



**東區華人浸信會 2022 年 4 月 24 日季會會議記錄**  
**PCBC MINUTES FOR QUARTERLY MEMBERS' MEETING ON**  
**24th APRIL, 2022**

日期：2022 年 4 月 24 日〔崇拜後〕

時間：崇拜後 (12:10PM – 12:40PM)

Date: 24<sup>th</sup> April, 2022

Time : After Sunday service

(After Sunday service)

(12:10PM – 12:40PM)

地點：教會正堂

主席：高施樂執事

書記：林曉薇

Venue : Main Hall of  
Church

Chairperson: Deacon  
Isaac Ko

Secretary: Mona Lam

出席會友：67 位

Members present : 67 persons

一、開會祈禱  
Prayer by Chairperson

二、教牧 / 主席分享  
Pastor/Chairperson sharing

本月當選的執事名單如下：

The Deacons elected this month are as follows:

事奉職位 Position	姓名 Name	任期 Term of Office
執事 Deacon	甘鴻泰 Anthony Kam	2022-2025 (3-year term)
執事 Deacon	劉林愛珊 Cindy Lam	同上 ditto

三、各部 / 委員會分享  
Sharing by respective Departments/Committees

四、商討事項  
Discussion items

[請各會友通過“舉手”對所有商討事項進行表決。不舉手者則視為“棄權”。]

[All members are requested to cast their votes via “show of hands” on all discussion

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items. Those who do not raise their hands will be classified as “Abstention”.]

- 4.1 通過本次會議的議程  
To approve the agenda for this meeting

議決： Resolution:	贊成： 52 人 Consent: 52 persons	不贊成： 0 人 Objection: 0	通過 Resolution Passed
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- 4.2 通過於 2022 年 1 月 23 日舉行的季會會議文字記錄（參附件 1）  
To approve the minutes for the Quarterly Members’ Meeting on 23<sup>rd</sup> January, 2022  
(see Appendix 1)

2022 年 4 月 17 日，有 4 個姊妹接受浸禮，由於當時無法安排會友大會通過，因此 只能以口頭徵詢會眾的同意。現在僅將其姓名列出以供確認。

4 sisters were baptized on 17<sup>th</sup> April, 2022 at which time only verbal consent was obtained from the Church congregation as a members’ meeting could not be arranged. Their names are now tabled for confirmation purposes.

議決： Resolution:	贊成： 57 人 Consent: 57 persons	不贊成： 0 人 Objection: 0	通過 Resolution Passed
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- 4.3 通過梁燕婷姊妹申請加入本教會。  
To approve the membership application of sister Tina Liang.

議決： Resolution:	贊成： 59 人 Consent: 59 persons	不贊成： 0 人 Objection: 0	通過 Resolution Passed
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- 4.4 通過黃桃姊妹申請加入本教會。  
To approve the membership application of sister Tao Huang.

議決： Resolution:	贊成： 59 人 Consent: 59 persons	不贊成： 0 人 Objection: 0	通過 Resolution Passed
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- 4.5 通過鄭文睿姊妹申請加入本教會。  
To approve the membership application of sister Jolie Chang.

議決： Resolution:	贊成： 58 人 Consent: 58 persons	不贊成： 0 人 Objection: 0	通過 Resolution Passed
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4.6 通過袁海思姊妹申請加入本教會。

To approve the membership application of sister Hois Yuen.

議決： Resolution:	贊成： 57 人 Consent: 57 persons	不贊成： 0 人 Objection: 0	通過 Resolution Passed
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4.7 通過麥曉柔姊妹轉會申請加入本教會。

To approve the application of sister Terence Mak for the transfer of membership to PCBC.

議決： Resolution:	贊成： 59 人 Consent: 59 persons	不贊成： 0 人 Objection: 0	通過 Resolution Passed
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4.8 確認從 2022 年 4 月 1 日起，教會辦公室行政管理員王耿宇姊妹的工資從每小時 20.00 元增加到 21.50 元。

To confirm that effective from 1st April, 2022, the wages of Church Administrator, sister Grace Wang, be increased from \$20.00 to \$21.50 per hour.

議決： Resolution:	贊成： 63 人 Consent: 63 persons	不贊成： 0 人 Objection: 0	通過 Resolution Passed
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4.9 通過交由執事會按已通過的”牧者薪酬機制”處理調整牧者的薪酬，生效日期為 2022 年 1 月 1 日（參附件 2）

To approve Deacons Board to handle the adjustment of the Pastors' salary based on the above approved "Pastoral Salary Range & Scale" with effective date from 1 January 2022 (see Appendix 2)

議決： Resolution:	贊成： 57 人 Consent: 57 persons	不贊成： 0 人 Objection: 0	通過 Resolution Passed
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4.10 通過東浸 2022 至 2023 年度常費支出/收入預算表（參附件 3）

To approve the 2022 – 2023 PCBC Operational Budget (See Appendix 3)

議決： Resolution:	贊成： 59 人 Consent: 59 persons	不贊成： 0 人 Objection: 0	通過 Resolution Passed
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- 4.11 通過關懷慈惠基金「COVID-19 支援金」的基本標準 (參附件 4)  
To approve the basic criteria for “Covid-19 Support Fund” in Caring Fund (See Appendix 4)

議決: Resolution:	贊成: 62 人 Consent: 62 persons	不贊成: 0 人 Objection: 0	通過 Resolution Passed
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備注 Notes:

- 參附件 10  
See Appendix 10

- 4.12 通過關懷慈惠基金 2022 至 2023 年度預算案 (參附件 5)  
To approve the 2022– 2023 Caring Fund Budget (See Appendix 5)

