
MORE FAQs CONCERNING CHURCH EXPANSION

QUESTIONS ...

1. CHURCH ATTENDANCE HAS DECREASED. WHAT WILL BE THE FINANCIAL IMPACT?
2. WHAT WERE THE UNDERLYING CAUSES OF THE FAILED CONFIRMATION OF JUNE 7, 2009?
3. WHAT IS THE RCCC PLAN ON CHURCH PLANTING?
4. PREVIOUS FAQ SETS CITED THE CURRENT COST-REDUCTION OPPORTUNITY FOR BUILDING EXPANSION BUT DID NOT STATE THE NEED FOR BUILDING EXPANSION. WHAT ARE THE NEEDS?
5. WHY CAN'T TRAILERS BE USED FOR OFFICES AND CLASSROOMS?
6. WHY CAN'T THE MANDARIN AND CANTONESE CONGREGATIONS BE MERGED TO FREE MORE SPACE FOR CLASSROOMS? BY MERGING THE TWO CHINESE CONGREGATIONS, THE NEED FOR A MANDARIN LANGUAGE PASTOR CAN BE ELIMINATED
7. WHAT EXACTLY WILL THE CONGREGATION BE AFFIRMING AT THE COMING VOTE ON CHURCH BUILDING EXPANSION?



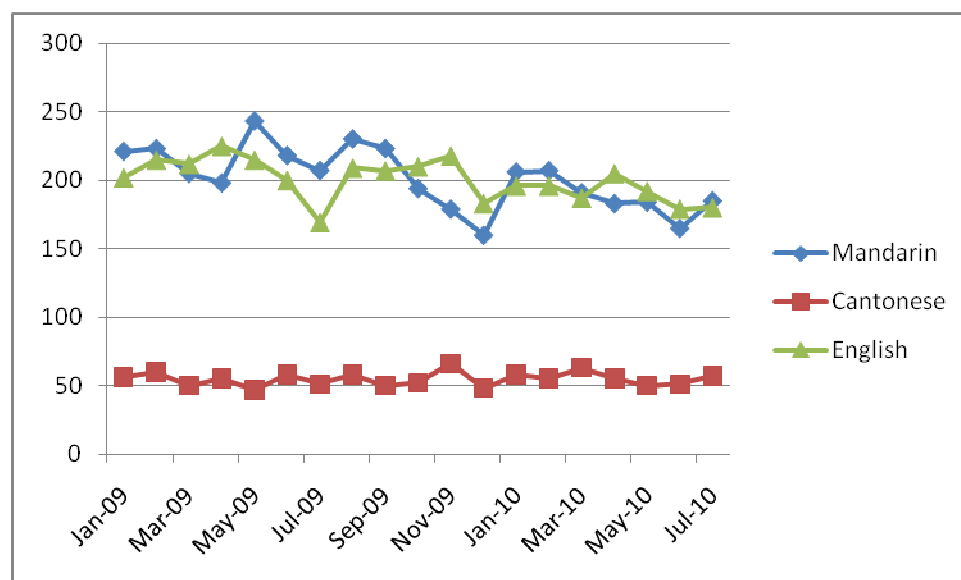
ANSWERS ...

1. CHURCH ATTENDANCE HAS DECREASED. WHAT WILL BE THE FINANCIAL IMPACT?

One can look at that question and respond from different perspectives:

- Presumably the decreased attendance is from the Mandarin congregation. The average monthly attendance data (excluding the combined worships), as shown in the graph below, reflects collected data and posted the following week in the worship bulletin. We need not dwell on the reasons why attendance has decreased but one obvious reason may be because we haven't a Mandarin pastor for a long time and some have returned to their old church now that their former church has a new pastor. Some other families have joined other churches as well.

