CCC to volunteer even when no one else does. CCC is also generous in its donations to support PAAM and its outreach efforts to especially Pacific Islander churches to join the PAAM family of churches.

• Anything else you wish to share.
  - I have been around CCC for over 30 years and I believe with THE appropriate called, committed, spiritual leader, this congregation can dig deeper and make even more extraordinary contributions in their community and in all settings of the wider church and God’s world.

May 2, 2019
Rev. Sharon Lee MacArthur
Interim Minister
Community Church of Honolulu
pastormacsharon@aol.com
c: 510-703-5032
This letter was written to provide reference about the Chinese Congregational Church of San Francisco. It was written by the Rev. Rodney Yee, a retired UCC minister. I provide pulpit supply for the church from time to time and also help perform the sacraments when needed. I was the church’s associate pastor from 1987-1990. I was asked to respond to the following questions.

1. Describe some areas of strength in this church’s ministry.

Some areas of strength of this church’s ministry lie in its worship life, continuous support of its youth, and location to do outreach into the community. CCC has continuously provided two worship services, one for the English speaking members and one for the Cantonese speaking members. Providing two worship services has provided an opportunity for people to feel included in one or both worship services. It has also created a challenge for the church to have people take leadership in both services.

CCC has continuously provided resources and leadership to support its youth ministry. CCC has an active youth group and many of its members return to the church to serve after they return from college.

Being an urban church in the middle of San Francisco Chinatown, CCC is in a unique position to provide ministry to the people living in the area. The membership continues to outreach into the community and provide a place for people can gather and experience the various ministry programs the church offers.

2. Describe some areas for improvement in this church’s ministry.

Because many of the church’s membership live outside of San Francisco Chinatown, it becomes difficult to support ministry that occurs at the church site. One of the challenges that CCC faces in its present and future is what kinds of ministry can be provided and supported with this dynamic in place. Is the church open to doing ministry beyond its church doors? Is the membership open to consider partnerships with other church’s, sharing its resources and people in other settings?

As the congregation ages, it becomes more difficult for members to come to the church. What can be done to minister to these members who live further away from the church? Is it left to the pastor to provide visitation to these members or can more of the church’s membership become involved?

3. Describe a significance experience you have had of this church’s ministry.

One of the more recent ministry’s I have experienced at CCC is their weekly Sunday lunch ministry. Every Sunday after worship, CCC members will volunteer cooking and providing a delicious lunch for members and friends to enjoy. A good number of people will stay for lunch.
and fellowship with one another. This is a great way to catch up with others and meet new people who are invited to stay.

4. Anything else you wish to share.

I feel that CCC is made up of many people who love God and seek to live life with the heart of Christ! The members are faithful to the church and they care for each other and the church. There are some people who have strong opinions and feelings about how the church’s ministry should be carried out but I believe there is a mutual respect for one another. I believe a pastor who is visionary and a consensus builder will do well in the church.
To Whom it May Concern:

It is with great pleasure that I write this reference letter for Chinese Congregational Church (CCC) in San Francisco. While I am not a member of the church, I have interacted with this church on a variety of projects over the past 10 years. CCC is one of the "jewels in the crown" of Bay Area UCC churches. The faithfulness and dedication of CCC to the wider church sets it apart from many of its local sister churches.

My interaction with CCC has largely been as Moderator of the Golden Gate Association (of which CCC is a member) and Moderator of the NCNC. Over the past ten years, I have partnered with CCC on at least a dozen fundraising projects to support San Francisco Night Ministry and the NCNC, and to respond to various emergency needs of our local churches and communities. As the coordinator of most of these projects, I always turned first to CCC to gain its support in terms of planning, funding and execution. CCC has among its members congregants who are musically talented and others with a lovely entrepreneurial spirit. The combination of these collective gifts of the congregation has made it an ideal collaborative partner to put on fundraising concerts to benefit the wider community. In collaboration with the Golden Gate Association and the NCNC, CCC has helped us raise tens of thousands of dollars for many worthy causes. Without the support of CCC, it would not have been possible to put together the coalition of churches and individuals necessary for these events to be successful. Beneficiaries of these concerts have been such varied causes as the California North Bay Fire Relief, San Francisco Night Ministry, NCNC Annual Gathering attendance for underrepresented ethnic groups, and local churches.

Some of the areas of strength of CCC are its unique ethnic identity, the quality of its leadership development and the faithfulness of its members to service to the wider church. CCC is a congregation comprised primarily of Chinese Americans. The church is rich with culture and has been a part of the Chinatown community since before the 1906 earthquake. The cultural and historical identity of the church is one of its great strengths and is freely and lovingly shared with the wider community. This strong history and identity have helped it survive when many of its neighboring congregations are faltering.

CCC takes leadership development very seriously, instilling in its youth a sense of purpose in serving the community and developing adult leaders that have served the Golden Gate Association and the NCNC in a variety of roles, including Moderator of the NCNC. The church in Northern California has been greatly enhanced by the leaders that CCC provides. CCC has provided leadership on many committees and boards of directors of the NCNC over the years.

I do not mean to imply that CCC is a perfect church. There are some areas where the church could improve. I have written a lot in this letter about CCC always responding to "the call" for collaboration. However, few projects impacting the wider church are initiated by CCC. CCC's role has been largely that of a responder. I think that CCC would be a better church if it initiated projects on its own that further the mission of CCC to the wider church. CCC's involvement with its sister churches, the Association, the Conference and San Francisco Night
Ministry is sporadic because it is largely responsive in nature. The church would benefit from some long-term planning and long-term goal setting that is deliberate and intentional about its involvement with the wider church and community. If the church engaged in this sort of forward-looking strategic reflection and planning, it would be more consistent in meeting the needs of its congregants and community, and in its service to the wider church. CCC is a great supporter of the ideas and mission projects of others. It would be so much better a church, and so much better a community leader, if it developed projects internally and sought the wider church to join them in projects that they have designed.

Yours in Christ,

Roy Mosley

Former Moderator, NCNC
Current Member of NCNC Conference Council
Current Chair of NCNC Annual Gathering Business Committee

Former Moderator, Golden Gate Association
Current Member of Golden Gate Association Board of Directors
ATTACHMENT 1

Compensation for Authorized Minister in 3-Way Covenant
### Fair & Just Compensation for Church Workers
Northern California Nevada Conference, United Church of Christ

#### WORKSHEET A: COMPENSATION FOR AUTHORIZED MINISTER IN 3-WAY COVENANT

**Part 1: Base Salary**

<table>
<thead>
<tr>
<th>Category (Guideline)</th>
<th>2019 Guideline</th>
<th>Local Church Amount/Response</th>
</tr>
</thead>
<tbody>
<tr>
<td>Baseline Salary (A1)</td>
<td>$49,920 per year $24 per hour</td>
<td>$</td>
</tr>
<tr>
<td>Local Cost of Living Adjustment (A3)</td>
<td>.75% of Median Single-Family Home Selling Price in Local Church ZIP Code</td>
<td>49,920.00</td>
</tr>
<tr>
<td>Experience &amp; Education Points (A4)</td>
<td>See Grid</td>
<td></td>
</tr>
<tr>
<td>Setting Points (A5)</td>
<td>See Grid</td>
<td></td>
</tr>
<tr>
<td>Points Multiplier (A6)</td>
<td>$850 per point</td>
<td></td>
</tr>
<tr>
<td><strong>Total Base Salary</strong></td>
<td></td>
<td>$49,920.00</td>
</tr>
</tbody>
</table>

**Part 2: Social Security Offset**

<table>
<thead>
<tr>
<th>Category (Guideline)</th>
<th>2019 Guideline</th>
<th>Local Church Amount/Response</th>
</tr>
</thead>
<tbody>
<tr>
<td>Social Security Offset (A7)</td>
<td>7.65%</td>
<td>$3,818.88</td>
</tr>
<tr>
<td><strong>Total Base Salary</strong></td>
<td>From Part 1</td>
<td>$49,920.00</td>
</tr>
<tr>
<td><strong>Total Direct Compensation</strong></td>
<td></td>
<td>$53,738.88</td>
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**Part 3: Standard Benefits**

<table>
<thead>
<tr>
<th>Category (Guideline)</th>
<th>2019 Guideline</th>
<th>Local Church Amount/Response</th>
</tr>
</thead>
<tbody>
<tr>
<td>Retirement Annuity (A8)</td>
<td>14%</td>
<td>$7,523.44</td>
</tr>
<tr>
<td>Life &amp; Disability Insurance (A9)</td>
<td>1.5%</td>
<td>$806.08</td>
</tr>
<tr>
<td>Criminal Background Check Reimbursement (A10)</td>
<td>$160</td>
<td>$160.00</td>
</tr>
<tr>
<td><strong>Total Standard Benefits</strong></td>
<td></td>
<td>$8,489.53</td>
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</tbody>
</table>
### Part 4: Customary Benefits

<table>
<thead>
<tr>
<th>Category (Guideline)</th>
<th>2019 Guideline</th>
<th>Local Church Amount/Response</th>
</tr>
</thead>
<tbody>
<tr>
<td>Minister + Family Health Plan (A11)</td>
<td>See Annual Premium Rates</td>
<td>$</td>
</tr>
<tr>
<td></td>
<td></td>
<td>27,192.00</td>
</tr>
</tbody>
</table>

**Total Customary Benefits**

|                                      | $                        | 27,192.00                   |

### Part 5: Entitlements

<table>
<thead>
<tr>
<th>Category (Guideline)</th>
<th>2019 Guideline</th>
<th>Local Church Amount/Response</th>
</tr>
</thead>
<tbody>
<tr>
<td>Weekly Days Off (A12)</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td>Annual Leave (A13)</td>
<td>25 Working Days</td>
<td></td>
</tr>
<tr>
<td>Holidays (A14)</td>
<td>12 Working Days</td>
<td></td>
</tr>
<tr>
<td>Lifelong Learning Leave (A15)</td>
<td>15 Working Days</td>
<td></td>
</tr>
<tr>
<td>Sabbatical Policy (A16)</td>
<td>In Place</td>
<td></td>
</tr>
<tr>
<td>Parental Leave (A17)</td>
<td>2 Calendar Months</td>
<td></td>
</tr>
<tr>
<td>Sick Leave (A19)</td>
<td>12 Working Days</td>
<td></td>
</tr>
<tr>
<td>Wider Church Participation (A21)</td>
<td>Provided</td>
<td></td>
</tr>
</tbody>
</table>

**Total Entitlements**

### Part 6: Professional Expenses

<table>
<thead>
<tr>
<th>Category (Guideline)</th>
<th>2019 Guideline</th>
<th>Local Church Amount/Response</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professional Expense Account (A22)</td>
<td>$2,500</td>
<td></td>
</tr>
<tr>
<td>Mobile Phone (A23)</td>
<td>$50/month reimbursement</td>
<td></td>
</tr>
<tr>
<td>Wider Church Participation (A24)</td>
<td>All Fees</td>
<td></td>
</tr>
</tbody>
</table>

**Total Professional Expenses**

|                                      | $                        | 89,420.41                   |

**Total Pastoral Compensation Budget**

|                                      | $                        | 89,420.41                   |
ATTACHMENT 2

CCC By-Laws
ARTICLE I. NAME
The name of this church shall be Chinese Congregational Church, United Church of Christ, located at 21 Walter U. Lum Place, San Francisco, California, 94108.

ARTICLE II. PURPOSE
The avowed purpose of this church shall be to worship God, to preach the gospel of Jesus Christ, and to celebrate the sacraments; to realize Christian fellowship and unity within this church and the Church Universal; to render loving service toward humankind; and to strive for righteousness, justice, and peace.

ARTICLE III. POLITY
This church shall be a part of the United Church of Christ and it shall sustain that relationship to the United Church of Christ described in those portions of the Constitution and Bylaws of the United Church of Christ adopted July 4, 1961, relating to local churches.

The government of this church is vested in its members, as followers of Christ who exercise the right of control in all its affairs, subject, however, to laws of the State of California, relating to non-profit religious corporations.

ARTICLE IV. FAITH AND COVENANT
This church acknowledges as its sole Head, Jesus Christ, the Son of God and the Savior of humankind. It acknowledges as brothers and sisters in Christ all who share in this confession. It looks to the Word of God in the Scriptures, and to the presence and power of the Holy Spirit, to prosper its creative and redemptive work in the world. It claims as its own the faith of the historic Church expressed in the ancient creeds and reclaimed in the basic insights of the Protestant Reformers. It affirms the responsibility of the Church in each generation to make this faith its own. In accordance with the teachings of our Lord and the practice prevailing among evangelical Christians, it recognizes two sacraments; Baptism, and the Lord’s Supper or Holy Communion.
Our expression of this faith is:

"STATEMENT OF FAITH"

We believe in God, the Eternal Spirit, the Father of our Lord Jesus Christ and our Creator, and to the Creator’s deeds we testify:

The Creator calls the worlds into being,
creates people in his own image
and sets before him the ways of life and death.

He seeks in holy love to save all people from aimlessness and sin.

He judges men and nations by his righteous will declared through prophets and apostles.