議決: Resolution:	贊成: 57 人 Consent: 57 persons	不贊成: 0 人 Objection: 0	通過 Resolution Passed
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- 4.13 通過社區事工基金 2022 至 2023 年度預算案 (參附件 6)  
To approve the 2022 – 2023 Community Ministry Fund Budget (See Appendix 6)

議決: Resolution:	贊成: 61 人 Consent: 61 persons	不贊成: 0 人 Objection: 0	通過 Resolution Passed
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- 4.14 通過差傳事工基金 2022 至 2023 年度預算案 (參附件 7)  
To approve the 2022 – 2023 Mission Fund Budget (See Appendix 7)

議決: Resolution:	贊成: 62 人 Consent: 62 persons	不贊成: 0 人 Objection: 0	通過 Resolution Passed
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- 4.15 通過神學培才基金 2022 至 2023 年度預算案 (參附件 8)  
To approve the 2022 – 2023 Theological Training Fund Budget (See Appendix 8)

議決: Resolution:	贊成: 63 人 Consent: 63 persons	不贊成: 0 人 Objection: 0	通過 Resolution Passed
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- 4.16 通過青少年事工基金 2022 至 2023 年度最終預算案 (參附件 9)  
To approve the 2022 – 2023 Youth Ministry Fund Budget (See Appendix 9)

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議決: Resolution:	贊成: 62 人 Consent: 62 persons	不贊成: 0 人 Objection: 0	通過 Resolution Passed
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- 4.17 通過黃嘉妮姊妹經神學培才委員會審批的 2022-2023 神學課程資助申請  
To approve Theological Training Funding for Jan Huang under the Theological Budget 2022-2023

議決: Resolution:	贊成: 65 人 Consent: 65 persons	不贊成: 0 人 Objection: 0	通過 Resolution Passed
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- 4.18 通過王秀芳姊妹加入關懷慈惠委員會成為委員會成員  
To approve sister Adela Lee to join the Caring Fund Committee as a committee member.

議決: Resolution:	贊成: 62 人 Consent: 62 persons	不贊成: 0 人 Objection: 0	通過 Resolution Passed
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- 五、 其他事項（需要有效簡單多數票贊成，方可接納討論）  
Any Other Business (To be discussed subjected to agreement by a simple majority of valid votes)

- 六、 書記宣讀是次議決事項  
Secretary announces resolutions passed in this meeting

本次季會各商討事項，即 4.1 至 4.18 經出席會友審議後以大多數贊成通過  
Following consideration by members present in today's Quarterly Members' Meeting, all the discussion items, i.e. 4.1 to 4.18 tabled were approved by majority vote.

- 七、 下次季會日期: 2022 年 7 月 24 日  
Date of next meeting: 24<sup>th</sup> July, 2022

- 八、 閉會祈禱  
Closing prayers

主席簽署 Signature of Chairperson:

高施樂執事

Deacon Isaac Ko

日期 Date: 05.02.2022

書記簽署 Signature of Secretary:

林曉薇

Mona Lam

日期 Date: 05.02.2022

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附件 Appendices:

1. 2022 年 1 月 23 日舉行的季會會議文字記錄  
The minutes for the Quarterly Members' Meeting on 23<sup>rd</sup> January, 2022
2. 牧者薪酬機制建議  
Proposed Pastoral Salary Range & Scale
3. 2022 至 2023 年度常費支出/收入預算表  
The 2022-2023 Operational Budget
4. 「COVID-19 支援金」的基本標準  
The basic criteria for "Covid-19 Support Fund"
5. 關懷慈惠基金 2022 至 2023 年度預算案  
The 2022– 2023 budget for the Caring Fund Budget
6. 社區事工委員會 2022 至 2023 年度預算案  
The 2022 – 2023 budget of the Community Ministry Fund Budget
7. 差傳事工委員會 2022 至 2023 年度預算案  
The 2022 – 2023 budget of the Mission Fund Budget
8. 神學培才委員會 2022 至 2023 年度預算案  
The 2022 – 2023 budget of the Theological Training Fund Budget
9. 青少年事工委員會 2022 至 2023 年度預算案  
The 2022 – 2023 budget of the Youth Ministry Fund Budget
10. 2022 年 4 月 24 日季會會議記錄的備注  
Notes for on 24th April 2022 Quarterly Members' Meeting Minutes

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## 附件 1 Appendix 1

### 東區華人浸信會 2022 年1 月23 日季會議程

#### **PCBC MINUTES FOR QUARTERLY MEMBERS' MEETING ON 23rd JANUARY, 2022**

日期: 2022 年1 月23 日 (崇拜後)

時間: 崇拜後(12:15PM – 1:50PM)

Date: 23<sup>rd</sup> January, 2022

Time : After Sunday service

(After Sunday service)

(12:15PM – 1:50PM)

地點：教會正堂/線上

主席：歐陽偉邦執事

書記：林曉薇

Venue : Main Hall of  
Church/ZOOM

Chairperson: Deacon  
Vincent Au  
Yeung

Secretary: Mona Lam

出席會友：85 位

Members present: 85 persons

#### 一、開會祈禱

Prayer by Chairperson

#### 二、教牧 / 主席分享

Pastor/Chairperson sharing

鄧錦材牧師

Pastor Albert Tang

##### 1. 分享 2022 年東區華人浸信會的主題和方向

To share the 2022 PCBC theme and direction

##### 備注:

- 感謝主，教會願意在這段時間靈活變通，嘗試新事物。

##### Note:

- Give thanks to the Lord that this Church is willing to be flexible and to try new things during this time.