Chart 1: Worship Attendance by Language Congregation



- Granted we have not had a full time Mandarin pastor for nearly five years, but we can all attest that God has been working in our midst in spite of that. The question becomes are we concerned about those who left or are we willing to accept His challenge and invitation to join Him in His continual work here at RCCC. Brother Buil Lee aptly reminded me to always ask the Experiencing God questions [Henry Blackaby, *Experiencing God*] which he states so well for these questions are like the Word of God that strikes all of us at the very joints and marrow of our soul. Let me share his words with you,
 - Has God been **Working** through His church?
 - Does He want a **Relationship** with you through His church family?
 - Is He **Inviting** you to join Him in His work?
 - Has He been **Speaking** to us through these past weeks of sermons? (i.e., *Kick-off Messages on Building Expansion*)
 - Are we encountering a "**Crisis**" of belief (i.e., building expansion)?
 - Are we willing to **Adjust** ourselves to respond?
 - Are we willing to take a step of faith to **Obe**y?

Do these questions speak to you?

- How will this impact us financially? The question is really asking, "How will their leaving and the loss of their giving affect the building expansion financially?" or "Because of their leaving will that negatively impact the funds needed for building expansion?" Don't know but we do know that the Lord brings to RCCC new people and He allows people to leave. See next bullet after the table below.

Historically from a finance perspective, RCCC has never had a year where expenses exceeded giving. So God has blessed us abundantly throughout the years. Further, I also believe that we have been good stewards of his money overall to enable us to accumulate a net surplus of income over expenses. For example for the past 5 years, from 2005 to 2009, we have the following comparison: [We go back to 2005 because it was in May 2005 that we paid off the remaining portion of the \$2 million construction loan for Phase 1. Since then we began to accumulate again from a net of income over expenses.]

Year	Income (Contributions)	Net Surplus (Loss)	Expenses (Excluding Missions)
2005		Surplus	
2006		Surplus	
2007		Surplus	
2008		Surplus	
2009		Surplus	

The question we should be asking is "Will we be able or willing to meet the challenge that God has placed before the RCCC family and what is my part in this, what does He want me to do spiritually and materially?"

- This writer (DH) does not know the giving history of those who have recently left the church. I do not know whether they tithe to the local church, give cheerfully in proportion as God has prospered them or they gave reluctantly or not at all. Unless we know their giving habit we won't know the real financial impact of their leaving. For sure their leaving probably left some financial void. I further believe that if the remaining families at RCCC (re)examine their faithfulness in supporting this local church both in giving and in service and attendance there would be no problem of finances. To me the first priority in giving is to the place where one is ministered to, which for most church goers is their local church. This is the teaching challenge of the church leadership (i.e., to teach members to give to the local church first to do God's work before supporting other outside ministries). When I was a young Christian, starting out in life after graduation and starting a family, it is tough to give consistently let alone tithing to the local church to say the least. My commitment then wasn't to the local church first but more to allocate the giving to a number of parachurch organizations, to a missionary family and also to the local church. The local church did not receive the biggest portion but just a piece of the pie. As I matured in the faith, the topic of giving as taught in Scripture became more meaningful and gradually I come to the notion that a Christian's first commitment of monetary support is to the local church. It is through the local church that I worship, fellowship and serve – that should be my priority. Verses such as Malachi 3:10 and Galatians 6:10 are supportive of the local household of faith. We give to the local church so we can have a physical building for worship, to pay the staff and expenses, to have children's and youth ministries, to do local outreach and send and support missionaries to spread the Gospel. God still uses the local church to do the bulk of his work and that has not changed since the early NT church. Unfortunately I didn't get that kind of teaching from the pulpit at any of the churches that I attended including RCCC.
- To be sure, the mortgage debt for Phase 2 would be very heavy. Depending on the loan amount and project cost, upwards of \$6K-7K per week above the regular giving are needed to meet the mortgage commitment. What can we as a congregation do to meet the "\$25K/month Challenge"? Yes, there will be a capital campaign to raise funds for the construction costs. The CC only serves to reduce the amount of the construction loan needed, but we still need to pay the monthly mortgage of \$6K - \$7K for the construction loan. Can we as a congregation, pray to
 - Trust God and pray to the Lord to provide TEN additional giving units (GUs) committed to giving to the local church at least 10% faithfully,
 - Trust God and pray to the Lord to provide TEN additional GUs to commit an additional \$200 per month faithfully,
 - Trust God and pray to the Lord to provide TWENTY additional GUs to commit an additional \$100 per month faithfully,
 - Trust God and pray to the Lord to provide TWENTY additional GUs to commit an additional \$50 per month faithfully, and
 - Trust God and pray to the Lord that the remaining GUs commit faithfully to what God has spoken them to do to support the expansion
- If the church leaders know that God is calling them to do, and has been generously leading the way offering their resources to accomplish God's purposes at RCCC, they are showing and inviting the congregation to follow. If the leadership has done its work the Holy Spirit will move the congregation to catch the wave. RCCC should not look to economic indicators to