In Jesus Christ, the man of Nazareth, our crucified and risen Lord,
he has come to us
and shared our common lot,
conquering sin and death
and reconciling the world to himself.

He bestows upon us his Holy Spirit,
creating and renewing the Church of Jesus Christ,
binding in covenant faithful people of all ages, tongues and races.

He calls us into his Church
  to accept the cost and joy of discipleship,
to be his servants in the service of others
to proclaim the gospel to all the world
and resist the powers of evil,
to share in Christ's baptism and eat at his table,
to join him in his passion and victory.

He promises to all who trust him
  forgiveness of sins and fullness of grace,
courage in the struggle for justice and peace,
his presence in trial and rejoicing,
and eternal life in his kingdom which has no end.

Blessing and honor, glory and power be unto him. Amen.”

We covenant one with another to seek and respond to the Word and the will of God.
Our purpose is to walk together in the ways of the Lord, made known and to be made known to us.
We hold it to be the mission of the Church to witness to the gospel of Jesus Christ in all the world, while worshiping God, and striving for truth, justice and peace. As did Christians before us, we depend on the Holy Spirit to lead and empower us. We pray for the coming of the kingdom of God, and we look with faith toward the triumph of righteousness and eternal life.
ARTICLE V. MEMBERSHIP

1) **Eligibility for membership** in this church shall be open to any person who has been baptized and/or confirmed by an ordained minister in good standing with UCC.

2) Membership shall be conferred on individuals who pledge: to attend the regular worship of the church and the celebration of the Lord's Supper; to live the Christian life; to share in the life and work of the church; to contribute to its support and benevolences; and to seek diligently the spiritual welfare of the membership and the community.

3) Any member may, on their own request, be granted a letter of transfer. If wishing to join a body not in fellowship with this church, the member, may be dismissed with a certificate of church membership.

If, because of change of faith or for other reasons not involving unchristian conduct, a member requests in writing to be released from their membership obligations, the church shall patiently endeavor to secure their continuance in its fellowship; but failing in such effort, the church may grant the request and terminate their membership. Such a request shall be approved by the Senior Pastor and Church Council, and the Secretary shall issue the appropriate letter of release.

4) A member whose address has been long unknown or, a member who for a period of two years, in spite of spiritual care, has not attended the church's worship or contributed to its support, may be removed from the membership roll and placed on an inactive list by the Church Council. **Those exempt from this provision include persons such as college students, military personnel, shut-ins, missionaries, evangelists or others who are legitimately unable to regularly attend church.**

5) If a member persistently breaches their covenant vows, the Deacons will visit and counsel the member. They will make faithful effort to bring the member to amendment in accordance with the teaching of Christ. If the member continues to breach their covenant, the Deacons may further counsel the member or serve the member notice to appear at a hearing of the Church Council. After a hearing, the Church Council may censure the member, or suspend or terminate their membership.

6) The Church Council shall establish criteria for and maintain a list of members in good standing.

ARTICLE VI. GOVERNING BODY

1. The governing body of this church shall be the membership assembled in church meeting. The vote of a majority of the members in good standing present at the meeting shall be the action of the church. A quorum shall consist of 25% of the members in good standing.

2. Each member in good standing present at said meeting shall be entitled to one vote.
ARTICLE VII. CHURCH COUNCIL

1) The Church Council, also known as the Council, shall be the policy making body of this church. It shall be comprised of 13 adult members in good standing of which six are Deacons, six elected non Deacons, and the Treasurer. Seven members of the Council shall constitute a quorum. A member of 18 years of age or older shall be considered an adult member.

2) The Council shall organize itself each year, electing from its non Deacons members a Chairperson, a Vice Chairperson, and a Secretary. The Council shall form such committees as needed to serve and further the purpose of the church. The chairperson shall have no vote unless a vote is needed to make or break a tie vote.

3) Four Council members, two Deacons and two non Deacons, shall be elected by majority vote cast at a church meeting in November. They shall be elected for a three year term. In order to provide continuity, not more than one-third of the Council shall become vacant in any one year. Council members may be re-elected and serve consecutive terms. However the re-elected Council member cannot serve as the Chairperson in the first year of the succeeding term.

4) Nominations shall be made for the Council by a committee appointed each year by the Council Chairperson and the Deacon Chairperson. The non Deacon Council members shall nominate the non Deacon nominees for the Council. The Deacon members will nominate the Deacon nominees. Public notice of such nominations shall be given from the pulpit or by bulletin or by letter at least two weeks before the election period. Additional nominations may be made by petition signed by at least three members in good standing. It may be submitted to the Council at least seven days prior to the day of election or presented from the floor at the time of the election.

5) When elected, the Council shall be publicly installed.

6) Vacancies on the Council shall be filled from the list of alternates for the unexpired terms. If there are no alternates, the Council may appoint a church member in good standing to serve out the remaining term of the vacancy.

7) The Council shall transact the business of the church, make provision for the determining and raising of the current operating budget, and provide for the auditing of financial accounts and for the adequate support of the staff. It shall keep a complete and accurate record of its proceedings, be the custodian of all church records, and report to the church at its regular and special meetings. All acts and deliberations of the Council are subject to the will and revision by the governing body.

8) The Council shall instruct the proper officers on all fiscal matters, including the payment of bills, with monthly reviews by the Council.
9) The Council may authorize any extraordinary expense if funds are available. If funds are not available, it may authorize borrowing up to $10,000 for any extraordinary expenses; however, if borrowing exceeds $10,000, it must receive the approval of the governing body.

10) The Council shall annually determine its meeting schedule for the transaction of such business as may properly come before it. The schedule of the Council meetings shall be posted conspicuously. Special meetings may be called as needed.

11) The Council shall establish for itself a set of Standard Operating Procedures which it shall use to guide itself in all its functions.

12) The Treasurer is nominated by the Church Council and elected by the governing body each year. The Treasurer is a voting member of the Church Council. The Treasurer is responsible for developing and recommending the annual budget and advising the Council on fiscal and financial matters of the church.

13) The Council may organize an Executive Committee comprised of the officers of the Council (Chairperson, Vice-Chairperson, Secretary, and Treasurer) and the Chairperson of the Board of Deacons.

The Executive Committee may render decisions on behalf of the Council under the following conditions:

a) Council approval is requested for the release of funds exceeding $250 for items already in the approved church operating budget or previously approved by the Council

b) In case of church building-related emergency, Council approval is requested for authorization of work and/or payment for emergency repair work in the amount of $10,000 or less

c) In the case of time sensitive matters that are routine in nature and not requiring Council discussion, Council approval is requested for the release of up to $500 in funds.

Approval shall consist of a minimum of three of the five votes of the Executive Committee. The Chairperson of the Council may vote on matters considered by the Executive Committee.

Matters not satisfying the above specific conditions shall be discussed and approved by the Council at a regularly scheduled Council meeting.

The Chairperson of the Council shall inform the Council of all decisions made by the Executive Committee as soon as possible. These matters shall be officially reported at the next scheduled Council meeting.

The Executive Committee cannot overturn or modify a decision of the Council.
ARTICLE VIII. BOARD OF DEACONS

1) Deacons are members of the church elected by the church and installed in their office. Primarily, they shall assist and support the Pastor in the spiritual affairs of the church. They shall provide the elements for the Lord's Supper and, when invited by the Pastor, shall aid in their distribution. They shall have jurisdiction in matters of discipline except in the case of the Pastor. Deacons shall take heed to the high calling of their office, guarding faithfully all the spiritual interests of the church, maintaining order in the house of God, visiting the sick, and ministering to the edification and comfort of all. They are also members of the Church Council. As such, they shall participate in developing policy in regards to the business and operations of the church.

2) There shall be six Deacons, each serving a term of three years. In order to provide continuity, two Deacons shall be elected each year. These six Deacons comprise the Board of Deacons.

3) Nominations shall be made for the office of Deacons by a committee appointed each year by the Board of Deacons. Deacons may serve consecutive terms without a break in service. Election procedures will be the same as that for the Church Council.

4) When elected, the Deacons shall be publicly installed in their office.

5) The Board of Deacons may organize itself each year, electing a Chairperson, a Vice-Chairperson and a Secretary.

ARTICLE IX. PASTOR

The relationship of Pastor and Church shall be in accordance with the provisions outlined in the Constitution and Bylaws of the United Church of Christ (Paragraphs 23, 121 to 134).

1) It shall be the responsibility of the Search Committee, appointed by the Church Council, to seek a candidate for a vacancy in the office of Pastor or other ministerial staff.

2) As soon as a pastoral vacancy occurs, it shall be reported to the Conference Minister to request their assistance in seeking a new minister or other ministerial staff.

3) All ministerial candidates must be referred to the Conference Minister concerning a pastoral vacancy.

4) The Search Committee shall present to the church the name of the candidate it recommends to fill the vacancy. A favorable vote of the church constitutes a call.

5) In the call, the terms of the relationship shall be stated, including the agreement of the church to participate in the Pension Fund of the United Church of Christ, the Ministers' Health Insurance Program, and other terms agreed between the candidate and the Search
Committee. The minister, the church, the Golden Gate Association (also known as the Association) and the Conference Minister shall each receive a copy of the call.

6) When a minister accepts a call to this church, the church and the minister shall join in requesting the Association to arrange for a service of installation or recognition. A report of this service shall be signed by the proper officer of the Association and by the Conference Minister, and copies shall be sent to the Secretary of the United Church of Christ and to the Council for Church and Ministry.

7) Though the Pastor's term of call is understood to be for an indefinite period, the minister's work will be reviewed annually by the Board of Deacons and the terms of the call may be revised by mutual agreement. In order to terminate this relationship, a minimum of two months written notice shall be given by either party.

8) When either party has decided to terminate the relationship, the termination shall be by action of the Church Council, and notice of such termination shall be sent by the Chairperson of the Church Council to the Conference Minister and to the Association for appropriate action.

9) Compassionate discipline of the Pastor or any other ministerial staff shall be in conformity with the Constitution and Bylaws of the United Church of Christ.

10) The church may at its discretion call an Associate or Assistant Pastor(s) or other ministerial staff.

ARTICLE X. CABINET

The Cabinet shall consist of the Church Council, and representatives of the church organizations. The purpose of the Cabinet is to plan the program of the church. It shall meet at least annually, subject to the call of the Council and/or Pastor.

ARTICLE XI. PROPERTY

1) The church may, in its corporate name, sue or be sued, acquire by purchase, gift, devise, bequest, or otherwise, and own, hold, invest, reinvest or dispose of property both real and personal for such work as the church may undertake, and may purchase, own, receive and hold, manage, care for and transfer, rent, lease mortgage or otherwise encumber, sell, assign, transfer and convey such property for the general purposes of the church; it may receive and hold in trust both real and personal property and invest and reinvest the same and make any contracts for promoting the objectives and purposes of the church.

2) Dissolution of the church will require two-thirds majority vote of the membership assembled at a duly-called church meeting, plus absentee votes. Upon dissolution of the church, its assets and all property and interests which it then possesses, including any
devise, bequest, gift, or grant contained in any will or other instrument, in trust or otherwise, made before or after such dissolution, shall be transferred to the Northern California-Nevada Conference of the United Church of Christ.

ARTICLE XII. CHURCH MEETINGS

1) The Annual Meeting of the church shall be held in the month of February. At this meeting, the respective chairpersons of the Church Council, and Board of Deacons, the Pastor, and Treasurer will present oral reports. In addition, the chairs of all church organizations, and all ministerial staff, shall submit their annual reports in writing for publication.

2) Special church meetings may be called by the Church Council or by a petition to the Church Council signed by not less than 10 percent of the members in good standing. The Church Council shall call such meetings within four weeks of receiving the petition, and a minimum of two week’s notice given of such meetings shall be sent to the membership by the Council.

ARTICLE XIII. RULES OF ORDER

Robert's Rules of Order, Revised, shall be the parliamentary authority for all matters of procedure not specifically covered by this Constitution and Bylaws.

ARTICLE XIV. AMENDMENTS

Amendments to this Constitution and Bylaws may be made at any duly called church meeting by two-thirds affirmative vote of the governing body present. A public announcement of the text of the proposed amendment(s) shall be made by the Council at least two weeks prior to the meeting.

Reviewed by the Council:  Council Chairperson:  
Date 3/11/2018

Approved by the Congregation on 3/11/2018
MISSION STATEMENT

We, the people of the Chinese Congregational Church, United Church of Christ, are a bilingual, multigenerational community of faith located in San Francisco's Chinatown.

We, as disciples of Christ, seek to celebrate God's grace, love and forgiveness by:
- Loving others and ourselves as Christ loves us
- Studying and living God's word
- Worshiping and praising God
- Respecting and affirming one another's diversity

We, as a community of faith, will walk together with Christ Jesus to:
- Evangelize and witness the Good News
- Serve the local community
- Work together to bring God's peace and justice on earth
- Nourish and expand our church's ministry through faithful Stewardship

We, as believers of Christ, join hands in union to illuminate God's love through Fellowship and a ministry of caring.