#### 三、各部 / 委員會分享

Sharing by respective Departments/Committees

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#### 四、商討事項

##### Discussion items

[請各會友通過“舉手”對所有商討事項進行表決。不舉手者則視為“棄權”。]

[All members are requested to cast their votes via “show of hands” on all discussion items. Those who do not raise their hands will be classified as “Abstention”.]

##### 4.1 通過本次會議的議程

To approve the agenda for this meeting

議決: Resolution:	贊成: 77 人 Consent: 77 persons	不贊成: 0 人 Objection: 0	通過 Resolution Passed
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##### 4.2 通過於 2021 年 7 月 25 日舉行的季會會議文字記錄（參附件 1）

To approve the 25<sup>th</sup> July, 2021 minutes for the Quarterly Members' Meeting (see Appendix 1)

議決: Resolution:	贊成: 81 人 Consent: 81 persons	不贊成: 0 人 Objection: 0	通過 Resolution Passed
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2021 年 12 月 26 日，有 5 個弟兄姊妹接受浸禮，由於當時無法安排會友大會通過，因此只能以口頭徵詢會眾的同意。現在僅將其姓名列出以供確認。

5 brothers and sisters were baptized on 26<sup>th</sup> December, 2021 at which time only verbal consent was obtained from the Church congregation as a members' meeting could not be arranged. Their names are now tabled for confirmation purposes

##### 4.3 通過蔡家杰弟兄申請加入本教會。

To approve the membership application of brother Kenneth Cai.

議決: Resolution:	贊成: 81 人 Consent: 81 persons	不贊成: 0 人 Objection: 0	通過 Resolution Passed
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##### 4.4 通過邱松陽弟兄申請加入本教會。

To approve the membership application of brother Song Yang Khoo.

議決: Resolution:	贊成: 80 人 Consent: 80 persons	不贊成: 0 人 Objection: 0	通過 Resolution Passed
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4.5 通過李俊鋒弟兄申請加入本教會。

To approve the membership application of brother Billy Lee.

議決: Resolution:	贊成: 80 人 Consent: 80 persons	不贊成: 0 人 Objection: 0	通過 Resolution Passed
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4.6 通過龍子謙弟兄申請加入本教會。

To approve the membership application of brother Christopher Long.

議決: Resolution:	贊成: 80 人 Consent: 80 persons	不贊成: 0 人 Objection: 0	通過 Resolution Passed
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4.7 通過沈淑怡姊妹申請加入本教會。

To approve the membership application of sister Erica Shen

議決: Resolution:	贊成: 80 人 Consent: 80 persons	不贊成: 0 人 Objection: 0	通過 Resolution Passed
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4.8 通過建議修改會章覆核委員會成員組織指引條款 1.3，如下:

(整份現有版本，參附件 2)

To approve the proposed amendment on Clause 1.3 under the Guidelines for the composition of committee members of the Church Constitution Review Committee as follows: (For full text of the existing version, see Appendix 2)

現有版本 Existing wordings	建議版本 (粗體字) Proposed version (bold words)
1.3 其他成員不多於 4 位 Other members – no more than 4 persons	1.3 其他成員 <b>不少於 2 位</b> <b>No less than two other</b> members

議決: Resolution:	贊成: 75 人 Consent: 75 persons	不贊成: 1 人 Objection: 1	通過 Resolution Passed
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備注 Note:

- 參附件 8 See Appendix

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4.9 通過建議修改東區華人浸信會神學培才委員會職責指引，如下：  
(整份現有版本，參附件 3)

To approve the proposed amendments of the PCBC Theological Training Committee Guidelines as follows:

(For full text of the existing version, see Appendix 3)

現有版本 Existing wordings	建議版本 (粗體字) Proposed version (bold words)
1.1 教牧同工 1 位	1.1 教牧同工一位: 乃是當然成員,負責諮詢及監管。 <b>A Pastor – should be an ex-officio member and is responsible for consultation and monitoring.</b>
1.2 教育部部長 - 會議召集人	1.2 教育部部長 - 會議召集人。 <b>Education Department Leader should be the convener.</b>
1.3 其他成員不多於 4 位	1.3 其他成員 不少於兩位 <b>No less than two other members</b>
1.3.1 必須恆常出席本教會崇拜聚會 兩年或以上之會友	1.3.1 必須恆常出席本教會崇拜聚會兩年或以上之活躍會友。 <b>Must be an active member who regularly attends worship service for no less than two (2) years.</b>
1.3.2 由部長會中推選及經其本人同意	1.3.2 應由現任委員會成員或由執事會推薦,並經該被提名人同意。 <b>Should be nominated by current members of the committee or by the Deacons Board (“DB”). The nominations should be agreed upon by that nominee.</b>
1.4 委員會名單必須經會友大會 通過確認	1.4 委員會名單必須經執事會審批後, 交由會友大會通過

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	<b>Members of this committee must be first approved by the Deacons Board then by the Members' Meeting.</b>
1.5 除教牧同工外，成員任期為兩年一任，若有需要，只可連任一次	1.5 除教牧同工外，成員任期為兩年一任，連任次數不限。 <b>Except for the Pastor, the duration of office is two (2) years for all other members. There is no set limit as to the number of times a member can be re-elected.</b>
2.1 鼓勵會友進修神學課程，接受裝備以便更有效地在本教會事奉	2.1 鼓勵會友進修神學課程，接受裝備以便更有效地在本教會事奉。 <b>Encourage the congregation to study theology, be equipped and be prepared to serve the church effectively.</b>
2.2 定期宣傳介紹神學課程	2.2 定期宣傳介紹神學課程。 <b>Regularly advertise and introduce the congregation to suitable theology courses.</b>
2.3 籌劃神學培才崇拜	2.3 籌劃神學培才崇拜。 <b>Organise Theological Training Saturday/ Sunday services.</b>
2.4 設定及修定神學培才基金之使用及管理	2.4 設定及修定神學培才基金之使用及管理，並依照基金最新版本作為執行準則。  <b>Regularly review, propose and if endorsed by the Deacons Board and at the Members' Meeting, revise the Theological Training Fund Usage Guideline. Its implementation will be dictated by the latest approved version of the Fund Usage Guideline.</b>

