



# 2019 ANNUAL REPORT

*To make disciples  
who love God,  
love people, and  
serve the world.*

*#weareclc*

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*09 February 2020*



“

*Dear Christian Layman Church Family,*

*This year for me is different from previous years. Knowing that I have a limited amount of time with you makes me see that time differently. I suppose I cherish it more. It makes me want to focus. It makes me think of Paul when he said, I have fought the good fight, I have run the race...*

*During these next 18 months, I have a few hopes that I would like to share with you.*

*First, I hope we find a good lead pastor (but not TOO good, just kidding). Recently, I have been struck by the reoccurring value in the book of James about praying with expectant faith. I am done praying for the next LP with a wimpy faith. The Lord gives just one instruction on how to find a good lead pastor, and that is...to pray! (Luke 10:2) Let's pray for this regularly, with expectant faith.*

*Second, let's go further in our mission of making disciples of all nations! Let's keep sending out world changers, like the mission trip to the Naga Spring of Hope orphanage in March! And let's not forget the mission that is right here at home, like with CityTeam Oakland, baptizing the men in their program, and finding opportunities for deeper relationship with them. These are just a few examples, but let's all find avenues to go further in our mission of making disciples!*

*Third, let's keep investing in one another. More than any previous year before, I have been investing in people, discipling them, having conversations over meals, inviting people over to my home. I have found such a sweet joy in loving people and helping them grow in Christ. It is a joy that I hope more and more of my church family can share!*

”

**ANDREW HUANG**

**LEAD PASTOR, CHRISTIAN LAYMAN CHURCH**

# 2019 God At Work Sightings

*"Therefore be imitators of God, as beloved children." – Eph. 5:1 (ESV)*

35 children and youth  
average weekly Sunday  
School attendance



**163**

Average  
Weekly  
Attendance

218 Attended CLC/  
CWOW Joint Christmas  
Eve Service



**236**

Easter  
Attendance

68 on-campus meetups with  
college /grad students



**44**

Basic Youth  
Meals &  
Events



**14**

Baptisms



**4**

New/ Renewed  
Members



**5**

Holy Chows

Includes 10 men from  
CityTeam Ministries

# 2019 God At Work Sightings (cont.)

*"They are to do good, to be rich in good works, to be generous and ready to share" – 1 Tim 6:18 (ESV)"*

1 of these home groups had multiplied into 2

189 pairs of prescription & 12 OTC reading glasses provided. Additional vouchers provided to Church Without Walls (CWOW)!



**2**

New home groups formed



**208**

Eye patients served in Richmond, CA



**40**

Angel Tree gifts



**\$74.4K**

Charitable giving



**1**

Social Justice Ministry launched



**26**

Adults & children participated in a Global Missions Trip

Partnered with City Team and Turning Point to deliver basic necessities to women in need and the homeless

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# Update for Children's Ministry and Family Development

Ministry Leader:  
Cecil Wong, Children's  
Ministry & Family  
Development Director

## *Children's Ministry (CM)*

With an influx of 11 new volunteers ranging from college age to empty nesters, mentorships were established to support growth and development.

Regular staff members were given a well-deserved summer break. Our intern, Stephen Shelnett did an amazing job with leading a 10-person team and running a 10-week program based on God's gift of creativity. Kids learned about various Biblical and contemporary people and how they used this gift to serve and glorify the Lord. Many of the summer team stayed on board to join the regular CM team.

In the fall, a new series of lessons on saints was introduced to the older class. Students learned about the many manifestations of God's Spirit in the lives of people throughout the centuries since Pentecost. The series ended with lessons getting the students to think about current saints in their own lives and even how they themselves could be saints.

## *Family Development*

For the first half of 2019, we finished the Family Development Series with seminars on the preteen years through adulthood. Please contact me for materials or to meet and discuss what it means to connect with and shepherd our children's hearts, from the elementary years through the dynamics of adolescence and into their independence.

In November, we finished the year with an offsite fellowship event that brought together younger and older parents to talk about lessons learned from parenting kids from birth through launch.

Numerous seasoned parents were invited to share their experiences and foster discussion with those that attended. With an excellent childcare team and venue, kids had a wonderful time.