Adopted September, 1995
ACKNOWLEDGMENTS

This issue of the Annual Report would not have been possible without the assistance of many hands. Grateful thanks to our invaluable Office Secretary, Tracy Chen, and the following volunteers with their special skills and dedication:

Jennie Fong
Dennis Leong
Jim Puy Poon
Mike Taylor
Lanette Toy

Last, but not least, thanks to all the authors of the various groups, committees, and fellowships.
DIRECTOR OF MINISTRY/CE/YOUTH

Jake Yan Lan

Although 2018 was a challenging year, it was also a year in which we saw glimpses of God’s presence in our midst. We have been without a Senior Minister since February 4, 2018, but we had seen the Body of Christ rising up to do the work of the church meeting the challenges as they arose. With the Deacons and Council leading the way, here are just a few, out of the many more not mentioned for lack of space, that I have noticed.

The Deacons, working from a short pulpit supply list, did their best to find weekly speakers for both services. It did not help either that we only had Jim Poon and Lila Lee to translate sermons for the Chinese worship service. The Deacons made sure that pastoral care was available also to the congregation in times of need. We are grateful to the Deacons for the difficult task of finding speakers as well as to Jim Poon and Lila Lee for translating and delivering the sermons in Chinese.

Finding speakers and liturgists as well as planning our special events and services such as Mother’s and Father’s Day, Easter Sunrise Service, Easter Service, Church Picnic, Church Anniversary, was the work of the Worship Committee. It was great to see the faithfuls offering help and services when called upon to assist. We are grateful for the Worship Committee for the leadership shown and the impact they had on our special events and services.

Good to see our CCU basketball team revived under David Fong last year. Let’s support, root, and pray that this ministry would flourish again and bear fruit in God’s time. Grateful to having David back carrying the basketball baton. Let’s go CCC Pandas!

It was really wonderful that five individuals were baptized into our community of faith in 2018. This was really the work of the community shepherding, reaching out, and continuing to embrace our new members in their journeys of faith. Thanks be to God!

We are grateful to the many people who have stepped up to prepare lunch for our Sunday Lunch Ministry. This is one great opportunity for us as a church to come together informally to share a simple meal and to check in on each other just as Paul encourages first century believers in Hebrews 10:24-25 where he says, “And let us consider how we may spur one another on toward love and good deeds, not giving up meeting together, as some are in the habit of doing, but encouraging one another—and all the more as you see the Day approaching”. “Day” here means second coming of Christ.

It was great also seeing more SACK kids and parents joined the Church Picnic last year. It is a reflection of faithful hearts responding to the Spirit’s prompting to reach out. May we continue to do so this year as well.

More people participated in the Christmas caroling and the sharing of the Christmas spirit last year than in the past couple of years. Christmas caroling provides an opportunity for us not only to share the Christmas spirit but also to share the Gospel with others. In fact, two of our church members came to us through the Christmas caroling a couple of years ago.

Great to see the Chinese Choir, rather than taking a hiatus, restarted. Thanks to the new Music Ministry Committee (Linda, Craig, Thomas) and also for the support and encouragement from others in our congregation.
Last year, we mourned the earthly departure of some of our loved ones in our community; Vincent Wu’s mom, Mrs Paul K. Wu; Katie’s dad, Harry Fong; Frank’s mom, Suanne L. Chan; member, Emily Lee; and Kena Yan Lan. Even though we mourned their passing, we rejoice in the heavenly hope we have in our Lord Jesus Christ and in God’s grace.

On the youth group front, I believe we had an amazing journey in 2018. We focused on going deeper in our engagement with Scripture and with our relationship with each other. In fact our theme “Talk Deeper, Walk Deeper” was to emphasize this goal. Although I was involved with the weekly planning and organizing, it was actually Thomas, Aini, and Edmund who dealt with the weekly programming as I attended to Kena’s treatment and illness most of the time. Tremendous work, devotion, and commitment from our youth leadership team. One thing that stood out last year, was our leadership team spending more time and their own personal resources with our youths outside of Friday nights and Sunday worship services. Such an excellent example for us. Although we ended the year on an unfortunate note with an auto accident, it was an opportunity for us to witness God’s presence in healing, mending, and bringing people closer together as it is happening now in the fellowship. The families of youths involved in the accident have grown closer as a result of a counseling session as well.

Although last year was a challenging year for us, it was an opportunity for us not only to gather together as a church but also to put our faith into action. It was an opportunity for us to either give in to the enemy’s assault on our minds and thoughts to fracture and divide us or to hear God’s voice, lifting up, and yielding to what is important in God’s heart and for our community of faith. I believe we have come a long way experiencing God’s faithfulness and grace on the way. For that, we are grateful to our wonderful and amazing God! Kudos also to the Deacons, headed by Susan Lum as Chair, and to the Council, chaired by Katie Taylor, for their leadership and spiritual gifts. Sitting in the Council and the Deacons can sometimes take a toll on one’s emotional, spiritual, and mental being when nurturing and building up a community of faith. We truly appreciate all who served as Deacons and on our church Council in 2018.

Looking forward to 2019 and how God will lead and prompt us through His Holy Spirit. At our annual Church Planning meeting, we have unveiled our theme and focus for this year: “To Glorify God and To Make Him Known.”

All of our events and activities for 2019 will be directed at glorifying God and making Him known. Our areas of focus are Worship and Outreach. The work for all of our fellowships, ministries, and committees should be focused on enhancing our Sunday worship services so that worship would be meaningful, inspirational, life-changing, and glorifying God. Doing and expanding our outreach the second area of focus for this year. This is how we make our God known in our communities and in the lives of non-believers, not to mention loving our neighbor as Jesus commands us to do as Christians. As we search for a Senior Minister, the work of the church must continue.

Personally, it was an extremely trying year for me and Kena, with Kena succumbing to the fight against cancer on September 7. But let God’s will be done in our lives. Let His name be praised forever. Through our struggle with cancer though, we had experienced the deep love and support of our congregation. My gratitude for our church’s show of love, solidarity, and support, are beyond words. Suffice to say that my family and I will be forever indebted and grateful to our brothers and sisters in Christ at CCC.

Looking forward to seeing what each one of us will offer to serve Christ through CCC and to witness how God will work through CCC in glorifying Him and making Him known.
The Council continues the work of keeping our church running, amidst the challenge of functioning without a senior minister.

In 2018 we worked with the Deacons to design a new interim leadership position, Director of Ministry, filled by Jake Yan Lan. He has worked extremely hard, despite great personal loss (the passing of wife Kena) to help our church maintain continuity particularly in the areas of worship and youth development, while juggling the demands of single parenthood. A search committee, headed by Dick Hom, has been formed and charged with finding and fielding candidates for our vacant senior minister position. The office staff, led by Lanette Toy and Jennie Fong, assisted by our office clerk, Tracy Chen, keeps us going with the day-to-day and week-to-week work of worship planning and coordination, and organizational maintenance. The Youth, with an assist from leaders Edmund Chu, Thomas Lin, Aini Sanjaya and Ryan Quon, are an active and vital segment of CCC, providing support in worship, building maintenance, outreach, and other areas. All the committees stepped up to fill in where needed in 2018. Most memorably, when we were unable to secure a guest speaker for our outdoor worship, the Worship Committee, headed by Rita Poon, creatively designed and facilitated a prayer-centered, active participation worship service. Carol Fong heads up our popular "Lunch Ministry," with volunteer cooks providing a fellowship lunch most Sundays. No matter how many show up, everyone gets fed—our little modern day miracle.

Meanwhile, the Council worked behind the scenes, coordinating, monitoring and allocating resources in support of people, programs and events such as SACK, building security improvements, the youth winter retreat, church website and eConga, ukulele ministries, and Christmas caroling. At Thanksgiving, we welcomed five new members to our church. In 2019 we will implement a "Safe Space" policy designed to ensure our Church offers an environment free of discrimination, harassment, exploitation or intimidation. We will also move forward on our New Beginnings process.

As we pass the one-year mark senior pastor-less, CCC can look back at a year in which we did not merely survive—we thrived. It is thanks to a loving and merciful God, and to the Spirit that moves each and every one of us.

The Council welcomes and thanks new members Carol Chan, Ben Wong, Frank Chan and Hermann Chu. We also acknowledge, with utmost appreciation, those who have served, and continue to serve on the Council and as Deacons.

**BOARD OF DEACONS**

Susan B. Lum, Moderator

In the past year, the Deacons have helped transition our church during the time between pastors.

- Created a focused donation effort of $2000 toward the UCC hurricane relief fund.
- Ensured spiritual and financial care for Jake and his family, and supported him taking time for prioritizing family.
- Prepared for the absence of a senior pastor. Scheduled guest preachers in the short term to ensure a steady pulpit supply in the medium term, encouraged Jake in his ordination process for the long term.
- Scheduled some Deacons and church leaders to help give Sunday sermons, which was well received.
- Formed the job description and compensation package for the Director of Ministry position, to ensure continual pastoral care for our church.
- Met with various ministry leaders to receive updates, and bring the report back to Jake, for him to understand the overall state of our church.
- Assisted Jake with a unifying theme for our church for the next year, for the upcoming annual Planning Meeting.
NEW BEGINNINGS
Frank Chan, Chair

In 2017, Rev. Ong recommended to the Council a church wide process called New Beginnings to help our church seek out a new direction in order to promote growth and revitalize our church. This process was developed by the UCC and subsidized in part by the Northern California-Nevada Conference for member churches wanting to participate.

In 2018, each fellowship concluded a series of six meetings which followed the framework for certain discussions as set forth in the New Beginnings manual. Later at the recommendation of one of our NB consultants, a seventh meeting was held to complete a church-wide survey which contained all of the ten original options as recommended by the author of the CCC New Beginnings report. One option was later added by one of the NB consultants making for a total of eleven options for consideration by our congregation.

The options most favored by our congregation fell into the category of Mission Redefinition. In the order of the congregation's preference, these included:
- Refocus Mission On Target Population (Option 2)
- Reorganization of Church Structure (Option 4)
- Change in Governance Structure (Option 1)
- Partnership with Other Congregations (Option 3)

The options least favored included:
- Being Adopted by Another Church (Option 5)
- Starting a New Church In Parallel (Option 6)
- Restart Congregation (Option 7)
- Sell the Church With a Leaseback Agreement (Option 9)
- Stay the Same/Do Nothing (Option 10)
- Close Church (Option 11).

Rev. Ross-Jones, our NCNC liaison for this process, explained that of the four favored options, two were “action” options and the other two were “support” options. “Action” options were program options and “support options” are those structural and organizational activities meant to support the doing of the “action” items.

To move forward in this process, the House Leaders proposed to the Council that we have a Town Hall Meeting with the congregation to share the results of the New Beginnings survey and recruit a Ministry Development Team (MDT) to explore avenues whereby we can implement the four most favored options. The Council advised that we focus on the first preferred action item only (Refocus Mission on a Target Population) and any “support options” may be suggested as needed to support this second phase, the design of programs which support the most favored options. We held the Town Hall meeting to share the results of the survey with the congregation and issued a call for members to join the suggested MDT. To date, there has not been any response to our call for serving in the MDT. We ask the Council’s assistance to recruit for the MDT. The Settled Minister Search Committee is using the data from the NB survey to recruit for a minister with the necessary skill set to implement those activities in support of the favored options.

I want to thank Rev. Ong, Jake, the Council, and the following house leaders for their support throughout the New Beginnings process: Jim Poon and Lila Lee (Seniors), Jennie Fong and Kena Yan Lan (Adults), Rita Poon and Josephine Fong-Karas (Young Adults), Edmund Chu and Thomas Lin (Youth), Ryan Quon (Careers), and Craig Jang (Esprit).
MUSIC MINISTRY
Linda Chin, Chairperson

The Music Ministry was created in 2018. We are very blessed for the ongoing music programs in our church and for our faithful musicians who come every Sunday to help lead the worship service.

Chinese Choir: After an absence of 9 months in 2017, we are very happy to restart the Chinese choir last February. We have seen an addition of 5 new members who joined the Chinese choir, making it a total of 15. We hope to encourage more people to join and sing in Chinese. If you are interested, come to rehearsals every 4th Sunday of the month at 8:30 a.m. We'll teach you Chinese!

English Choir: Our Sanctuary Choir remains strong in our enthusiasm to joyfully sing anthems to our Lord. We have added three new members to our choir. We always need more singers. Please join us when we rehearse on the 1st Sunday of the month at 8:30 a.m.

Praise Team. We are happy to have Thomas, Ryan, Aini, Cynthia, and Jennifer to teach us new contemporary songs each month. Over the years our church has become a blended worship church. Not only do we sing hymns of the past, we learn to sing many Christian contemporary songs. We are grateful to the Praise Team for their patience in teaching us. By the way, out of the recent top 100 songs from CCLI (Christian Copyright Licensing International) song charts, our church could sing more than 50 of these songs. We are still learning. Please see Thomas if you are interested in being part of the Praise Team. They meet on the 2nd Sunday of each month at 8:30 a.m.