determine whether or not to build expansion; rather the church leaders should look to God to determine what he is calling them to do.

2. WHAT WERE THE UNDERLYING CAUSES OF THE FAILED CONFIRMATION OF JUNE 7, 2009?

On reexamination, there are four recurring reasons or feedbacks:

- One reason was that the CBEC (Church Building Expansion Committee) and church leadership did not communicate clearly to the congregation of the need for building expansion. Some congregants thought they were not given adequate information.
- A second reason was that the economy was in recession and a number of church families were affected by layoffs and job terminations. This scared people. The economic downturn scared a lot of people and people wanted to hold onto their monies and were worried about how they can meet their financial obligations.
- A third reason was I also wrote a letter warning people about their voting and obligation. I was told that the letter turned some people off and that may have caused a negative after effect. I am sorry if that turned some people the wrong way. That is unfortunate and too bad, but I felt (still do) I had to say what I had to say regardless of the consequences. I much rather see that (i.e., contributing to the negative vote) than having people shirk their financial responsibility and shackling those who faithfully give with the massive financial burden (mortgage).
- Lastly, a segment of the membership did not want to build expansion but preferred to do church planting especially in an area closer to their present homes. This is understandable especially when there is \$2.1M in reserve that could be designated for building expansion. See Question #3 below.

3. WHAT IS THE RCCC PLAN ON CHURCH PLANTING?

From Day 1 when this present site was purchased in 1999, the church leadership formulated and the congregation accepted the Master Plan to max out the physical site before proceeding with church planting as God advances the ministry of RCCC going forward. The Master Plan calls for maxing out the site by building in three phases: Phase 1 is the existing facility; Phase 2 is the current proposed building project; and Phase 3 is the future sanctuary. This Plan has not changed and we are keeping to the planned phases. While Phase 3 may be the building of a formal sanctuary, future church leadership will decide on the actual need then.

4. PREVIOUS FAQ SETS CITED THE CURRENT COST-REDUCTION OPPORTUNITY FOR BUILDING EXPANSION BUT DID NOT STATE THE NEED FOR BUILDING EXPANSION. WHAT ARE THE NEEDS?

In 2007 a committee called the Church Building Exploratory Committee (CBEC) chaired by Brother Andrew Liau was formed to study the physical building needs of RCCC for the next 10 years. Using the *Ministry Plan and Church Direction, 2006-2010, the Five Year Plan* as a guide, the CBEC determined what are the space needs to accommodate the dictates of people and staff growth

during the next decade. It published its findings and Brother Liao gave a summary report to the congregation on January 27, 2008 just before the current CBEC (Church Building Expansion Committee) was formed in early 2008 to plan for the next step of physical growth needs.

The CBEC also studied alternative worship and SS schedules to relieve the space crunch to see if viable alternative ways can accomplish the growth without additional construction. That is how to utilize the existing building more and delay the more costly route of building construction. Alternate schedules included a worship service at 8:30am and one in the afternoon. Very few people expressed interest in worshipping at 8:30 on Sunday morning or in the afternoon. There was also talk of holding SS or teaching for the more mature Christians on Sunday night and/or Wednesday night but these suggestions didn't get very far due to a lack of interest of people or commitment of staff. Refer to Attachment 1 for a summary of the CBEC report.