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# Update for Youth, College, and Young Adult Ministries

## Ministry Leaders

Youth: Scott Lynn, Caitlyn Lim and Diana Lam

Young Adults: Quess Liu, Jared Lucas, Tiffany Lucas, Jordan Kong, William Cheung, Diana Lam, Scott Lynn and Frank Chow

College Ministry: Pastor Andrew & Rana Huang, Caitlyn Lim

## ***Student Ministry: BASIC (Brothers and Sisters In Christ) Jr. & High School***

POD & POD Party: Our second year with small student groups of People of Discipleship (PODs) to develop lasting relationships. The PODs gather monthly for events and gatherings.

Sunday Service: Provided 7 Series' of messages from David's life to looking at Miracles! We want the kids to be thinking about the marvelous truths of Scripture, and the promises God has for them!

Summer Kaleo – 5 middle school boys and 6 Crew leaders set off for sunny San Diego. The team spent time helping a donation site, eating lunch with the homeless, and bringing a fun afternoon to refugee families

CREW: While the team has gotten smaller, the Lord has been and will continue to be faithful! We've had support from the parents and excellent time with the kids from mini golf parties to Thanksmas parties!

## ***Young Adult Ministry: Building Community***

Year 5: Growing and multiplying! The young adult group is now two! Two groups growing together with new leaders taking initiative. Having two groups has made it easier for those who live further away too!

Sunday & Thursday Gatherings: Doing life together over Bible studies with a mixer of small groups to aid in all season of life.

Young Adult retreat in the winter focusing on how we can surrender our lives to the Lord. Joyful laughter and honest reflection pair well together

## ***College Ministry: Support & Care***

Fellowships: Held mixers and boba events for college/grad school students to meet with CLCers. Thanksgiving Thursdays throughout November to encourage and support students.

Bible Study: Bible reading group deep diving into Mark

Mentorship and Discipleship: Regular Thursday meetups with Pastor Andrew. Discipleship pairs/groups regularly met

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# Worship Ministry Update

Ministry Leader:  
Caitlyn Lim, Worship  
Director

God has been so good – here is just a glimpse of what He’s done for Worship:

1. In Jan 2019, 4 team members attended a church music workshop in Livermore to hone their skills in worship leading, vocals, piano, sound, and visuals.
2. Introduced the concept of multicultural worship to celebrate and engage in God's global mission to all nations. (learned an Indonesian song and a Tangkhul song which we sang in solidarity with the Naga team while they were on their mission trip).
3. In Feb 2019, we had our first worship ministry retreat where team members engaged in community-building, vision-casting, Bible study, sessions for training and equipping, and corporate worship and & prayer!
4. In May 2019, 7 team members attended a worship conference together where we learned more about worship, the Holy Spirit, and each other! God used this trip to help forge deeper connections among our team!
5. Gained 3 new volunteers, for a total of 20 team members!
6. Started prayer partners to help people go deeper in relationship and provide spiritual support for one another.
7. In Nov, we had a worship & prayer night for team members to reflect and pray for the church during all the transitions.
8. Monthly worship & prayer meetings led by Pam Tong on the first Saturdays of every month!
9. Expanded the core team from 2 to 5 people. We now meet monthly to pray, support, and plan for the ministry and the church.

We are looking forward to what God has in store for us in 2020. Let us continue to worship Him in all His glory.

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# Prayer Ministry Update

Ministry Leader:  
Pamela Tong, Prayer  
Team Leader

What an amazing 2019 filled with answered prayers:

1. 12 Monthly Prayer Meetings on the 1st Saturday at the church office, spending time worshipping God, listening for His voice, and interceding for the body of Christ at CLC and beyond.
2. Prayers of Blessing offered every 1st Sunday during communion
3. Intercessory prayer offered every Sunday by 2-3 prayer ministers
4. In March, we had a 3-sermon series on prayer: Pray Like Jesus (Part 1 and 2) and Pray Like a Child.
5. Prayer prior to every Sunday service at 10:15am.
6. Prayer during all leadership meetings.
7. Home groups are regularly spending time to pray for one another
8. We introduced congregational prayer times during sermons
9. We gained a new Sunday service prayer minister: Jeff Ho
10. Now we have 9 Sunday service prayer ministers and 2 alternates!
11. Prayer Seminar in December: Hearing God's Voice and Prophetic Prayer
12. Three testimonies about God's answers to prayer during "We are CLC": Julie Lee, Pam Tong, and Debbie Lui

We look forward to what the Lord will be doing to grow us closer to Him through prayer in 2020!