Phoenix Choir: It is with deep regret we lost Kena YanLan to cancer this year. She was the founder, leader, and mentor of the Phoenix Choir. We thank her for her legacy that our church still continues on with our Phoenix Choir which is now under the direction and leadership of Thomas Lin. Kena brought a spark to our youth music ministry. We truly miss her. Memory of her love and joy of music will always remain in our hearts. Phoenix Choir sings on the 5th Sunday of the month. Please sign up with Thomas to join the Phoenix choir as we always need new members.

Song and Music Leaders: We have a wonderful roster of talented, dedicated and faithful musicians who help out in the music portion of our worship services every Sunday. To name a few, we have Craig, Katie, Mike, Lanette, Ron, Thomas, Ryan, Aini, Jennifer, Cynthia, and many more names that I may have left out. CCC is very blessed that we have so much musical talent.

HIGHLIGHTS:
In January a grand piano was donated to our church by Chinese Community Church. We thank Craig for helping pay for the moving of the piano. A piano dedication was held in April to thank Avis Seeto, Emily Chin, and Mark Wong for their generous gift.

In October the Phoenix and Sanctuary combined choirs sang "What a Beautiful Name" during our church anniversary Sunday morning worship. The church was rocking with vibrant sounds of joy from the choirs singing praises to God.

In November Dick and Susan donated a beautiful and waterproof cover for our grand piano. We want to thank them for their generous gift.

We are always thanking God for giving us the talent of music making. We will always remember it is a gift from God. We pray and hope that the music you hear each Sunday will enhance your worship experience.
LUNCH MINISTRY
Carol L. Fong, Coordinator

Jesus came to earth to save us one by one, with patience and intentionality. He didn’t wave his hands and saved the entire world in a day. He worked at it every day in the synagogues, in the streets, in the darkest corners of society, and fearlessly in the face of kings and rulers. God’s greatest commission to us is for us to spread the Gospel to everyone that we encounter regardless of gender, culture, social status, or religious beliefs. For many of us, we have no idea how to do this work. We spin in circles thinking and mapping out grandiose plans of how to outreach instead of actually reaching out. And year after year, we end up missing the mark. For Kena, she took every opportunity to put her faith into action, and if there weren’t any available opportunities, she created them. Her work to cook a meal for any and all to bring them inside the church or to have them linger a little longer after worship was her most expressive way of putting her faith into action. That resonated with us as a community, and we saw a simple opportunity in which we too, can put our faith into action in building up our church community.

The Sunday Lunch Ministry was born out of love, as well as a specific way in which all of us, regardless of abilities, could reach out and do something positive, something gratifying for the common good. We started this ministry on July 9, 2017 in support of Kena who could no longer continue this work due to her battle with cancer. It has been an amazing journey of discovery and growth for our church members and a testimony of our collective potentials when we are focused and our motivation is out of love. Approximately 68 meals later, the Sunday Lunch Ministry continues to thrive as a venue for us to gather in fellowship, to bond and to get to know each other across gender, age, cultural upbringing, and roles and responsibility. We gather each Sunday afternoon as a group of people wanting to break through our comfort zones, to connect and to share time together as members of one church.

Through this journey, we have discovered each other’s talents and capacities. We shared and marveled at the creativity and leadership skills amongst us. We provided opportunities for all members to share their love of this church in a very specific and non-threatening way of contributing to the life stories of this church. The Sunday Lunch Ministry is a success because we are engaged with the work. We have demonstrated that all of us can be a part of transformative work. It crystalized the facts that each one of us is a part of the body of Christ. And, as one body, we can move the work if we are focused and we do it out of love. Thank you to the many members who have opened their hearts and rolled up their sleeves and fed the multitude the past two-plus years. Our spirit of volunteerism has inspired many to follow. The Sunday Lunch ministry is inclusive for those who are willing to cook to those who partake of the food. May this same spirit that has guided this Sunday Lunch Ministry continue to thrive and we continue to feel the call to serve. In this very simple ministry, we have taken our faith and put it to action. Thank you all for your participation and your expressions of love through this work. May the holy spirit continue to inspire us to be open to opportunities to move our faith to action.
BUILDING MANAGEMENT COMMITTEE
Edmund Chu & Katie Taylor, Co-Chairs

2018 was another eventful year of building maintenance and repair, with major developments in the following areas:

- **Social Hall flooding.** We set up a schedule for volunteers to flush our drain after large gatherings, to help alleviate our chronic flooding problems. In 2018 we experienced one major flood compared to multiple times in past years.

- **Vandalism abatement.** We sustained one major graffiti attack and two instances of broken windows; all damage has been repaired. Mailboxes were also tampered with, and Building Management continues to look for a solution to this problem. Installation of a surveillance system, planned for 2019, may help.

- **Compliance with new SF Fire Code laws.** We engaged our usual fire inspection contractor to perform the annually required inspection of our fire alarm system, extinguishers, and fire escape, and distributed a notice containing fire safety information to all tenants, which must be done by January 31 of every even-numbered year. Unfortunately, the contractor used was later deemed unqualified by the SFFD, and the work had to be re-done. Looking ahead, by 2021 we are required to install fire alarm sounding devices in every apartment, with a decibel rating of at least 75, and also install an “intelligent” fire panel. We should start getting estimates for this major project in 2019.

- **Installation of grand piano.** With a big assist and generous donation from Craig Jang, we installed a "new to us" grand piano donated by members of the Chinese Community Church. Dick Hom and Susan Lum donated a custom-made piano cover.

Other work was done clearing a plugged lightwell, maintaining our sanctuary floor, repairing our intercom system, participating in our annual cleanup. Thank you to all the helping hands, especially the Building Management team—Edmund, Katie, Winnie, Frank, Hermann, and Craig, and the drain flushing volunteers—Frank, Katie & Mike, Craig, Andy, Jeff & Eric, Hermann & Edmund. Katie Taylor has ended her tenure on the Building Management Committee, effective in 2019, and returning leadership to Edmund's capable hands.

**STEWARDSHIP/FINANCE**
Jim Puy Poon, Chairperson

After many years of serving as chair, I decided to step down and asked Hermann Chu if he would assume the leadership. He accepted, and I am very pleased that he is willing to take on this call. I will continue to serve on this committee, along with fellow and faithful members: Ron Dere, Jennie Fong, and Letitia Yee. I would also like to extend an invitation to any and all of you who are thinking of serving the church in some capacity. Stewardship is a place to start.

A short re-cap of our past year's business:

- On-line offering continue to be a possibility for the future, depending on cost and ease of use.
- Update wall plaques with new plates to commemorate donors who contributed >$2000.
- Purchased 100 copies of Rev. Karl Fung's book “How to have a Blissful Life” for our Chinese-speaking members to use as a devotional guide. The books, along with a bonus CD, are available to share with family and friends.
- Loyalty Sunday letter with a pledge card were mailed to members on November 1.
- Year-end letter with members’ pledge record and special giving will be mailed by the end of January.
FLOWER COMMITTEE
May Dere and Carol Chan, Co-Chairs

Many thanks to everyone who donated so generously for altar flowers in 2018. The beauty of the sanctuary for the worship of God was enhanced each week, and your donations are a meaningful and lovely way to commemorate and honor special individuals and/or events. The committee consists of seven dedicated members: Rita Poon, Margaret Quon, Jannie Wong, Dennis Leong, Carol Chan, May Dere and Jenny Poon.

SPECIAL EVENTS COMMITTEE
Carol Chan & Lanette Toy, Co-Chairs

2018 Highlights:

- **Koffee Klatch** is hosted on the last Sunday each month by the church boards, committees and fellowships. Everyone enjoys sharing time together, also the delicious snacks provided. Thank you to all who helped host these events.

- On February 4 there was a **Farewell Tea** after worship honoring **Reverend Sebastian Ong and his family** as they transitioned to the next phase of their ministry.

- **Outdoor Worship/Picnic** – September 9 - Members and friends gathered in San Mateo at Beresford Park for CCC’s annual outdoor worship. Members of the **Ukulele Club of Chinatown** provided special music for the service. Thanks to Cathy Fong who thoughtfully and generously arranged to have a delicious lunch catered and served to us at the park. In the afternoon games and prizes for young and old were led by Andy Poon.

- **145th Church Anniversary** – October 21 - For the celebration of CCC’s One Hundred Forty-Fifth Anniversary we invited the **Reverend Gordon Low** to preach at the combined service. Everyone was invited to lunch afterward in the social hall donated by a thoughtful and generous anonymous member.

- **Annual Fellowship Luncheon** – December 2 – We served approximately seventy-five yummy holiday meals of turkey and ham and all the trimmings prepared by **Esprit and Friends**. Thanks to everyone who helped and/or made generous cash donations.

We are grateful to the hard-working longtime members of the Special Events Committee: Carol Chan, May Dere, Betty Low, Jenny Poon, Rita Poon, Margaret Quon, Jannie Wong and Dee Yee. They are a unique and talented, as well as hard-working, bunch.

WEBSITE/NEWSLETTER
Mike Taylor, Editor

The E-Conga newsletter publishes bi-weekly and is sent to approximately 170 church members and friends. On average, 92 people open and look at the contents. Many contributors have stepped up to submit photos, stories, links, and announcements for publication.

The CCC website is viewed by about 150 people per month. Recently, much of the site content was revised, and many photos replaced. Additional revisions are planned. Short posts about church activities are updated periodically on the webpage and also on the CCC Facebook site.

This spring, we mark the 5th year anniversary of both the website and E-Conga newsletter.
WORSHIP COMMITTEE
Rita Poon, Chairperson

With the departure of Reverend Ong in 2018, the worship committee (and friends) has been amazing when asked to fill in. Our worship services continue to run smoothly, thanks to those who share their talents.

With the completion of the New Beginnings process, we are now seeking volunteers to serve on the Ministry Development Team. This team will explore the top option which was selected by the church members. This information will be helpful as we begin the search for our new pastor as well as the possible directions for our church.

Due to park restrictions (no microphones/amplification), this year’s outdoor worship and picnic had an organic feel to it. We tried something new and rather than having a guest speaker, we met in small groups to discuss a series of questions and spent time together in prayer. As always, good food, fellowship and games followed.

Thank you for those who serve on the worship committee: Frank Chan, Carol Fong, Dick Hom, Jake Lan Yan and others who do wonderful things behind the scenes.

UKULELE CLUBS
Katie Taylor, Chairperson

The ukulele thrives at CCC, through two groups that meet regularly: The Ukulele Club of Chinatown and the Ukulele Guild for God (UGG).

The uke club celebrated its 4th anniversary in August 2018, with songs celebrating Grant Avenue, San Francisco. About 35 attended, including our special guests, the Grant Avenue Follies who danced to our musical accompaniment. At our regular monthly meetings, themes ranged from food songs to Oscar-winning songs, and our attendance averaged about 15. In 2018, we welcomed cajon player Craig Bergman and vocalist/uke player Jennifer Jang to our "band" (Mike Taylor on bass, Katie on ukulele). In 2019 we hope to play out more, resuming our performances at On Lok.

UGG, comprised of a handful of uke-loving church members, meets the Sunday before each uke club meeting (3rd Wednesday of every month). We were thrilled to play for the CCC outdoor worship in September.
SENIOR FELLOWSHIP
Ycc-ling Fong

In memory of our beloved advisor, Mrs. Paul Wu.

16 Rejoice always, 17 pray without ceasing, 18 give thanks in all circumstances; for this is the will of God in Christ Jesus for you.
1 Thessalonians 5:16-18 New Revised Standard Version (NRSV)

Our church is evolving so we, too, are following the evolution. Instead of meeting mid-week, we are now meeting on Sundays after the Lunch Ministries. The lunch gives us more chances to meet other church members and make new church friends. After the lunch, our Senior Fellowship will come together to share our own experiences and provide support and encouragement to each other. It is certainly God’s special blessing for us to spend this time together. We also remember Mrs. Paul Wu’s encouragement. She shared the bible passage above with us and we practice the teaching daily.

May 2019 bring you Joy and Peace.

ESPRIT FELLOWSHIP
Frank Chan/Craig Jang/Mike Taylor, Co-Chairs

Esprit Fellowship meets, on average, once a month. In the past year, we have volunteered at the SF Food Bank, helped with the annual church picnic, assisted in the church cleanup, and prepared the Fellowship Luncheon. We have attended two musicals and a movie as a group, gone out for dinners and had potlucks at church, often followed by a spiritual program. At one potluck, we heard JJ recount her experience as a young Christian while attending Cal Poly. We ended the year with dinner and Christmas fellowship at Sallian Unemoto’s house in El Cerrito. In 2019, we hope to expand our volunteer and outreach efforts, and perhaps have a retreat, along with the usual activities of the group.
PACIFIC ISLANDER & ASIAN AMERICAN MINISTRIES (PAAM)
Dick Hom, Moderator

Over 44 years ago, CCC was involved in the formation of PAAM, Pacific Islander & Asian American Ministries, of the United Church of Christ. PAAM combines the talents, resources and expertise of churches that are predominantly Pacific Islanders & Asian Americans. This includes Chinese, Japanese, Samoan, Filipino and Marshallese in our region of NCNC.

While we support PAAM financially, what is also important is physical support. PAAM could have a treasury of $1,000,000 (which it doesn't!), but not having dedicated volunteers to support the program makes the funds impotent.