In essence because of cost and lack of physical land it is not possible to build a facility to provide all the space needs of the CBEC study. Phase 2 as defined already pushes the limit of the land and financial capabilities available to us at this point in time.

Prior to the 2007 CBEC study nearly six years ago in 2004 Brother Buil Lee did an Excel spreadsheet pivot-table study on how to maximize the use of the Sunday school rooms available to accommodate more classes. Full utilization of classrooms to enable the maximum number of SS classes required that the MPR be used twice in the morning for two worship services and a third worship session in the afternoon to cover all three language worships. The fulfillment of the study could not be realized because of the drastic changes adversely affecting other ministries.

At this point in time the SS space needs of the Mandarin and Cantonese congregations are not as critical as in the English. The youths suffer greatly due to the lack of adequate rooms for SS, similarly with Children's Worship. One English SS is now meeting off-site. Off-site SS classes were also contemplated for the youths but really were not practical because of the transportation issue.

We want to build not for the sake of a bigger church but to do more work for the Lord, and to do that a larger physical church is needed to serve the burgeoning mission field in the Research Triangle Park area. There are an estimated 30K Asians and related family members in the near vicinity. As the largest Chinese church in town, and if we ask the Lord to give us 5% of that 30,000 we would be blessed in ministering to 1,500 of them. The theme for Phase 1 expansion was *Make Room for Christ*. Can our vision be *Building for More Abundant Life* in Phase 2?

5. WHY CAN'T TRAILERS BE USED FOR OFFICES AND CLASSROOMS?

This is a Town of Cary building code thing. Temporary trailers are only allowed on the premise as part of the Master Plan during construction. Their use must be submitted at the time when the MP is submitted to the Town for review and approval. The Town will not approve the use of trailers unless their use is part of a construction project. Once trailers are approved for use the expectation is that they are to be removed once construction is completed and their use must not exceed a 3 year period.

Our intention is to seek approval of an office trailer or two, depending on the size, if the construction project is approved. The loss of classroom space once Aparché House is demolished

is another problem we'll have to solve either with additional temporary trailers, meeting off-site or at alternate times.

6. **WHY CAN'T THE MANDARIN AND CANTONESE CONGREGATIONS BE MERGED TO FREE MORE SPACE FOR CLASSROOMS? THE MAJORITY OF THE CANTONESE ARE TRI-LINGUAL [SO THEY CAN WORSHIP IN MANDARIN OR ENGLISH]. BY MERGING THE TWO CHINESE CONGREGATIONS, THE NEED FOR A MANDARIN LANGUAGE PASTOR CAN BE ELIMINATED.**

By this question it is assumed that Pastor Yip will become the Mandarin language pastor and the elimination of a separate formal Cantonese congregational worship. I suppose this is a very sensitive question to our Cantonese brethren. Let's flip this around. Suppose,

The Cantonese congregation is the larger of the two and there is no Cantonese pastor. The Mandarin congregation is smaller in size – like the Cantonese in size today - with a Mandarin pastor who can also preach in Cantonese. The majority of the Mandarin people also speaks and understands Cantonese but it is not their native tongue. Can we merge the two congregations, eliminate the separate Mandarin worship and also eliminate the search for a Cantonese pastor? How would the native Mandarin speakers feel?

To be sure worshipping in a language that is not one's mother tongue may hinder the worship experience especially if the language foundation is shallow with a lack of fluency. This is very different from conversational speaking and understanding apart from one's native tongue or language.

At this point in time in the growth of the two language congregations, both congregations can worship and grow better in their own culture and native language. Sensitivity and courtesy are needed here.

Say if Pastor Yip were to become the Mandarin pastor, the pastoral ministry to the Mainland Chinese students will be affected and that need has to be backfilled also. There are options here but this scenario is not the persuasion of the church leadership at this time.