# 2019 Financial Highlights

## EXPENSE SUMMARY:

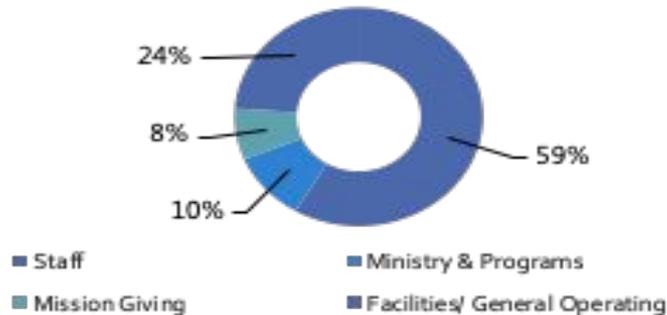
Staff	59%	\$443,814
Ministry & Programs	10%	\$75,819
Mission Giving	8%	\$56,950
Facilities/ General Operating	24%	\$178,014
<b>TOTAL</b>		<b>\$754,597</b>

## INCOME BY TYPE:

General Offerings	92%	\$696,687
Investment Income	8%	\$57,833
<b>TOTAL</b>		<b>\$754,570</b>

*Our facilities also house and support other ministries like Freely in Hope and Intervarsity Campus Ministries!*

2019 Actual Expenses



2019 Actual Income



# 2020 Projected Expenses & Income

## EXPENSE SUMMARY:

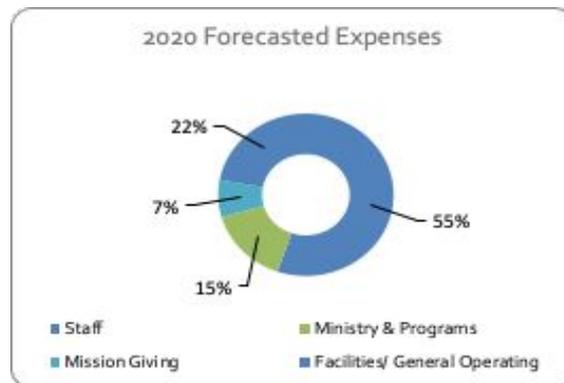
Staff	55%	\$468,549
Ministry & Programs	16%	\$129,689
Mission Giving	8%	\$62,200
Facilities/ General Operating	23%	\$187,078
<b>TOTAL</b>		<b>\$847,516</b>

## INCOME BY TYPE:

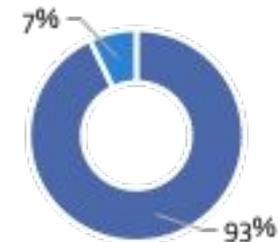
General Offerings	93%	\$700,000
Investment Income	7%	\$53,336
<b>TOTAL</b>		<b>\$753,336</b>

*\$39K of salary expenses are reserved for Lead Pastor & Youth Director new hires.*