It saddens me to host PAAM meetings at CCC because I know that only Susan and I will be the usual CCC members that will be present. Other PAAM churches that host will have their deacon/council members involved or 6-10 church members at the monthly potluck meeting. And as for attending PAAM related activities, almost non-existent participation from CCC.

Not only does this lack of wider church participation in PAAM, it also includes our Northern California Conference and the NCNC Golden Gate Conference to which CCC belongs. We have not provided a representative to the Golden Gate Council for the last six to eight years. We have never nominated anyone to serve on the Conference Council or on any committees (as far as I can recall). In fact we have difficulty getting any representation from CCC at NCNC Annual Meetings. We are missing out on so much by being such an inward church community.

If we continue this historic long trend, then why waste the time, financial resources and energies by saying we belong to these groups, or any group, if we only give "lip service"? Why not just quit PAAM and save our $300 donation a year? Why not quit NCNC and UCC and become "Chinese Independent Congregational Church of SF" or just "Chinese Independent Church"? Something to consider as we continue our transition.

SUMMER ADVENTURE CAMP for KIDS (SACK)
Andrew Poon, SEC Chairperson

SACK celebrated its 49th year of service in San Francisco's Chinatown. Returning for her second year as director was former SACK camper, Julianna Sarkki. Under her guidance, we had another fun-filled summer at SACK. Campers enjoyed singing, bible stories, hobby days and art projects. Field trips included Coyote Point, San Francisco Zoo, camping at Samuel P. Taylor and Great America.

Please mark your calendar for July 20, 2019 as we will celebrate the 50th Anniversary of SACK!
<table>
<thead>
<tr>
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<th>Details</th>
<th>Amount</th>
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<td>兒童親親營天使</td>
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<td>Great America (via Petty Cash)</td>
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<td>Copy World - Dick Hom</td>
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<td>小食及食物</td>
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<td>Others/Substitute</td>
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<td><strong>Staff Honorariums - TOTAL</strong></td>
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<td><strong>TOTAL EXPENDITURES</strong></td>
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<td>Surplus/(Deficit)</td>
<td>盈餘/(透支)</td>
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十四
FINANCIAL REPORT
Ronald Dere, Treasurer

The year 2018 was a financially good year for our church. Income was lower than 2017, and pledges were also lower. However, expenses were significantly lower than 2017 with the departure of the Senior Minister and no immediate replacement. As a result, 2018 had a net surplus of over $74,959 versus a smaller surplus in 2017 of $22,167. We continued with the staff comprised of a full-time Director of Ministry (who is also responsible for the duties of the Christian Education/Youth Director), Custodian, and Office Secretary.

Our income in 2018 was lower than 2017 by $15,571, but our expenses were much lower by $68,363. Pledges were lower by -14.4%, Special Donations were higher by 6.8%, and Loose Offerings were higher by 14.7%. Special Offerings were lower by -32.6%. An anonymous donation of $40,000 contributed to the significant surplus in 2018. We thank those who have consistently increased their pledges and special donations and know that God’s work will continue to be supported by them.

With the departure of our Senior Minister, the 2018 budget was significantly lower than 2017. The 2019 budget is slightly higher than the 2018 budget with the addition of the full-time Director of Ministry. Some increases in the budget for recurring expenses for the day-to-day operating budgets and the salary adjustment increases for the remaining paid staff have been approved.

2017 and 2018 were both surplus years. We will continue to monitor our income and expenses in 2019 and endeavor to continue towards another surplus for 2019.

The process for identifying and interviewing candidates for the Senior Minister position has commenced, but as in the past, the hiring of a new Senior Minister may take some time. Hopefully, we will be able to call one of the candidates in the near future.

In 2018 the apartment/building income was slightly higher than 2017. Expenses were much lower yielding a surplus of $31,791. Barring any significant repairs or maintenance issues, surpluses should continue.
## 2018 Financial Year End Statement

### Income:

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<th><strong>Annual Pledges</strong></th>
<th><strong>2018 Budget</strong></th>
<th><strong>2018 Actual</strong></th>
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### Disbursements:

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<th><strong>2019 Budget</strong></th>
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<td>雜項</td>
<td>100</td>
<td></td>
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</tr>
<tr>
<td><strong>Adult Education</strong></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>成人教育</td>
<td>100</td>
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</tr>
<tr>
<td><strong>Training</strong></td>
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<td></td>
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</tr>
<tr>
<td>教師</td>
<td>200</td>
<td>404</td>
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<tr>
<td><strong>Subtotal</strong></td>
<td><strong>2,960</strong></td>
<td><strong>787</strong></td>
<td><strong>3,160</strong></td>
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<table>
<thead>
<tr>
<th><strong>Church Council</strong></th>
<th><strong>2018 Budget</strong></th>
<th><strong>2018 Actual</strong></th>
<th><strong>2019 Budget</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Minister's Compensation &amp; Benefits</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>牧師薪貼</td>
<td>8,241</td>
<td>8,241</td>
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<tr>
<td>牧師其他支出</td>
<td>1,000</td>
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</tr>
<tr>
<td><strong>Christian Education/Youth Director</strong></td>
<td>52,760</td>
<td>52,760</td>
<td>62,544</td>
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<td>清潔工人</td>
<td>20,055</td>
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<td><strong>Office Clerk</strong></td>
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<tr>
<td>辦公室書記</td>
<td>12,473</td>
<td>14,620</td>
<td>15,709</td>
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<td><strong>Payroll Taxes</strong></td>
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<td>支薪</td>
<td>40,379</td>
<td>40,379</td>
<td>42,793</td>
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<tr>
<td><strong>Miscellaneous</strong></td>
<td></td>
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</tr>
<tr>
<td>雜項</td>
<td>6,597</td>
<td>9,945</td>
<td>9,280</td>
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<tr>
<td><strong>Unanticipated Expenses</strong></td>
<td></td>
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</tr>
<tr>
<td>額外支出</td>
<td>22,029</td>
<td>294</td>
<td>300</td>
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<tr>
<td><strong>Subtotal</strong></td>
<td><strong>178,530</strong></td>
<td><strong>133,673</strong></td>
<td><strong>172,839</strong></td>
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<table>
<thead>
<tr>
<th><strong>Finance</strong></th>
<th><strong>2018 Budget</strong></th>
<th><strong>2018 Actual</strong></th>
<th><strong>2019 Budget</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Insurance</strong></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>保險</td>
<td>2,000</td>
<td>2,555</td>
<td>2,600</td>
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<tr>
<td><strong>Paying and Mileage</strong></td>
<td></td>
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<tr>
<td>汽車/汽油補貼</td>
<td>4,740</td>
<td>4,740</td>
<td>4,740</td>
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<tr>
<td><strong>Subtotal</strong></td>
<td><strong>6,740</strong></td>
<td><strong>7,295</strong></td>
<td><strong>7,340</strong></td>
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<table>
<thead>
<tr>
<th><strong>Office Management</strong></th>
<th><strong>2018 Budget</strong></th>
<th><strong>2018 Actual</strong></th>
<th><strong>2019 Budget</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Publication Expenses</strong></td>
<td></td>
<td></td>
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</tr>
<tr>
<td><strong>Postage</strong></td>
<td></td>
<td></td>
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<tr>
<td>修訂/保養</td>
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<td>864</td>
<td>1,200</td>
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<tr>
<td><strong>Repairs and Maintenance</strong></td>
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<tr>
<td>雜項</td>
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<td>11</td>
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<tr>
<td><strong>Subtotal</strong></td>
<td><strong>3,050</strong></td>
<td><strong>2,239</strong></td>
<td><strong>3,450</strong></td>
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<table>
<thead>
<tr>
<th><strong>Outreach</strong></th>
<th><strong>2018 Budget</strong></th>
<th><strong>2018 Actual</strong></th>
<th><strong>2019 Budget</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Our Church’s Wider Mission</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>本會對外使命</td>
<td>9,000</td>
<td>9,000</td>
<td>9,000</td>
</tr>
<tr>
<td><strong>Donations</strong></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>捐款</td>
<td>1,820</td>
<td>1,450</td>
<td>1,820</td>
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<tr>
<td><strong>SACK</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>宣教會聖餐禮金</td>
<td>7,000</td>
<td></td>
<td>7,000</td>
</tr>
<tr>
<td><strong>CCC Task Force</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>邀請華人神父</td>
<td>200</td>
<td></td>
<td>200</td>
</tr>
<tr>
<td><strong>Children’s Mission</strong></td>
<td></td>
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<td></td>
</tr>
<tr>
<td>聖誕節聖誕節交通</td>
<td>700</td>
<td>485</td>
<td>850</td>
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<td><strong>Subtotal</strong></td>
<td><strong>18,720</strong></td>
<td><strong>18,945</strong></td>
<td><strong>18,870</strong></td>
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## 2018 FINANCIAL YEAR END STATEMENT

### DISBURSEMENTS (continued):

<table>
<thead>
<tr>
<th>Category</th>
<th>2018 BUDGET</th>
<th>2019 ACTUAL</th>
<th>2019 BUDGET</th>
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</thead>
<tbody>
<tr>
<td>Activities</td>
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<tr>
<td>Special Events</td>
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<td>Stewardship</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Membership/Visitation</td>
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<td></td>
</tr>
<tr>
<td>Membership Per Capita</td>
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</tr>
<tr>
<td>Worship</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Music Expense</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Pulpit Service</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Worship Supplies</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Devotional Materials</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Retreats and Workshops</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Parking</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Audio Visual</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Youth Groups</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Activities</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Music</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Devotional Materials</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Conferences &amp; Camps</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Retreats &amp; Workshops</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Phoenix Choir</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mission Trips</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Youth Sports Ministry</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Registration Fees</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>SUBTOTAL</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Total Disbursements</strong></td>
<td>229,500</td>
<td>178,367</td>
<td>233,769</td>
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### 2018 RECAP:

<table>
<thead>
<tr>
<th>Category</th>
<th>2018 ACTUAL</th>
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<tbody>
<tr>
<td><strong>Total Income</strong></td>
<td>253,326</td>
</tr>
<tr>
<td><strong>Total Disbursements</strong></td>
<td>178,367</td>
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### SURPLUS:

<table>
<thead>
<tr>
<th>Category</th>
<th>2018 ACTUAL</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Surplus</strong></td>
<td>74,959</td>
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### APARTMENTS:

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<thead>
<tr>
<th>Category</th>
<th>2018 ACTUAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Income</td>
<td></td>
</tr>
<tr>
<td>Rental from units</td>
<td>49,670</td>
</tr>
<tr>
<td>Interest Income</td>
<td>72</td>
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<tr>
<td><strong>Total Income</strong></td>
<td>49,742</td>
</tr>
<tr>
<td>Disbursements</td>
<td></td>
</tr>
<tr>
<td>Utilities</td>
<td>7,250</td>
</tr>
<tr>
<td>Taxes, Licenses, Fees</td>
<td>2,595</td>
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<tr>
<td>Insurance</td>
<td>5,162</td>
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<tr>
<td>Repairs/Maintenance</td>
<td>2,945</td>
</tr>
<tr>
<td><strong>Total Disbursements</strong></td>
<td>17,951</td>
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</table>

### Apartments Surplus from Operation:

<table>
<thead>
<tr>
<th>Category</th>
<th>2018 ACTUAL</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Surplus</strong></td>
<td>31,791</td>
</tr>
</tbody>
</table>
財政報告
司庫：謝伯廉

2018 年本會財政狀況甚佳。收入比 2017 年略低，認捐也略低。但是，由於主任牧師
的離職，2018 年的開支比 2017 年明顯低。致使今年超過$74,959 的盈餘，遠低 2017
年$22,167 的盈餘。教會繼續有全職事工主任甄雅各(他的工作包括宗教教育/青年主
任)、清潔工及辦公室秘書。

2018 年的收入較 2017 年低$15,571，費用支出低於$68,363。認捐減少 -14.4%，特別
捐獻增加 6.8%，及零碎奉獻增加 14.7%。特別奉獻減少-32.6%。一位無名熱心人士
捐獻$40,000，致使教會在 2018 年有盈餘。我們感謝那些增加認捐和特別捐獻的教
友，並深信他們會繼續支持上帝的事工。