7. **WHAT EXACTLY WILL THE CONGREGATION BE AFFIRMING AT THE COMING VOTE ON CHURCH BUILDING EXPANSION?**

Look at the attached flow chart [Attachment 1] to understand and see the dynamics of the building project proposal. What exactly will the Congregation be voting to affirm? Before I try to answer that question let me summarize where we are at or what has been accomplished at this point:

What has been done:

- Design Development (DD) plans/drawings (rough estimate plans/drawings depicting general floor plan, scope and size of the new building construction) are completed
- The DD plans were given to four previously selected GCs (general contractors) who agreed to provide us with their estimated cost of the construction project based on today's

material and labor costs. Those estimated costs are about 90% accurate but we need to know the exact construction cost in order to budget and plan for the building expansion.

- The selection of a GC to partner with us following the Team-Build model has been completed. The name of the selected GC is Choate Construction Company.

What needs to be done:

- Continue the DD plans through the CD stage (Construction Drawings) which is the detailed floor plan and design, ready for construction. Choate will take the CD drawings and bid the work out to his subcontractors for actual construction cost. This will be the normal bidding process whereby the GC will get at least three bids from each trade and select the lowest bid price for his GMP (Guarantee Maximum Price). GMP is the price that the GC guarantees to build the project for excluding any change orders during construction.
- Determine the best estimate of all other costs: architecture/engineering fees, permits, transition costs, AV equipment, furniture, fixtures, etc which can approach or exceed \$1M.

WHAT IS THE CONGREGATION VOTING FOR? To Approve

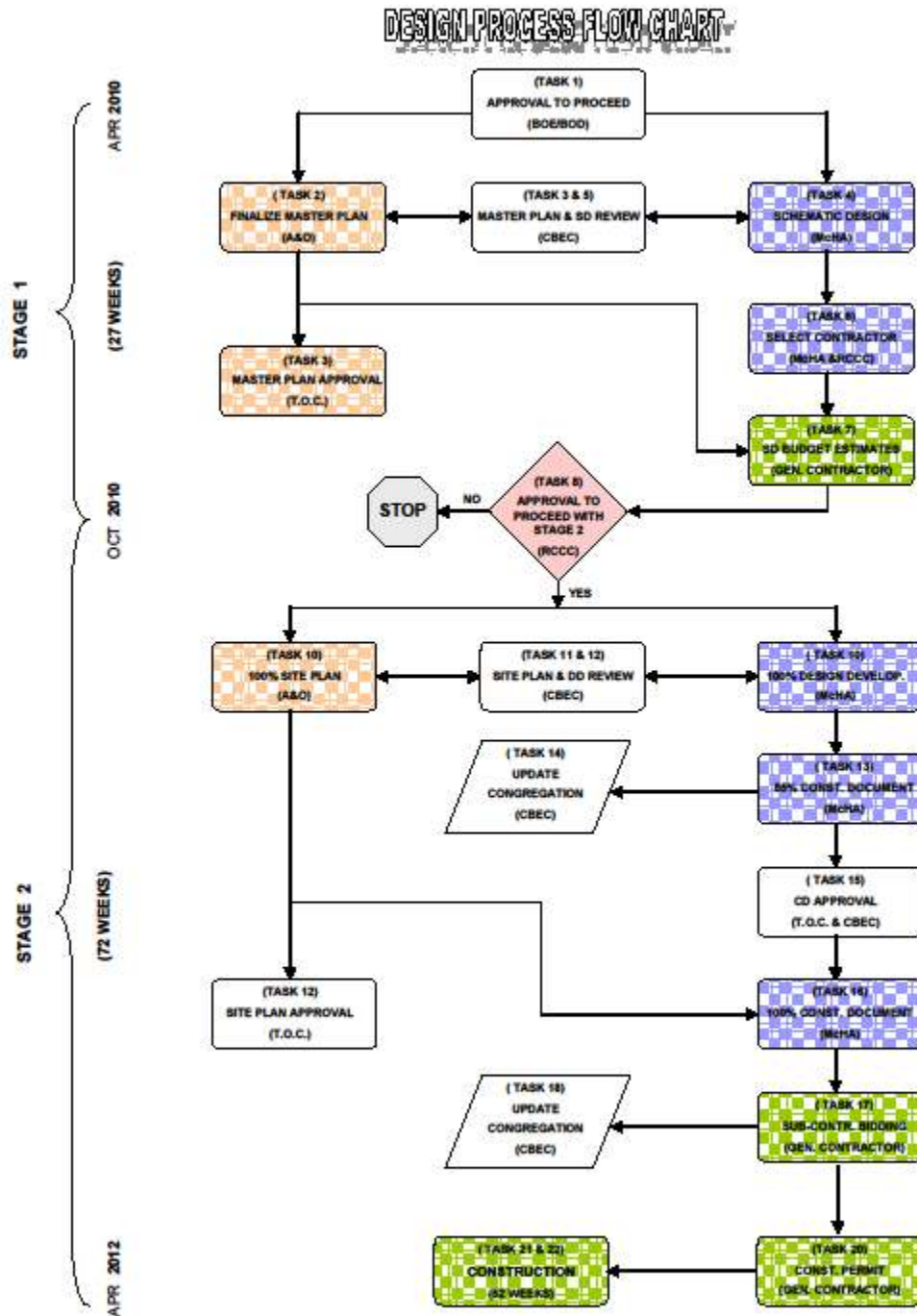
- The completion of the CD stage [architecture, engineering & landscaping, PM&E (plumbing, mechanical and electrical), and structural] which collectively costs \$287,425. Completion of the CD stage will enable sub-contractor bidding to determine the actual construction cost or GMP.
- The continuation of the project to begin construction of Phase 2
- The total budget of Phase 2 construction as approved by the Joint Board on August 15, 2010 is:
 - Construction (estimated): \$4.8M
 - Equipment (estimated): \$1.0M ±
 - Architecture/Engineering: \$287,425
 - Equipment (estimated): ??
 - Total, Not to exceed: \$6.6M ceiling