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2.5 處理資助之申請，再交由執事會及會友大會通過	<p>2.5 若申請人與委員會成員有任可的直系親屬關係，包括是申請人的父母、兄弟姐妹、兒女、領養或配偶，此委員會成員必須避免參與任何有關批准或不批准的申請討論或決定過程。</p> <p><b>If any of the existing TCC member is an immediate member of the applicant, that is an applicant's parent, sibling, child, adoption, or spouse, that TCC member should refrain himself or herself from any related discussion or decision process on granting approval for or disapproval of the application.</b></p>
2.6 商討接納神學生在教會之實習，再交由執事會及會友大會通過	<p>2.6 獲資助課程費用 50%或 100%的申請者，通過了首次的申請後，日後在會友大會中報告便可。申請要求準則必須依照神學培才基金指引及參照「3.2.1 或 3.2.2」。</p> <p><b>At the Members' Meeting, to announce the name(s) of the approved first-time applicant(s) who is going to be subsidized 50 % or 100 % of their course fee. The applications' requirements must be referred to the Theological Training Fund Usage Guideline and section "3.2.1 or 3.2.2".</b></p>
2.7 跟進申請者就讀神學課程之情況及向執事會報告	<p>2.7 跟進申請者就讀神學課程之情況及向執事會報告。</p> <p><b>Follow up on the progress and status of current Theology students in training and report back to the Deacons Board.</b></p>

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議決: Resolution:	贊成: 77 人 Consent: 77 persons	不贊成: 0 人 Objection: 0	通過 Resolution Passed
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4.10 通過建議修改東區華人浸信會神學培才基金使用準則，如下:  
(整份現有版本，參附件 4)

To approve the proposed amendments of the PCBC Theological Training Fund Usage Guideline as follows:

(For full text of the existing version, see Appendix 4)

現有版本 Existing wordings	建議版本 (粗體字) Proposed version (bold words)
<p>3.2.1 清楚接受神呼召全職事奉並由執事委員會確認其心志後的申請人可以獲得 100 % 的課程費用資助(其中包括學費, 行政費和報名費)。</p> <p>Applicants who are called and are willing to dedicate their lives to serving the Lord full-time and confirmed by the Deacons Board may receive 100% subsidy of the course fee (include student fees, administrative fees and enrolment fees).</p>	<p>3.2.1 清楚接受神呼召全職事奉<b>成為傳道人</b>, 並由執事會確認其心志後的申請人, <b>和經過會友大會通過後</b>, 可以獲得 100% 的課程費用資助 (其中包括學費, 行政費和報名費)。<b>通過了首次的申請後</b>, 日後在會友大會中報告便可。</p> <p>Applicants who are called and are willing to dedicate their lives to serving the Lord full-time <b>through the role of a pastor</b> and confirmed by the Deacons Board, and <b>approved by the Members' Meeting</b> may receive 100% subsidy of the course fee (include student fees, administrative fees and enrolment fees). <b>At the Members' Meeting, to announce the name(s) of the approved first-time applicant(s).</b></p>

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<p>3.2.2 願意接受神學裝備的申請人可以獲得 50% 的課程費用資助 (其中包括學費, 行政費和報名費)。</p> <p>Applicants who are willing to be equipped may receive 50% subsidy of the course fee (include student fees, administrative fees and enrolment fees).</p>	<p>3.2.2 願意回應接受神學裝備的申請人, 由執事會確認和經會友大會通過後, 可以獲得 50% 的課程費用資助 (其中包括學費, 行政費和報名費)。通過了首次的申請後, 日後在會友大會中報告便可。</p> <p><b>Applicants who are willing to respond to the call to be equipped and confirmed by the Deacon Board, and approved by the Members' Meeting may receive 50% subsidy of the course fee (include student fees, administrative fees and enrolment fees.) At the Members' Meeting, to announce the name(s) of the approved first-time applicant(s).</b></p>
<p>6.2 申請全時間課程資助的學生在完成第一學年後, 必須要與牧師面談, 讓牧師了解學生學習情況及服侍心志。</p> <p>Applicants who apply for full-time course subsidy are required to conduct a face-to-face discussion with PCBC Pastor after completing 1st year of the study. It helps Pastor to get to know the learning progress and heart of serving of the student.</p>	<p>6.2 申請全時間課程資助的學生在完成第一學期或第一學年後, 必須要與牧師面談, 讓東浸牧師了解學生學習情況及服侍心志。</p> <p>Applicants who apply for full-time course subsidy are required to conduct a face-to-face discussion with PCBC Pastor after completing <b>1<sup>st</sup> semester or 1<sup>st</sup> year</b> of the study. It helps Pastor to get to know the learning progress and heart of serving of the student.</p>

<p>議決: Resolution:</p>	<p>贊成: 74 人 Consent: 74 persons</p>	<p>不贊成: 5 人 Objection: 5</p>	<p>通過 Resolution Passed</p>
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備注 Note:

- 參附件 8 See Appendix 8

4.11 通過東區華人浸信會神學培才基金資助申請表（參附件 5）

To approve the PCBC Theological Training Fund Subsidy Application Form (See Appendix 5)