*\$15K of ministry costs are set aside for Lead Pastor Search*



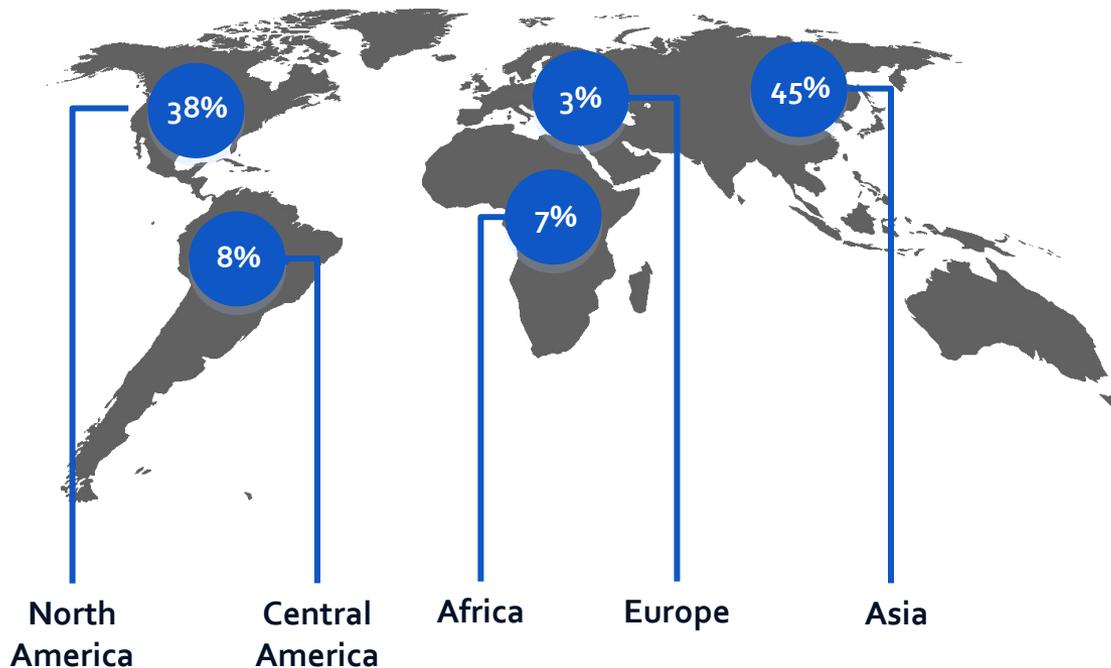
## 2020 Projected Income



■ General Offerings & One-time gifts   ■ Investment Income

# Mission Giving and Serving by Region

**13** people served at Spring of Hope Orphanage in India. **2 adults** served in Vietnam.  
**6 adults and 5 youth** served at Kaleo Missions in San Diego  
**155** CLC and non-CLC volunteers served locally at the Oakland Eye Screening with Regeneration Church.



## GLOBAL GIVING BY CATEGORY

Anti-Trafficking	7%	\$5,000
Discipleship/ Evangelism	49%	\$36,774
Education/ Children	21%	\$15,314
Leadership Development	11%	\$7,880
Relief & Development	13%	\$9,420
Grand Total		\$74,388

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# Lead Pastor Search Update

## *What's Been Done*

**Formed and launched Lead Pastor Search Committee (PSC)**

**Finalized Job Description**

**Hired an external recruiter**

**Getting ready to reach out:**

*Posted "Lead Pastor Transition" & "Lead Pastor Job Description" pages on CLC website*

*Email message template to use for networking and outreach*

**Defined the work-flow for candidate vetting and interview process**

**Actively screening candidates referred by Grassbridge (recruiter) and those that have reached out to us.**

## *What's Next*

**Pray!** (Everyone helps)

**Recruit!**

*Build the pipeline for potential candidates (Everyone helps)*

*External recruiter continues searching*

**Continue screening candidates (PSC, Ministry Leaders, BoD)**

## *Who to Contact with Questions*

**PPastor Search Committee (pastorsearch@christianlayman.org)**

*Yan Chin, Yvonne Bang Jordan Kong, Rick Quon (Leader), Lynn Yagisawa*

**CLC Board of Directors (board@christianlayman.org)**

*Yvonne Bang, Pastor Andrew Huang, Bruce Kaneshiro (Chair), Jared Lucas, Deanna Wong, Pastor Calvin Yim (Honorary Board)*

**CLC Staff (staff@christianlayman.org)**

*Andrew Huang, Calvin Yim, Caitlyn Lim, Cecil Wong, Lynn Yagisawa, Marilyn Tepora, Michelle Kaneshiro*

# Lead Pastor Search Update (cont.)



# Appendix

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# CLC 2018 Annual Meeting Minutes - February 24, 2019 @ Seventh Day Adventist Church in Oakland

## Overview

**Overview** - The Annual Meeting has 2 parts:

Part 1: In service presentation that highlights CLC – what we are about and where we are headed. It will also contain a high-level presentation of the 2019 budget and 2018 financials.

Part 2: Lunch and Q&A Session in Fellowship Hall

### Schedule:

11:30 am: Last worship set ends. Annual Meeting Part 1 begins (no powerpoint presentation)

Andrew - stories of the mission of church (10)

Anh - Youth (4)

Cecil - CM/FD (4)

Yvonne - Financial Report (4)

Yvonne – approval of the 2018 minutes

11:54: Calvin - benediction, close service, invite everyone to FH for Holy Chow lunch. Say grace for the food.