THE CONGREGATIONAL VOTE IS PLANNED FOR OCTOBER 17, 2010.

Between now and then there will be further releases of additional FAQs to help the membership to better understand the scope of this construction project. Also, plans are to

- Initiate the Capital Campaign (fund giving) and fund raising engines
- Work with banks to secure a construction loan
- Work with Town of Cary for permission to rent office trailers
- Work with Cary Middle School for permission on satellite parking

Attachment 1: Flow Chart of Building Process



RCCC Church Building Expansion Exploratory Committee Final Report

教會擴建評估委員會報告

Prepared for: RCCC Joint Board

Prepared by: CBEEC Committee

Andrew Liao, Don Hong, Iwan Kartawira, YP Lee, Lily Su

January 27, 2008

ROLE OF CBEEC

Church Building Expansion Exploratory Committee was chartered to explore, evaluate, and determine the space needs of the church and handoff the results to the Church Expansion Building Committee for implementation after it is approved.

Church Building Expansion Exploratory Committee was also chartered to explore alternative schedules of learning, fellowship, and worship within the existing space to increase attendance.

MAJOR MILESTONES

0. 3/2007 CBEEC formed and start to meet
1. 8/2007 Compile initial finding and submit a report to Joint of Board and congregation.
2. 8/2007 Start to distribute CBEEC Questionnaire and seek for the input from congregation.
3. 1/2008 Compile all feedbacks and draft the final report.

ASSUMPTIONS

4. The evaluation is based on the projection of church growth in next 10 years
5. Main sanctuary that can accommodate 650+ people will be for 3rd stage and will not be included in this evaluation
6. Based on the cost factor, multiple stories of classroom building and parking deck is possible

FINDING FROM CBEEC QUESTIONNAIRE

We received 31 questionnaires back from the congregation.