議決: Resolution:	贊成: 74 人 Consent: 74 persons	不贊成: 0 人 Objection: 0	通過 Resolution Passed
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4.12 通過”牧者薪酬機制”的建議（參附件 6）

To approve the Proposed "Pastoral Salary Range & Scale" (see Appendix 6)

議決: Resolution:	贊成: 69 人 Consent: 69 persons	不贊成: 0 人 Objection: 0	通過 Resolution Passed
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備注 Note:

- 參附件 8 See Appendix 8

4.13 通過交由執事會按已通過的”牧者薪酬機制”處理調整牧者的薪酬，生效日期為 2022 年 1 月 1 日（參附件 7）

To approve Deacons Board to handle the adjustment of the Pastors' salary based on the above approved "Pastoral Salary Range & Scale" with effective date from 1 January 2022 (see Appendix 7)

議決: Resolution:	贊成: 45 人 Consent: 45 persons	不贊成: 1 人 Objection: 1	作廢 Resolution Null and void
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備注 Note:

- "Cl.5.1.d.v.i) 棄權票不可超過全票數的三分之一;若超過的話，該提案則作廢，按需要從新處理。  
Cl.5.1.d.v.i) The number of abstention votes shall not exceed one-third (1/3) of the total number of votes casted; if exceeded, the motion shall be treated as null and void, and shall be reconsidered as required."
- 參附件 8 See Appendix 8

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五、 其他事項（需要有效簡單多數票贊成，方可接納討論）

Any Other Business (To be discussed subjected to agreement by a simple majority of valid votes)

六、 書記宣讀是次議決事項

Secretary announces resolutions passed in this meeting

本次季會各商討事項, 即 4.1 至 4.13 經出席會友審議後以大多數贊成通過 Following consideration by members present in today's Quarterly Members' Meeting, all the discussion items, i.e. 4.1 to 4.13 tabled were approved by majority vote.

七、 下次季會日期: 2022 年 4 月 24 日

Date of next meeting: 24<sup>th</sup> April, 2022

八、 閉會祈禱

Closing prayer

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**附件 8 Appendix 8**  
(與上述會議記錄有關 related to the above minutes)

**備注 Notes**

本備注包括 1 月季會上提出的問題和建議。這些將由執事會審查

*This note consists of the issues and suggestions raised at the January Quarterly Members' Meeting. These will be reviewed by the Deacon Board.*

**4.8 通過建議修改會章覆核委員會成員組織指引條款 1.3，如下：**  
(整份現有版本，參附件 2)

**To approve the proposed amendment on Clause 1.3 under the Guidelines for the composition of committee members of the Church Constitution Review Committee as follows: (For full text of the existing version, see Appendix 2)**

1. 建議委員會成員人數為奇數。

Suggested to have odd numbers of members in the committee.

**4.10 通過建議修改東區華人浸信會神學培才基金使用準則，如下：**

(整份現有版本，參附件 4)

**To approve the proposed amendments of the PCBC Theological Training Fund Usage Guideline as follows:**  
(For full text of the existing version, see Appendix 4)

1. 建議考慮這些調查結果是否涵蓋被呼召從事全職宣教事工的人。

Suggested to consider whether people who are called to do full-time mission ministries would be covered by these findings.

2. 建議刪除擬議版本 3.2.1 中“全職事奉 成為傳道人”的措辭。

Suggested to remove the wordings “through a role of pastor” in the proposed version 3.2.1.

3. 建議這筆資金不應只限於傳道人

Suggest that this funding should not be limited to pastors only.

**4.12 通過“牧者薪酬機制”的建議（參附件 6）**

**To approve the Proposed "Pastoral Salary Range & Scale" (see Appendix 6)**

1. 附件 6 的圖表中，“d PCBC Other Allowances”是建議數字。

Refer to the chart in Appendix 6, “d PCBC Other Allowances” is suggested figures.

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**4.13 通過交由執事會按已通過的”牧者薪酬機制”處理調整牧者的薪酬，生效日期為2022年1月1日（參附件7）**

**To approve Deacons Board to handle the adjustment of the Pastors' salary based on the above approved "Pastoral Salary Range & Scale" with effective date from 1 January 2022 (see Appendix 7)**

1. 建議執事會公開他們的會議記錄或寫下他們的會議摘要（不要包含過於私人的信息），以便增加透明度。

Suggest the Deacon Board disclose their meeting minutes or write a summary of their meetings (not to include too personal or private information), in order to be more transparent.

2. 建議向那些反對商討事項的人詢問其背後的原因以改進。

Suggest asking those who object to discussion items what are the reason behind it in order to improve

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## 附件 2 Appendix 2

### 牧者薪酬機制建議

#### Proposed Pastoral Salary Range & Scale

- 主要參考浸聯會的資料和我們教會的財務狀況。  
Mainly take reference with the information from Baptist Union and the financial situation of our church.
- 根據浸聯會，主要分為主任牧師和牧師，並進一步分為於浸聯會註冊或非註冊。  
According to Baptist Union, there are two main Pastor categories – Senior Pastor and Assistant Pastor, and further classified as Registered in Baptist Union or non-registered.
- 建議為所有教牧人員提出每年住房津貼 \$16,380、電話津貼 \$500 和汽油津貼 \$1,000。(部份職時者則按比例計算)  
Propose annual housing allowance \$16,380, telephone allowance \$500 and petrol allowance \$1,000 for all Pastoral staff. (Pro-rata basis for part-time staff).
- 提升薪金頂點（最高為基本薪金的 115%，不包括各項津貼），作為對他們努力和經驗的鼓勵。將 15% 分攤為 5 個薪金點。建議每兩年在主任牧師和執事會推薦後根據量表調增薪金。  
Increase a salary range (maximum is 115% of the based salary, not including the allowance), serves as an encouragement for their efforts and experience. Spread the 15% top up into 5 points as per the table. Suggest jumping the point every two years after recommendation from Senior Pastor and DB according to the Scale.
- 牧者薪酬量表中的數字將參考浸聯會的資料（包括通貨膨脹因素）和我們教會的財務狀況，每兩年進行一次檢討。任何提議的更改都將提交給執事會和會友大會批准。  
The figures in the Pastoral Salary Range & Scale will be reviewed every two years with reference to the information of Baptist Union (including inflation factors), and the financial situation of our church. Any proposed changes will be submitted to DB and QMM for approval.