隨著我們的主任牧師請假，2018 年的預算比 2017 年略低。值理會批准有些預算增加
是用作日常運作的開支和調整全職教會事工主任和工作人員的薪酬。

2017 年及 2018 年都有盈餘。我們會繼續監察 2019 年的收入和支出。努力繼續實現
2019 年的另一個盈餘年。

面試主任牧師職位候選人的程序已確定，在過去經驗，聘請新的主任牧師可能需要
一些時間。希望我們在不久將來能夠接納其中一位候選人。

在 2018 年柏文/樓宇的收入高過 2017 年，支出也很低，盈餘是$31,791。明年應該繼
續盈餘，除非有重大維修或保養問題。
<table>
<thead>
<tr>
<th>INCOME</th>
<th>收入</th>
</tr>
</thead>
<tbody>
<tr>
<td>Enrollment Registration &amp; Aftercare</td>
<td>報名及照顧</td>
</tr>
<tr>
<td>SACK Angels</td>
<td>兒童夏令營天使</td>
</tr>
<tr>
<td>Other Donations</td>
<td>其他捐款</td>
</tr>
<tr>
<td>TOTAL INCOME</td>
<td>總收入</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>EXPENDITURES</th>
<th>支出</th>
</tr>
</thead>
<tbody>
<tr>
<td>Field Trip Admission Fees</td>
<td>旅行入場費</td>
</tr>
<tr>
<td>Coyote Point - A. Hwee</td>
<td>$82.00</td>
</tr>
<tr>
<td>Great America-SACK debit card (D. Hom)</td>
<td>$1,164.99</td>
</tr>
<tr>
<td>Samuel P. Taylor - Carol Chan</td>
<td>$155.98</td>
</tr>
<tr>
<td>S.F. Zoo (via Petty Cash)</td>
<td>$157.00</td>
</tr>
<tr>
<td>Field Trip Admission Fees - TOTAL</td>
<td>總支出</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Transportation and Gas</th>
<th>交通及汽油</th>
</tr>
</thead>
<tbody>
<tr>
<td>Coyote Point (via Petty Cash)</td>
<td>$80.00</td>
</tr>
<tr>
<td>Great America (via Petty Cash)</td>
<td>$70.00</td>
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<tr>
<td>S.F. Zoo - Muni tickets (Rita Poon)</td>
<td>$162.00</td>
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<tr>
<td>Transportation and Gas - TOTAL</td>
<td>總支出</td>
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<table>
<thead>
<tr>
<th>Registration and Publicity</th>
<th>報名及公共宣傳</th>
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</thead>
<tbody>
<tr>
<td>Copy World - Dick Hom</td>
<td>$0.04</td>
</tr>
<tr>
<td>Copy World - Dick Hom</td>
<td>$54.63</td>
</tr>
<tr>
<td>Dragon Printing - Benny Wong</td>
<td>$6.25</td>
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<td>Registration and Publicity - TOTAL</td>
<td>總支出</td>
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<table>
<thead>
<tr>
<th>Petty Cash (Group Misc. Expenses)</th>
<th>零碎錢(小組雜項支出)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$52.00</td>
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<table>
<thead>
<tr>
<th>Snacks and Food</th>
<th>小食及食物</th>
</tr>
</thead>
<tbody>
<tr>
<td>Costco - Jannie Wong</td>
<td>$109.53</td>
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</table>

<table>
<thead>
<tr>
<th>Miscellaneous Supplies</th>
<th>雜費</th>
</tr>
</thead>
<tbody>
<tr>
<td>Art Supplies - Dee Yee</td>
<td>$63.00</td>
</tr>
<tr>
<td>Costco tote - Jannie Wong</td>
<td>$23.08</td>
</tr>
<tr>
<td>Miscellaneous Supplies - TOTAL</td>
<td>總支出</td>
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<table>
<thead>
<tr>
<th>Special Events</th>
<th>特別活動</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bake Off - Dee Yee</td>
<td>$75.50</td>
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<tr>
<td>Safety Course - Dee Yee</td>
<td>$20.00</td>
</tr>
<tr>
<td>Other Special Events - Dee Yee</td>
<td>$80.51</td>
</tr>
<tr>
<td>SACK Carnival</td>
<td>$8.30</td>
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<tr>
<td>Special Events - TOTAL</td>
<td>總支出</td>
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<table>
<thead>
<tr>
<th>Year Book - Dee Yee</th>
<th>年報</th>
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<tbody>
<tr>
<td></td>
<td>$54.47</td>
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<table>
<thead>
<tr>
<th>Postage - Dee Yee</th>
<th>郵費</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>$24.50</td>
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<table>
<thead>
<tr>
<th>Staff Honorariums</th>
<th>工作人員工資</th>
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</thead>
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<tr>
<td>Director (1)</td>
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<tr>
<td>Senior Counselors (3)</td>
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<tr>
<td>Junior Counselors (3)</td>
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<tr>
<td>Volunteers</td>
<td>$1,026.00</td>
</tr>
<tr>
<td>Others/Substitute</td>
<td>$260.00</td>
</tr>
<tr>
<td>Custodian</td>
<td>$420.00</td>
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<tr>
<td>Staff Honorariums - TOTAL</td>
<td>總支出</td>
</tr>
</tbody>
</table>

| TOTAL EXPENDITURES               | 總支出            | $11,464.96 |
|----------------------------------|------------------|
| Surplus/(Deficit)                | 盈餘/虧損         | $4,008.04  |
太平洋島民及亞裔美國宣教會(PAAM)

主席：李新強

44 年前，本會參與基督聯合教會太平洋亞裔宣教會、太平洋島民和亞裔美國人事
工的組織。太平洋亞裔宣教會結合主要是太平洋島民和亞裔美國人的教會的才能、
資源和專業知識。這包括我們北加州內華達州地區的中國人、日本人、薩摩人、菲
律賓人和馬紹爾人。

雖然我們在財務上支持太平洋亞裔宣教會，但同樣重要的是人力上的支持。太平洋
亞裔宣教會可能擁有 1,000,000 美元的資金(事實並非如此!)，如果沒有專門的義
工來支持該計劃會使資金無法適用。

讓我感到很難過是代表本會主持太平洋亞裔宣教會會議，只有李林素彬和我出席會
議。其他太平洋亞裔宣教會教會舉辦他們的執事/理事會議時常有 6-10 名教會成員
參加每月的聚餐會議及參加太平洋亞裔宣教會相關活動，而本會幾乎不參與。

這不僅在太平洋亞裔宣教會缺乏參與，對廣泛的教會活動亦是如此，這包括我們的
北加州內華達州會議和本會所屬的北加州內華達州金門區會。過去六至八年，我們
沒有代表參加金門區會。我們從未提名任何代表在聯會理事會議或委員會任職（
據我所知）。事實上，我們很難在北加州內華達州年會上能夠充分代表。我們的內
向組織錯過了許多機會。

如果我們延續這樣的長期方針，那麼為什麼我們只要“口頭上說”，我們屬於這些
團體或任何團體，這是浪費我們的時間、財力和精力？為什麼不放棄太平洋亞裔宣
教會並可以節省每年 300 美元的捐款？為什麼不退出北加州內華達州和聯合基督會
並變成“三藩市華人網紀慎教會”或“華人獨立教會”？這些都是我們對未來發展
要考慮的事情。

暑期兒童夏令營

行政委員會主席：潘志清

暑期兒童夏令營在三藩市華埠慶祝服務社區第 49 週年。Julianna Sarkki 第二年領導
兒童夏令營。在她的指導下，我們在夏令營度過了另一個充滿樂趣的夏天。營友喜
歡唱歌、聖經故事、愛好日和藝術項目。外出旅遊包括 Coyote Point、三藩市動物
園、在 Samuel P. Taylor 露營和美國遊樂園(Great America)！

請將 2019 年 7 月 20 日這個日子記下，我們將慶祝暑期兒童夏令營第 50 週年！

〈十三〉
歡樂團契
主席：鄭馬緹玲師母

紀念我們榮譽顧問吳奇逢師母

“要常常喜樂，不住地禱告，凡事謝恩，因為這是上帝在基督耶穌裏向你們所定的旨意。

帖前 5 章 16-18 節

2018 年教會活動形式改變，歡樂團契亦隨之改變。團友得蒙主恩，在友誼午餐時能與更多的教會會員及朋友見面，享受更多的福樂。午餐後，歡樂團契團友在聚集一起，分享近況，這樣的分享，加強團友彼此的關心和勉興。我們亦謹記吳奇逢師母常勉勵我們以上提及之經文。上帝的教訓、引導我們，這是上帝給我們特別的恩典。謹祝各人在新一年——2019 年得蒙主恩常有歡樂與平安。

大學畢業團契
共同主席：陳振華、鄭英甫及 Mike Taylor

大學畢業團契平均每月聚會一次。在過去一年裡，我們在三藩市食物儲藏中心做義工，協助教堂週年野餐，協助教堂清潔工作及準備團契午餐會。我們出席了兩個音樂會和一場電影，節目後我們回教會晚餐，晚餐後還經常有一些靈修的環節。在一次聚餐時，鄭晶文分享她作爲一名年輕的基督徒在參加 Cal Poly 時的經歷。於年底，我們在 El Cerrito 的 Sallian’s house 舉行團契聖誕晚餐。在 2019 年，我們希望有更多的義工加入及外展工作，在團契的定期活動之外，也希望能舉行一個退修會。
崇拜委員會
主席：潘朱碧瑜

在 2018 年隨著翁牧師離任，當崇拜事工有需要幫助時，崇拜委員會和朋友都非常
樂意協助。我們的崇拜繼續順利進行，多謝那些願意分享他們才能的教友。

我們完成重新開始計劃的程序，我們現在正在尋找事奉事工發展小組的義工。該
小組將探索教會會員挑選最佳項目。當我們開始尋找新牧師以及決定教會工作的方
向時，這些資料將會有所幫助。

由於公園限制(不允許使用麥克風擴聲器)，今年的戶外崇拜和野餐有一種復古的感
覺。我們嘗試新方式，今年沒有邀請嘉賓講員，我們有小組討論一系列問題，並有
一起禱告的時間。一如既往，有美食、團契和遊戲。

多謝以下侍奉的委員：陳振華、鄭梁婉瑜、李新釗、甄雅各及所有幕後支持的教
友。

四弦琴俱樂部
主席：鄭淑愉

本會四弦琴活動通過華埠四弦琴俱樂部和四弦琴讚美上帝小組定期聚會蓬勃地發展。

四弦琴俱樂部於 2018 年 8 月慶祝成立四週年，以歌曲慶賀三藩市都板街，大約 35 人參
加，其中包括我們的特邀嘉賓(Grant Avenue Follies)，他們伴隨我們的音樂伴奏跳舞。在我
們的定期月會上，主題從美食歌曲到奧斯卡獲獎歌曲，我們的出席人數平均約為 15
人。2018 年，我們歡迎 cajon 鼓手 Craig Bergman 和主唱鄭晶文加入我們的 "樂隊"
(Mike Taylor 低音，鄭淑愉四弦琴手)。在 2019 年，我們希望能夠在外面表演更多，
在安樂居恢復演出。

四弦琴讚美上帝小組由愛好四弦琴的教會成員組成，在每個四弦琴俱樂部聚會前(每個
月的第 3 個星期三)在主日會面。我們很高興能參加九月份的本會戶外崇拜活動。

(十二)
獻花委員會
共同主席：謝黃昭薇/陳謝夏怡

非常感謝各位在2018年裡，為佈置聖堂鮮花作出的慷慨奉獻！在每個主日裡，我們坐在這美麗的聖殿上獻祭上帝，這些鮮花讓聖殿增添了許多色彩。你們的捐獻是向個人或特別節日和紀念日一種愛心的表示。該委員會有七位忠誠的會員組成：潘朱碧瑜、李唐明潔、黃范婉文、梁修武、陳謝夏怡、謝黃昭薇和潘李愛真。

特別事工委員會
共同主席：陳謝夏怡和蔡李惠慧

2018年事工

• 咖啡茶敘於每月最後一個主日由教會值理會、執事會、各委員會及團契舉辦。教友們盡情享受相聚的時刻及茶點。多謝各團體主辦這些活動。
• 戀送會：於2月4日為表彰牧師在本會的事奉，並祝賀牧師及他的家人在新的事奉崗位上順利。
• 週年教會崇拜/野餐：於9月9日舉行。會友和朋友們聚集在聖馬刁Beresford公園參加本會週年教會崇拜。華埠四弦琴俱樂部在崇拜中提供音樂。多謝鄭約安慷慨捐贈食物及在公園提供美味午餐。午餐後由潘志清帶領提供遊戲和獎品給大家。
• 本會145週年紀念：於10月21日舉行本會週年紀念，我們邀請了劉池光牧師在聯合崇拜中作嘉賓講員。崇拜後誠邀了各位移步到交誼廳享用午餐。午餐由一位慷慨的教友捐贈。
• 週年團契午餐：於12月2日舉行。大學畢業團契和朋友們預備美味的傳統節日火雞及火腿午餐大概75份。多謝所有協助及慷慨捐獻現金的教友。

我們非常感謝委員會事奉的全體會員：陳謝夏怡、謝黃昭薇、李劉佩荷、潘李愛真、潘朱碧瑜、李唐明潔、黃范婉文及余李明珠。他們的確是獨特而富有才能及努力事奉的會員。

網站、時事通訊及臉書
編輯：Mike Taylor

電子刊物時事通訊每兩星期出版一次，該刊物發送給約170名教會會員和朋友。平均有92個訂戶閱讀。許多提供資料人員提交照片、故事、連結和公告以供發佈。

本會網站每月約有150人觀看。最近，大部分網站內容已修改，也更換了許多照片。計劃進行額外的修訂。關於教堂活動的簡短帖子會定期在網頁上和在本會Facebook(臉書)網站上更新。