12:15-20 pm: Start Q&A session with Andrew and Board members

1:15 pm: Close

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# CLC 2018 Annual Meeting Minutes - February 24, 2019 @ Seventh Day Adventist Church in Oakland

## Part 1: In-service Minutes

### Andrew Huang - Stories of the mission of church

We do what we value. The values will explain what we already have been doing and what we will continue to do. Value 1: Gods word and God's spirit. We love Gods word and practice God's power. This is why we are dedicating time the first Saturday of every month to prayer ministry. Value 2: church is not a program, church is a family. More intentionality in home groups, retreat, mens and women's ministries- Let's do life together. Value 3: Our church cares about the world. Church in Action. This year during #weareclc times we will highlight one story about how our church is serving the world.

### Ahn Truong - Youth (4)

BASIC- 5 crew leaders, 97 events. 22 students coming on Sundays regularly. College students- 123 opportunities to service them. 247 Uber rides! We want them to get involved with college campus fellowships as well as ministries at CLC. Young adult- mentored and discipling others. Mens and Women's ministries- Finding ways to mentor and foster each other.

### Cecil Wong: Children's Ministry/Family Development /(4)

Toddler team- safe, fun, loving environment for kids to develop. Early elementary- solid biblical story teaching. Older elementary-

Family seminars- highlighted importance of personal growth, deeper engagement with God, parenting role in spiritual formation of kids.

### Yvonne Gee - Financial Report (4)

2018 we finished year in \$162k surplus- more than half of surplus came from single donation. 2019 expenses increased across the board. Income assumed the same minus one-time donation. Assuming \$6gk loss for the year- step in faith.

### Bruce Kaneshiro

Approval of 2018 Annual meeting minutes- YG Motions to approve, seconded

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# CLC 2018 Annual Meeting Minutes - February 24, 2019 @ Seventh Day Adventist Church in Oakland

## *Part 2: Lunch Q&A*

### **What is the status on the search for a permanent building?**

We don't have sufficient parking, we don't have 24/7 access. Limits our ability to do HG, staff meetings. We've been looking for 18 months and we have a sizable endowment. We did an update a couple of months ago and shared that it's been challenging. We've been praying if we should continue this search. We are suspending "active" search as of January 2019. We will be open to potential facilities as God provides.

### **How have we done with loving the community and outreach?**

Was brought up last year and we agreed as a board that we could do better. We are doing pretty good but we can do better. Mens/Womens ministries are encouraging bonding. Wish we could multiply our HG's- that's where the relationships are built and friendships start. We would need more leaders and more homes to start more up. Could that be a way of using your spiritual gift? AH- We had some families leave and it's been hard to hear. Every 6 months our staff has a rally cry. How do we build out our community? We are really focused on building this out with our HG's. One amazing way of building community is not in a structured environment. It's reaching out to people outside of a program and inviting them in to your homes, apts. etc. Call to action: reach out to others and have coffee or a meal together.

### **Where does evangelism fit into our goals?**

The gospel/evangelism- it's in the center and it should be in the center every year. Christ being crucified should be our one message.

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# CLC 2018 Annual Meeting Minutes - February 24, 2019 @ Seventh Day Adventist Church in Oakland

## ***Part 2: Lunch Q&A (cont.)***

### **Where does evangelism fit into our goals?**

The gospel/evangelism- it's in the center and it should be in the center every year. Christ being crucified should be our one message.

### **Can we have a choir sing once a month?**

We are open to having that. We can forward that feedback to Caitlin. We are putting a choir together for Easter!

### **What does it mean that we want to be a more "inclusive" church?**

(questions coming from the minutes). The gospel is not inclusive by nature- the emphasis on inclusion could lead us to compromise on the bible.

We have heard mixed feedback on whether we are welcoming. Call to action: every Sunday talk to someone you don't know. How about inclusion with the community of the east bay? We are realizing that we can be a church that has biblical conviction but still love others. That's how we are moving forward and that's what we want to do. The gospel has edges to it and we don't want to compromise on the edges. Jesus was loving and embracing- he is the role model

### **One of the great things about CLC is that it is an intergenerational church- what can we do to love and care for our seniors?**

"We always sit in the same place and no one comes and talks to us". They just want to be acknowledged and know that they matter. Be mindful of our seniors.