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Proposal of salary ranges for each pastor category in PCBC (with reference to the Baptist Union)

Pastor Category	Note 1	Note 2				Total Annual Remuneration Minimum	Total Annual Remuneration Maximum
	a Baptist Ch Recommend Cash stipend	b=a x 100% PCBC Suggested Range MinimumMaximum			d PCBC Other Allowances		
		(salary range split into 5 increments)				b + d	c + d
Senior Pastor (Registered) 主任牧師 (註冊)	58,960	58,960	67,804	1,769	Note 3 17,880	76,840	85,684
Senior Pastor (Non-registered) 主任牧師 (非註冊)	53,064	53,064	61,024	1,592	17,880	70,944	78,904
Assistant Pastor (Registered) 牧師 (註冊)	45,560	45,560	52,394	1,367	17,880	63,440	70,274
Assistant Pastor (Non-registered) 牧師 (非註冊)	42,880	42,880	49,312	1,286	17,880	60,760	67,192

Pastor Category	Suggested Minimum (Point 0)	Suggested (Point 1)	Suggested (Point 2)	Suggested (Point 3)	Suggested (Point 4)	Suggested Maximum (Point 5)	
Senior Pastor (Registered) 主任牧師 (註冊)	76,840	78,609	80,378	82,147	83,916	85,684	
Senior Pastor (Non-registered) 主任牧師 (非註冊)	70,944	72,536	74,128	75,720	77,312	78,904	
Assistant Pastor (Registered) 牧師 (註冊)	63,440	64,807	66,174	67,541	68,908	70,274	
Assistant Pastor (Non-registered) 牧師 (非註冊)	60,760	62,046	63,332	64,618	65,904	67,192	

Explanation of Category	
Senior Pastor	A Person with other pastoral staff reporting to/through him/her.
Assistant Pastor	Lesser responsibility and probably narrower focused
Registered	Person is participating in the Baptist Union Minister's Registration arrangement

Note 1: All annual salary figures are for full time (i.e. 40 hours per week), and the salary will be calculated on pro-rata basis for part-time staff.

Note 2: the suggested annual salary range is 100% to 115% of existing Baptist Recommend annual salary.

Note 3: Allowance included housing \$16,380 + Telephone \$500 + Petrol \$1,000 = \$17,880  
Allowance figures are for full time (i.e. 40 hours per week) per annum, and the allowance will be calculated on pro-rata basis for part-time staff.

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### 附件 3 Appendix 3

#### 東區華人浸信會 Pakuranga Chinese Baptist Church

#### 2022 至 2023 年度常費支出/收入預算表 2022-2023 Operational Budget

項目 Items	2022-2023 預算金額 Budget Amount	2021-2022 預算金額 Budget Amount	Apr 2021- Jan 2022 實際金額 (10 Months) Actuals
主日崇拜常費奉獻 General Offering - Sunday	183,100	241,000	152,574
週六崇拜奉獻 General Offering - Saturday	87,200	81,000	72,704
英語崇拜奉獻 General Offering - English	89,200	83,000	74,357
三十週年特別奉獻 30th Anniversary Special Offering	5,000	-	-
租金收入(輔導中心) Rent Received (Counselling Centre)	2,500	9,000	8,171
股息收入 Dividend Received	300	-	303
銀行利息 Interest Received	23,800	8,000	11,064
<b>收入總計 Total Expenses/Income</b>	<b>391,100</b>	<b>422,000</b>	<b>319,173</b>
薪金 Staff Salary	214,800	199,000	155,855
意外保險費 ACC Levies	600	500	446
保險金 Insurance	9,300	7,000	8,868
電費 Electricity	4,400	4,200	2,447
差餉及水費 Rates & Water	1,800	6,300	659
電話費 Telephone	2,200	2,100	1,654
文具,影印,郵費 Stationery & Printing & Postage	5,000	5,000	2,496
辦公室設備 Office Equipment	-	2,000	1,535
清潔,建築物定期檢查 Cleaning & Building WOF	19,000	19,000	10,305
雜項費 General Expenses	3,300	3,000	1,499
華語團契 PBC Mandarin Fellowship	5,000	5,000	5,000
浸聯會奉獻 Baptist Union Offering	7,500	7,500	7,500
三十週年會慶 30th Anniversary	11,800	-	-
教育部 Education Department	7,800	8,300	1,582
傳道部 Evangelism Department	6,400	7,900	2,009
總務部 General Maintenance Department	32,360	32,400	3,959
關懷部 Pastoral Care Department	5,550	9,350	3,412
崇拜部 Worship Department	23,360	23,760	6,979
租金支出(輔導中心) Rent Expense (Counselling Centre)	2,500	8,000	8,230
<b>支出總計 Total Expenses</b>	<b>362,670</b>	<b>350,310</b>	<b>224,435</b>
<b>預算常費盈餘 Surplus</b>	<b>28,430</b>	<b>71,690</b>	<b>94,738</b>