今年春天，我們慶祝網站和電子刊物時事通訊五週年。

〈＋〉
樓宇管理委員會
共同主席：朱志文及鄭淑儀

2018 年又是另一個樓宇維修和修理的多事之秋，以下是主要維修工作：

- 交樓處水浸：我們設定一個定時給義工們在大型聚會後沖洗排水管，以幫助減輕水浸的問題。在 2018 年，我們經歷了一次水浸。過去多年每年的重大的水浸曾發生多次。
- 故意破壞減少：我們遭受了一次重大的塗鴉和兩次破窗。所有損壞都已修好。書架也被破壞，樓宇管理繼續尋找解決方案。計劃於 2019 年安裝監視系統會有所幫助。
- 遵守新的三藩市火警法律條例：我們已請消防檢查承包商對我們的火警系統，滅火器和火災逃生進行年度檢查，並向所有租戶分發一份包含消防安全的資訊的通迅。下列各項工作必須在每個雙數年份的1月31日之前完成。不幸的是，使用的承包商被三藩市火警部門認為不合格，並且必須重新完成檢查的工作。展望未來，到 2021 年，我們需要在每間公寓安裝火警警報裝置，其分貝級別至少為 75，並安裝“智能”防火板。我們應該在 2019 年開始估算這個重大項目的費用。
- 安裝大鋼琴：我們感謝鄭英甫協助支付鋼琴的搬運費用。大鋼琴由中華基督教會本會捐贈的。李新釗夫婦捐贈了一個大鋼琴保護罩。

其他工作是清理堵塞的天井，維修我們的聖殿地板，修理我們的對講系統，參與我們的週年清潔工作。感謝所有的幫手，尤其是樓宇管理小組：朱志文、鄭淑儀、徐妙明、陳振華、朱志文及鄭英甫，以及排水沖洗義工們：陳振華、鄭淑儀及夫婦、鄭英甫、潘志清、Jeff 和 Eric、朱志文及朱志文。鄭淑儀在 2019 年結束擔任樓宇管理委員會的工作。由朱志文接任。

受託/財政委員會
主席：潘占培

在擔任該委員會主席多年後，我決定辭職並詢問朱志文是否會接任主席。他接受了，我很高興他願意接受這個呼召。我將會繼續和其他忠誠的會員留在該委員會服務：謝伯康、方金珠和余劉麗齡。我還想邀請其他想要為教會事奉的人，受託委員會是一個開始為服務教會的地方。

我們過去一年的工作：

- 根據成本和易用性，上網奉獻繼續是未來的可能性。
- 更新會客廳牆上的牌匾並用新的名稱牌以紀念貢獻超過 2000 美元的捐贈者。
- 購買 100 本馮家礽牧師的著作『如何活得好？』及他贈送的音樂光碟給中文堂的教友作靈修指導，可作自用或贈送親友。
- 效忠主日信函及捐獻卡於 11 月 1 日郵寄給會友。
- 會員的奉獻和特別捐款記錄信函將在 1 月底寄出。
主日午餐事工
聯絡人：鄭梁婉瑜

耶酥來到世上，有耐心和意願一個接一個地拯救我們。他沒有揮揮手，在一天內拯
救了整個世界。他每天都在猶太教堂、街道、社會最黑暗的角落裡工作，面對國王
和統治者，無所畏懼。上帝對我們最偉大的使命，是讓我們將福音傳播給我們遇到
的每一個人，不論是什麼性別、文化、社會地位或宗教信仰。對於我們許多人來說，
我們不知道如何做這項工作。我們聚集一起思考並製定出如何外展的宏偉計劃，
而不是實際地伸出援手。一年復一年，我們最終錯過了這個目標。對於 Kena 說來
，她利用一切機會將她的信仰付諸行動，如果沒有任何可用的機會，她就創造了這
些機會。她為所有人做飯，是為了把他們带到教堂裡，或者讓他們在敬拜之後逗留
一段時間，這是她表達信仰的最有表現力的方式。這引起了我們作爲一個社區的共
鳴，我們看到了一個簡單的機會，我們也可以將我們的信仰付諸行動，建立我們的
教會。

主日午餐事工發出愛的火花，這也是我們所有人的一種特殊的方式，在這種方式中
，無論能力如何，都可以伸出援手，做一些積極的事情，滿足共同益處。我們於
2017 年 7 月 9 日開始該事工，以支持 Kena，因為她與癌症鬥爭時無法繼續該項事
工。對於我們的教會會員來說，當我們專注並且我們的動機是出於愛時，這是一
次驚人的發現和成長之旅及集體潛能的見證。大約 68 則飯之後，主日午餐事工繼
續蓬勃發展，成爲我們聚會的場所，無論在性別、年齡、文化成長、角色和責任方
面相互全面了解。我們每個主日午餐聚會一起，以一組教友為了要突破我們沉靜
的狀況主動地和其他教友交談並分享。

通過這項活動，我們發現了彼此的才能和能力。我們分享並驚嘆於我們之間的創造
力和領導能力。我們為所有會員提供了機會，來具體分享他們對教會的熱愛和對於
教會的生活故事作出貢獻。主日午餐事工舉辦得很成功，因為我們齊心合力參與這
項工作。我們已經證明，我們所有人都可以成為各項任務的一部分。它使我們每個
人都成爲基督肢體的一部分的實事。而且，作爲一個團體，如果我們集中精力而又
出於愛，我們可以成功。感謝許多會員，他們在過去的兩年多時間裡敞開心扉，捲
起袖子，為眾多人提供食物。我們的志願精神激勵了許多人。願這個引導主日午餐
事工的精神繼續蓬勃發展，使我們感受到服事的呼召。在這個非常簡單的事工中，
我們有信心並付諸行動。感謝大家的參與以及通過這項事工表達的愛意。願聖靈繼
續激勵我們敞開心扉，將我們的信仰轉化為行動。

〈八〉
音樂事工

主席：陳豔珍

音樂事工部成立於 2018 年，上帝非常祝福我們的音樂節目，每主日都有準時的音樂家來幫助帶領敬拜。

中文詩班：在 2017 年暫停 9 個月後，我們很高興在 2018 年 2 月重啓中文詩班。剛開始我們有 5 位成員加入了中文詩班，現共有 15 名。我們希望鼓勵更多人加入中文詩班。如果您有興趣，可以在每個月的第 4 個主日上午 8 時 30 分來排練。我們會教您中文！

英語詩班：我們的本堂詩班仍然堅定熱情地為我們的主唱歌。我們的詩班增加了三名新成員。我們總是需要更多的歌手。歡迎參加我們在每個月第一個主日上午 8 時 30 分的排練。

讚美小組：我們很高興有林雪峰、李恩、Aini、Cynthia 和 Jennifer 每個月都會教我們新的現代詩歌。多年來，我們教會已成為一個混合的崇拜教會。我們不僅唱過去的讚美詩，還學唱許多基督教當代詩歌。我們感謝讚美小組耐心的帶領。順便說一句，在 CCLI（基督教版權國際許可）歌曲排行榜近 100 名的歌曲中，我們的教會可以唱出超過 50 首這些歌曲。我們還在學習中。如果您有興趣成為讚美小組的成員，請聯絡林雪峰。他們在每個月的第二個主日上午 8 時 30 分進行練習。

鳳凰詩班：我們非常遺憾今年 Kena Yan Lan 因癌症離開了我們。她是鳳凰詩班的創始人、領導者和導師。我們感謝她的音樂遺產能夠繼續由林雪峰指導和帶領。Kena 為我們的青年音樂事工帶來了火花。我們真的很懷念她。對她的愛和對音樂的喜悅的記憶將永遠留在我們的心中。鳳凰詩班在每月的第 5 個主日獻詩。請與林雪峰報名加入鳳凰詩班，因爲我們總是需要新成員的參與。

詩歌和音樂領導：我們有一隊很棒的天才、敬業和忠實的音樂家每個主日輪流的協助崇拜其中一個音樂環節。我們有鄭英甫、鄭淑倫、Mike、蔡李露慈、謝伯康、林雪峰、李恩、Aini、Jennifer、Cynthia 及其他參與者。本會非常幸運，我們擁有如此多的音樂天才。

重點：
在 1 月份由中華基督教會給本會捐贈了一架演奏用的大鋼琴。我們感謝鄭英甫幫助支付鋼琴的搬運費用。在 4 月份舉行了鋼琴演奏會以感謝 Avis Seeto、Emily Chin 和 Mark Wong 的慷慨捐贈。

本堂及鳳凰詩班聯合在 10 月份的教會週年紀念日主日崇拜中獻唱一首『何等榮美的名』的詩歌。教堂裡充滿了歡樂的聲音。那歡樂來自讚美上帝。

11 月份，李新慶夫婦為我們的大鋼琴捐贈了漂亮及防水覆蓋。我們感謝他們的慷慨捐贈。

我們總是感謝上帝給我們音樂表演的才能。我們將永遠記住它是上帝的禮物。我們祈禱並希望您每主日聽到的音樂會增強您的崇拜體驗。

（七）
重新開始計劃

主席：陳振華

在 2017 年，為了促進增長和振興我們的教會，翁牧師向值理會推薦了一個教會廣泛進程稱為重新開始計劃，以幫助我們的教會尋求新的方向。這個過程由聯合基督會創立，並由北加州內華達州區會向那些希望參加的教會補貼一部分費用。

在 2018 年，每個團契訂立了一系列六次會議，這些會議遵循重新開始計劃手冊中規定的某些討論框架。後來在我們的一位重新開始計劃顧問的推薦下，舉行了第七次會議，以完成全教會調查，其中包含本會重新開始計劃報告作者推薦的所有十個原本選項。其中一位重新開始計劃顧問後來增加了一個選項，共計 11 個選項供我們的會眾考慮。

我們會眾最喜歡的選項屬於使命重新定義的範疇。以下是按照會眾的喜愛順序：

重新集中注意社區人口需要的使命（選項 2）
教會結構的重組（選項 4）
管理結構的變化（選項 1）
與其他會眾的合作伙伴（選項 3）

最不被歡迎的選項包括：
被另一個教會接納（選項 5）
另行開辦新教會（選項 6）
重新招募新會眾（選項 7）
出售教會後訂立租回樓宇協議（選項 9）
保持不變/什麼都不做（選項 10）
關閉教會（選項 11）。

北加州內華達州聯絡人 Ross-Jones 牧師解釋，在四個受歡迎的選項中，兩個是“行動”選項，另外兩個是“支持”選項。“行動”選項是計劃選項，“支持選項”是那些旨在支持“行動”項目的結構和組織活動。

為了推進這一進程，領導小組向理事會提議，我們與會眾舉行全教會會議，分享重新開始計劃調查的結果，並招募一個教會事工發展小組（MDT），以探索我們可以實施的四個最受歡迎的選項。值理會建議我們只關注第一個首選行動項目（新集中注意社區人口需要的使命），並根據需要建議任何“支持選項”，以支持第二階段，即支持最受歡迎的選項的方案設計。我們舉行了全教會會議，與會眾分享了調查結果，並呼籲會員加入建議的發展小組。到目前為止，我們對發展小組服務的呼籲沒有任何回應，我們要求值理會協助招募發展小組。牧師選聘委員會正在使用重新開始計劃調查的數據招募具有必要技能的牧者，以實施各種歡迎選項的活動。

我要感謝翁牧師、甄雅各、值理會以及以下支持重新開始計劃的領導人：潘占培和李梁麗娟（耆英），方金珠（成人）Rita Poon 潘朱碧瑜和鄭靈薰（青壯年），朱梁文和林雪峰（青年），李恩（職業）和鄭英甫（大學）。
在沒有主任牧師的挑戰情況下，值理會繼續保持教會的運作。

在2018年，我們與執事會合作，設計了一個新的臨時領導職位，事工主任由甄千零擔任。甄主任儘管失去至愛（妻子Kena的去世），他仍然非常努力地工作，幫助教會保持運作，特別是在崇拜和青年發展方面，同時兼顧單身父親的職責。由李航燦領導的一個選聘委員會已經成立，並負責為我們空缺的主任牧師職位尋找候選人。由蔡李嘉慈和方金珠領導辦公室工作人員，由我們的辦公室秘書張永康協助，讓我們繼續進行崇拜秩序和協調每週的工作。青少年由朱家傑領導，林雪峰、Aini Sanjaya和李恩的協助下，是本會的一個活躍而主要的部份，他們協助主日崇拜，樓宇維護，外展和其他領域。在2018年，所有委員會都非常努力協助各項工作，最令人難忘的是當我們無法為戶外崇拜預備嘉賓講員時，由潘朱碧瑜領導的崇拜委員會創造和設計以促進禱告為中心的崇拜，要求全體教友積極參予。鄭榮婉瑜領導我們最受歡迎的“午餐事工”，義工們在每個主日提供團契午餐。無論有多少人出席，每人都得到飽足—這是我們近日的一個小小的奇蹟。

與此同時，值理會在幕後參與、協調、監督和分配資源以支持工作人員、計劃和活動，如兒童夏令營、樓宇安全改善、青年冬季退修會、教堂網站和電子刊物、四弦琴事工及聖誕節節慶。在感恩節，我們歡迎五位新成員加入我們的教會。在2019年，我們將實施“安全空間”政策，旨在確保我們的教會提供一個沒有歧視、騷擾、剝削或恐嚇的環境。我們還將繼續進行我們的重新開始計劃。