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## 附件 4 Appendix 4

### 「COVID-19 支援金」的基本標準

1. 每次發放金額不超過 \$500/次(不發放現金)
  - 包括禮卷 /防疫物資
  - 包括日用物資；
  - 也會根據實際情況, 作供應給被支援者的.
2. 若某確診者重複感染, 是可以再次接受援助的
3. 需要單據作跟據
4. 相關指引是:
  - 被接納支援者：是受感染者或其直系家屬的同居住者
5. 基於私隱, 所有申請者全交由委員會批核准的

### **Basic criteria for “Covid-19 Support Fund”**

1. The amount of each payment shall not exceed \$500/time (no cash will be issued)
  - Including gift vouchers/anti-epidemic materials
  - Includes daily necessities;
  - According to the actual situation, it will also be provided to the supporter.
2. If a confirmed person is re-infected, they can be assisted again
3. Documents are required for follow-up
4. The relevant guidelines are:
  - Admitted Supporters: Those living with the infected person or their immediate family members
5. For privacy reasons, all applicants are approved by the committee

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## 附件 5 Appendix 5

**Pakuranga Chinese Baptist Church 東區華人浸信會**  
**Caring Fund 關懷慈惠基金**  
**Budget for 01 Apr 2022 - 31 Mar 2023 預算案**

Ministry 事工	<u>2022/2023</u> Budget (\$) 預算金額	<u>2021/2022</u> Budget (\$) 預算金額	<u>Apr 21 to Jan 22</u> <u>(10 Months 月)</u>
			<u>2021/2022</u> Actual Exp (\$) 已使用金額
Caring Fund 慈惠金 \$6000 (\$2000×3)	18,000	-	3,000
Total for Caring Fund 慈惠金小計	<b>18,000</b>	-	<b>3,000</b>
COVID-19 疫情支援金	15,000	-	-
Total for COVID-19 疫情支援金小計	<b>15,000</b>	-	-
<b>Total Budgeted Expenses for CF</b> <b>關懷慈惠基金總預算費用</b>	<b>33,000</b>	-	<b>3,000</b>

**Note for "Caring Fund" "慈惠金" 備註:**

- a) Estimated 3 individual or family application a year \$6000 (\$2000×3) = \$18000  
預計每年3個的個人或家庭申請
- b) Disbursed once every \$2000, by individual or family application  
每\$2000發放一次, 是按個人或 家庭申請
- c) Applicants can only apply for the Fund up to three times within one year  
申請人只可以在一年內申請三次的慈惠金

**Note for "COVID-19 Support Fund" "COVID-19 支援金" 備註:**

- a) See the basic criteria for "Covid-19 Support Fund"  
參「COVID-19 支援金」的基本標準

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## 附件 6 Appendix 6

### Pakuranga Chinese Baptist Church 東區華人浸信會

### Community Ministry Fund 社區事工基金

### Budget for 01 Apr 2022 - 31 Mar 2023 預算案

	<b>2022/2023</b>	<b>2021/2022</b>	<b>Apr 21 to Jan 22</b>
	<b>Budget (\$)</b>	<b>Budget (\$)</b>	<b>(10 Months 月)</b>
<b>Ministry 事工</b>	<b>預算金額</b>	<b>預算金額</b>	<b>2021/2022 Actual Exp (\$)</b>
			<b>已使用金額</b>
<b>English Class 英文班</b>			
Marketing (Poster printing) 宣傳 (印刷海報)	100	80	-
Lesson Morning Tea 上課茶點	400	400	-
End of Term Student gathering 學期末學生聚會	100	120	-
Resource Material 課程材料	300	300	-
Stationery 文具	100	100	-
<b>Total for English Class 英文班小計</b>	<b>1,000</b>	<b>1,000</b>	<b>-</b>
<b>Elderly Service 長者事工</b>			
Monthly gathering cost 每月社區長者日	2,000	2,000	200
Sylvia Park Rest Home Worship Service 安老院敬拜服侍	500	500	-
<b>Total for Elderly Service 長者事工小計</b>	<b>2,500</b>	<b>2,500</b>	<b>200</b>
<b>Sport Ministry 體育事工</b>			
Venue Hire 租用場地	3,750	3,750	2,217
<b>Total for Sport Ministry 體育事工小計</b>	<b>3,750</b>	<b>3,750</b>	<b>2,217</b>
<b>Prison Ministry 監獄事工</b>			
Gift: Bible & Christian books 禮物：聖經和基督教書籍	100	100	-
<b>Total for Prison Ministry 監獄事工小計</b>	<b>100</b>	<b>100</b>	<b>-</b>
<b>Children Choir 兒童合唱團</b>			
Stationery 文具	-	300	-
Musical Instruments 樂器	-	1,500	-
Refreshment 茶點	-	200	-
<b>Total for Children Choir 兒童合唱團小計</b>	<b>-</b>	<b>2,000</b>	<b>-</b>
<b>Sending Warmth Ministry 送暖行動</b>			
Gift 禮物	200	200	-
<b>Total for Sending Warmth Ministry 送暖行動小計</b>	<b>200</b>	<b>200</b>	<b>-</b>
<b>CAP (Christians Against Poverty) Money Course</b>			
CAP 理財課程	-	-	-
<b>Total Budgeted Expenses for CMC</b>			
<b>社區事工總預算費用</b>	<b>7,550</b>	<b>9,550</b>	<b>2,417</b>

(Prepared on 7/2/2022 based on the information up to 31/1/2022)

(根據截至 2022 年 1 月 31 日的資料於 2022 年 2 月 7 日編制)