當我們一年沒有主任牧師，本會回顧過去一年我們不僅能維持下來，我們還茁壯成長。這要感謝滿有恩愛憐憫的上帝，以及我們屬靈受感動的每一位。

值理會歡迎並感謝新成員陳謝夏怡、黃惠強、陳振華和朱偉文。同時我們感謝曾經事奉過及繼續事奉值理會及執事會的會員。

執事會
主席：李林素彬

在過去的一年裡，執事會致力幫助牧師與教會之間的過渡期。

- 為聯合基督會籌得2000美元款項作飢郵救援基金。
- 確保精神和財政上照顧甄千零及他的家人，及允許他抽出工作的時間照顧家人。
- 在沒有牧師的期間，安排副會講員，確保聖職講壇供應，並鼓勵甄千零進行按立聖職任命的程序。
- 安排執事及教會領導在主日分享信息，這很受歡迎。
- 為事工主任職位建立工作細則及薪酬方案，確保持續牧者對教會的關懷。
- 執事與各事工領導會面接受最新報告，並將報告帶給甄千零，讓他了解我們教會的整體狀況。
- 為即將來臨的週年計劃大會，訂立明年教會主題以協助甄千零的各項工作。
去年，我們哀悼我們社區中一些親人的離去；吳家良的母親吳奇逢師母；鄭淑倫的父親 Harry Fong；陳振華的母親 Suanne L. Chan；會員：李麗秀和 Kena Yan Lan。
雖然我們為他們的離去而哀悼，我們也為在主耶穌基督和上帝的恩典中所擁有的天國的盼望而高興。
在青年團契方面，我相信我們在 2018 年有一段深刻的旅程。我們專注於深入了解我們與聖經的關係以及我們彼此之間的關係。事實上，我們的主題是“加深理解，加深行動”，以強調這一目標。雖然我參與了每週的計劃和組織工作，但實際上是林雪峰、Aini 和朱益文處理每週的節目，因為我大部分時間都化在 Kena 的疾病治療。我們的青年領導團隊的巨大工作，奉獻和承諾。去年突出的一件事是，我們的領導團隊在週五晚上和主日崇拜之外為我們的年輕人花費更多時間和個人資源。這對我們來說是一個很好的例子，因為我們在一年中因汽車事故而發生不幸的事情，但我們有機會目睹上帝的存在，祂醫治我們和讓我們更緊密地團結在一起。由於需要輔導，發生事故的青年家庭與我們也越來越近了。

儘管去年對我們來說是充滿挑戰的一年，但我們不僅聚集在一起，而且要把我們的信仰付諸行動。對我們來說，這是一個機會，要公義於敵人攻擊和破壞我們的思想及分化我們，或者聽從上帝的聲音，信服於以上帝為中心和我們的教會重要的言行。我相信我們經歷了上帝的信實和恩典。為此，我們感謝奇妙的上帝！感謝執事會主席李林素彬和值理會主席鄭淑倫的帶領和屬靈的恩賜。在培養和增強教會的工作時，擔任值理會和執事會任務時會對一個人的情感，精神和心理產生影響。我們非常感謝 2018 年擔任執事和教會值理的所有成員。

展望 2019 年上帝將通過祂的聖靈如何領導並指示我們。在我們的週年教會計劃會議上，我們今年的主題已經亮相：“榮耀上帝，讓世人認識祂”。

我們 2019 年的所有事工和活動都將榮耀上帝的名並使世人認識祂。我們關注的領域是崇拜和外展的工作。我們所有的團契、事工和委員會的工作應該集中在加強我們的主日崇拜，使崇拜更有意義，更能鼓舞人心，改變生活，並且榮耀上帝。擴大我們的外展是今年的第二個重點領域。這就是我們如何在我們的社區和非信徒的生活中使他們認識上帝，更不用說耶穌命令基督徒要愛我們的鄰舍。我們正在尋找一位主任牧師時，教會的工作必須繼續推進。

個人而言，對於我和 Kena，這是一個非常艱難的一年，Kena 在 9 月 7 日因癌症離世。在我們的生活中，這是上帝的旨意，讓祂的名字永遠受到讚美。通過我們與癌症的鬥爭，我們經歷了會眾的深切愛心和支持。我感謝教會的愛，團結和支持是無法言喻的。我只想說我和我的家人將永遠感激在基督裡的兄弟姐妹們。

期待看到我們每個人將通過本會為基督事奉，並見證上帝將如何通過本會來榮耀祂並使世人認識祂。
事工／宗教教育／青年主任
甄雅各

雖然2018年是充滿挑戰的一年，但也是我們看到上帝與我們同在的一年。自2018年2月4日開始沒有主任牧師，在教會應對挑戰時，我們看到基督的肢體正在崛起協助。執事和值理會一直在帶領，我注意到下列的各項進展。

執事會盡力為每週的中英文堂尋找講員。我們只有潘占培和李樂麗 femmes 中文堂傳講講員。執事會確保在會眾需要的時候也可以提供牧師的關懷。我們感謝執事會在尋找講員這項艱鉅的任務以及潘占培和李樂麗在中文堂傳講講章。

尋找講員和崇拜儀式以及特別活動計劃和服務，如母親節和父親節、復活節晨曦崇拜、復活節崇拜、教會週年野餐及教會週年紀念，這些都是崇拜委員會的工作。很高興看到信徒在要求協助時提供幫助和服務。我們感謝崇拜委員會所展示的領導力及其對我們特別活動和服務的影響力。

很高興看到去年我們的華人基督教聯合會籃球隊在鄉健民的帶領下復興。讓我們支持並祈禱這項事工將再次繁榮，並在上帝的時間裡結出果實。感謝鄉健民帶著籃球接力棒。願記懐加油！

2018年真是太棒了，五位會眾受洗加入我們的教會。這實際上是教會內的工作在他們信仰的旅程中得到牧養、援助，並接納他們為新會眾。感謝上帝！

感謝許多教友自願為我們的主日午餐準備。這是一個很好的機會，我們作爲教會的會眾，聚在一起分享一頓簡單的飯菜並互相問候，正如保羅在希伯來書10章24-25節中鼓勵第一世紀的信徒這樣說：“我們要彼此相顧，激發愛心，勉勵行善；不可停止聚會，好像那些停止慣了的人，倒要彼此勉勵，既然知道那日子臨近，就更當如此。”這裡的“日子”是指基督再來的意思。

我很高興看到更多的兒童夏令營營友和父母去年參加了教會野餐。這是我們信徒心靈回應聖靈領導的對外發展工作。我們今年也可以繼續這樣做。

去年比前兩年有更多人參加聖誕節佳音和分享聖誕靈性。聖誕節佳音為我們提供了一個機會，不僅可以分享聖誕靈性，還可以與他人分享福音。事實上，我們的兩位教會成員是在幾年前通過聖誕節佳音來到我們當中的。

很高興看到中文詩班重新開始。感謝新的音樂事工委員會（陳豈珍、鄭英甫及林雪峰）以及我們的會眾的支持和鼓勵。
鳴 謝

本年刊出版能夠順利完成，全賴許多位會友協助！多謝我們辦公室書記陳彩思及下列義工們的特別技能和忠誠：

方金珠
梁修武
潘占培
Mike Taylor
蔡李霭慈

最後，感謝各小組、委員會及團契的主筆遞交報告。
聯合基督教會
中華網紀慎教會
使命宣言

我們聯合基督教會中華網紀慎教會是三藩市華埠的
雙語文化及各代信徒共同信仰的團體。

我們是基督信徒，讚頌上帝恩典，大愛及饒恕。乃基於：

彼此相愛，像基督愛我們。
研求及實踐永生上帝之言。
崇拜及頌揚上帝。
尊重及肯定彼此間的不同。

我們乃信仰的團體，要和基督耶穌同行。來：

宣揚及作證福音
服役於當地社區
一同工作，將上帝的和平正義實現在世上。
由忠心受託而培育及擴展我會教會聖工。

我們是基督信徒，一同攜手。以團契，服事，關懷表明上帝的愛。

一九九五年九月正式採用
Teacher, which is the greatest commandment in the Law?" Jesus replied: "'Love the Lord your God with all your heart and with all your soul and with all your mind.' And the second is like it: 'Love your neighbor as yourself.'

I believe CCC is at a crossroads. With the proper shepherd to lead us, we are ready to take the Great Commission and to understand how we can accomplish the greatest commandments Jesus gave to his disciples. Make no mistake that it will be a challenge to accomplish this at CCC. It will take a special person, with special talents, gifts, and the spirit to lead this church in this direction.

Dick Hom, Chairperson of Search Committee
Church member since 1962

Our Merciful Lord, by your own hand, your plan and your will, you have gathered this committee for the search for a new minister for Chinese Congregational Church. We have met for the past 9+ months and we now report with the best of our ability and knowledge, to bring forth our church history of 145 years, our church’s past and present profiles, our bilingual language requirements (English & Cantonese) and our church’s financial information. May you send us a new minister who will guide us to live and love as You have loved us. May our new minister guide us spiritually to love our neighbors as ourselves and lead us to accomplish the Great Commission. Oh Lord, may my words be pleasing to you and to all this I pray in Jesus’ name. Amen.

Letitia Yee, Team Member
Senior Citizen
Our God is complex and all encompassing. Those who are called to do His work are faced with an array of challenges that will test their faith and patience. The few who answer this call, and are committed to doing Christ’s work, need to have a strong faith and skills in leading the work in a, sometimes, thankless and arduous environment. We seek someone who can lead us by example and inspire us to be more Christ-like in our lives. We want someone who can empathize how hard it is to struggle to walk in Christ’s steps. A minister whose faith has been tested by time and remains committed to be God’s arms and legs in doing His work in this world. A shepherd who is vulnerable to empathize with the bumps in our faith development and be there to sustain us when we falter. We seek someone who is beyond a biblical scholar whose faith is grounded in leading and doing the work in the community. We need a leader who is a doer!

Carol Fong, Team Member
Former member of church council

My thoughts are best reflected in the Prayer of St. Francis:

Lord make me an instrument of your peace. Where there is hatred let me sow love. Where there is injury, pardon. Where there is doubt, faith. Where there is despair, hope. Where there is darkness, light. And where there is sadness, joy.

O divine master, grant that I may not so much seek to be consoled as to console; to be understood as to understand. To be love as to love. For it is in giving that we receive; it is in pardoning that we are pardoned. And it’s in dying that we are born to eternal life. Amen.

Vincent Wu, Team Member
Son of former Senior Pastor in the 1960-1980’s

While serving on this committee, it has been both a challenge and a blessing to think about the past, present and more importantly, the future of our church. I believe we are at a time where we need to define our community and the direction that God is calling our church to serve. My hope is to find a minister who can not only encourage us to grow in our faith, but to also not be afraid to share our faith with others. We need to work together as a church, regardless of age or language (whether English or Chinese speaking); it’s time to no longer be “pew potatoes” and to take some action.

Rita Poon, Team Member
Former member of church council
STATEMENT OF CONSENT

The covenantal relationship between a church and those called by that church to serve as pastors and teachers and in other ministerial positions is strengthened when vital information is openly shared by covenantal partners. To that end, we attest that, to the best of our abilities, we have provided information in this profile that accurately represents our church. We have not knowingly withheld any information that would be helpful to candidates.

As the committee charged with the responsibility for identifying and recommending suitable new minister for our church, we have been authorized to share the information herein with potential candidates. We understand that a candidate may wish to secure further knowledge, information, and opinions about our church. We encourage a candidate to do so, recognizing that an open exchange of relevant information builds the foundation for continuing and healthy relationships between calling bodies and persons seeking a ministry position.

1. Which individuals and groups in the church contributed to the contents of this Local Church Profile? (for example, church council or consistory, transition team, etc.)
   A. Members of the Church Council (including Church Treasurer) 2018
   B. The Settled Minister Search Team

2. Additional comments for interpreting the profile:
   Using the New Beginnings final assessment report, we have been as honest and as forthcoming as possible. The church council has reviewed this profile and periodic updates were provided to the congregation. All have agreed and approved the contents. We welcome additional question for clarity and pray that we have addressed the major issues and questions that might arise.

Signed:

Dick Hom
Chairperson
Settled Minister Search Team
May 19, 2019
The congregation is currently in good standing with the association / conference named.
   Staff Comment: This congregation is in good standing with the Golden Gate Association of the Northern California Nevada Conference of United Church of Christ.

To the best of my knowledge, ministerial history information is complete.
   Staff Comment: The information provided is complete to the best of my knowledge.

To the best of my knowledge, available church financial information is presented thoroughly.
   Staff Comment: To my knowledge the financial report submitted is accurate

My signature below attests to the above three items.

Signature: Rev. Davena L Jones
Name / Title: Rev. Davena L. Jones/ Associate Conference Minister
Email: davena@ncncucc.org
Phone: (510) 359-7208
Date: July 1, 2019
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“Jesus answered them, ‘Have faith in God!’” – Mark 11:22