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## 附件 7 Appendix 7

**Pakuranga Chinese Baptist Church 東區華人浸信會**  
**Mission Fund 差傳事工基金**  
**Budget for 01 Apr 2022 - 31 Mar 2023 預算案**

	<b><u>2022/2023</u></b>	<b><u>2021/2022</u></b>	<b><u>Apr 21 to Jan 22</u></b>
	<b>Budget (\$)</b>	<b>Budget (\$)</b>	<b>(10 Months 月)</b>
<b>Ministry 事工</b>	<b>預算金額</b>	<b>預算金額</b>	<b>2021/2022 Actual Exp (\$) 已使用金額</b>
<b>Short term mission 短期差傳</b>			
Team leader x 1	3,000	3,000	-
Team members x 12	10,000	10,000	-
<b>Total for Short term mission 短期差傳小計</b>	<b>13,000</b>	<b>13,000</b>	<b>-</b>
<b>Support to Other Mission 支持其他差傳工作</b>			
Open Door Local NZ Ministry 敞開的門紐西蘭本地差傳	2,000	2,000	2,000
OMF 海外基督使團	3,000	3,000	3,000
CCMNZ 紐西蘭中國信徒佈道會	2,000	2,000	2,000
Missionary Angela Ma 傳道人馬燕文	8,500	8,500	8,500
Bro/Sis Mission Initiative 弟兄姊妹差傳倡議	3,000	3,000	-
Internal Admin and Training 內部管理和培訓	1,000	1,000	-
KC Wong 傳道人黃家超	3,000	3,000	3,000
<b>Total for Support to Other Mission 支持其他差傳工作小計</b>	<b>22,500</b>	<b>22,500</b>	<b>18,500</b>
<b>Total Budgeted Expenses for Mission Fund 差傳事工基金總預算費用</b>	<b>35,500</b>	<b>35,500</b>	<b>18,500</b>

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## 附件 8 Appendix 8

**Pakuranga Chinese Baptist Church 東區華人浸信會**  
**Theological Training Fund 神學培才基金**  
**Budget for 01 Apr 2022 - 31 Mar 2023 預算案**

	<b>2022/2023 Budget (\$) 預算金額</b>	<b>2021/2022 Budget (\$) 預算金額</b>	<b>Apr 21 to Feb 22 (11 Months 月) 2021/2022 Actual Exp (\$) 已使用金額</b>
<b>Ministry 事工</b>			
Full time 全資助: \$7000x2	14,000	20,400	7,272
<b>Total for Full time 全資助小計</b>	<b>14,000</b>	<b>20,400</b>	<b>7,272</b>
Part time: 部分資助 (\$2000 x 2) x 50%	2,000	900	422
<b>Total for Part time 部分資助小計</b>	<b>2,000</b>	<b>900</b>	<b>422</b>
Audit: 旁聽 (\$350 x 10) x 20%	700	700	-
<b>Total for Audit 旁聽小計</b>	<b>700</b>	<b>700</b>	<b>-</b>
<b>Total Budgeted Expenses for TTF 神學培才總預算費用</b>	<b>16,700</b>	<b>22,000</b>	<b>7,694</b>

Note 備註:

1. The 1st semester fee of Carey is belonged to the current financial year  
第一學期的克理神學完學費屬於該財政年度
2. The 2nd semester fee of Carey is attributed to a new year budget.  
第二學期的克理神學完學費屬於新年度預算

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## 附件 9 Appendix 9

### Pakuranga Chinese Baptist Church 東區華人浸信會 Youth Fund 青少年事工基金 Budget for 01 Apr 2022 - 31 Mar 2023 預算案

Ministry 事工	<u>2022/2023</u> Budget (\$) 預算金額	<u>2021/2022</u> Budget (\$) 預算金額	<u>Apr 21 to Feb 22</u> <u>(11 Months 月)</u> <u>2021/2022</u> Actual Exp (\$) 已使用金額
<b>Youth Camp 青少營</b>			
Camp Site 營地	7,155	5,000	5,780
Meal 食材	3,000	3,000	3,662
Bus Transportation 巴士交通	700	1,150	1,150
Helper 幫手	-	-	-
Guest Speaker Fee 演講嘉賓費用	200	100	100
Hygiene 衛生	150	150	170
Games 遊戲	400	400	400
Design 設計	550	500	417
Miscellaneous 雜費	200	100	124
<b>Total for Youth Camp 青少營小計</b>	<b>12,355</b>	<b>10,400</b>	<b>11,803</b>
<b>Activities 活動</b>			
Youth Fellowship 青年團契	360	-	-
Training material/Supplies 培訓材料/用品	240	-	-
<b>Total for Activities 活動小計</b>	<b>600</b>	<b>-</b>	<b>-</b>
<b>Total Budgeted Expenses for YF 青少年事工總預算費用</b>	<b>12,955</b>	<b>10,400</b>	<b>11,803</b>

#### Note 備注

- "Youth Fellowship": \$30 per month  
"青年團契": 每月\$30
- "Training material/Supplies": \$20 per month  
"培訓材料/用品": 每月\$20

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## 附件 10 Appendix 10

### 2022 年 4 月 24 日季會會議記錄的備注

### Notes for on 24<sup>th</sup> April 2022 Quarterly Members' Meeting Minutes

#### 4.11 通過關懷慈惠基金「COVID-19 支援金」的基本標準 (參附件 4)

To approve the basic criteria for “Covid-19 Support Fund” in Caring Fund (See Appendix 4)

備注：

- 會友提問若只返教會一兩次是否會有資助，交由關懷慈惠委員會再商討

Note:

- A member asked if there will be funding for a person who only come to the church once or twice, and it will be discussed by the Caring Fund Committee

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