REGARDING THE FRIDAY NIGHT MEETINGS

For the small groups that are meeting at home today, 2/3 of the participants are planning to move the meeting location to church in the future. For the small groups that are meeting at church today, only half of them are considering to move the meeting location to other places. However, more than half of the participants are willing to move the meeting time from Friday night to other time slots.

Recommendation:

Short Term:

We should encourage small groups to move the meeting location or time to ease the capacity of Friday night Meetings at church, especially for the groups that do not have many youth children.

Second Phase:

We need to increase the church building spaces to accommodate all Friday night meetings.

REGARDING THE PARKING SPACES

1/3 of the participants have difficulty to find parking space. Most of them coming late for the meeting. 1/3 of the participants' family drive more than one car to church on Sunday.

Recommendation:

Short Term:

We should encourage church members to drive one car per family or car pool to church on Sunday.

Second Phase:

We need to increase the parking spaces to accommodate the increasing parking space need.

REGARDING THE ADULT SUNDAY SCHOOL

For English Adult Sunday School, close to half of the participants are willing to cancel the class for Youth to use those spaces. But only 1/3 of the participants are willing to come for the class on another time. When we mentioned Pastor Po-Wing can conduct a class on another time, 2/3 of the participants are willing to come.

As for Chinese Adult Sunday School, again, only 1/3 of the participants are willing to come for the class on another time.

If the Adult Sunday School classes are canceled, 2/3 of the participants are willing to serve in the children's ministry.

Recommendation:

Short Term:

The survey shown no strong support to move the Adult Sunday School classes to another time. The only exception may be for Pastor Po-Wing to provide an Adult Sunday School class on another time. The other alternative is to provide Adult Sunday School or the family service at 8:30 Sunday morning. But no Children program will be provided except nursery..

ADDITIONAL CHURCH PROGRAMS

Only 1/3 of the participants suggested some additional church programs. Two of the participants suggested that we should improve the existing programs instead of adding the new ones. The following are some of the suggestions for the new programs:

7. Awana
8. Sports activities
9. Single Parents Group
10. Sunday night service
11. Young Children (Age 6-10)
12. Child Education/School Support

CHURCH BUILDING EXPANSION NEEDS

2/3 of the participants found there is spatial deficiency in our existing church facility and also 2/3 of the participants listed the suggestions to be considered for phase two expansion. The following are some of the suggestions for phase two expansion:

13. Classrooms (10)
14. Bigger hallway/walkway (6)
15. Parking Deck/Space (5)
16. Dining/Fellowship Hall (4)
17. Hang around place (3)
18. Size of Classroom (3)

19. Maintenance Storage (2)
20. Christian Life Center
21. Indoor/Outdoor Sports Ct.
22. Bigger Lobby
23. Nursery
24. Female Toilet
25. Cantonese Worship
26. Conference Room
27. Main Worship Hall
28. Play Ground
29. Better A/V facility (projector screen at the back of the MRP or chapel in the future)
30. Table Tennis
31. Children Choir Room
32. Mobil Classrooms
33. College Sunday School
34. Multiple Stories Building
35. Expansion Location (do not use the parking spaces next to the kitchen)
36. Study Room
37. Mission Room
38. Eric Lin to serve in the Building Committee

Some other suggestions that are not related to phase two expansion:

39. Provide ride for elder people (2)
40. New format for Chinese Worship (Additional one for Contemporary)
41. Marriage/Family Counselor
42. Chinese School

FINAL EVALUATION OF SPACE NEEDS FOR PHASE TWO EXPANSION

The final finding of the space needs for phase two expansion can be divided into the following areas:

43. Service Area
44. Education Area
45. Support Area
46. Administrative Area
47. Parking Area

SERVICE AREA.

TODAY

Description	Quantity	Square Feet	Accommodate	Attendees
MPR	1	4926	400	M 200 / E 200 (C 60)
Choir Room	1	320	16	20 - 60
Prayer Room	1	127	-	-
Storage	2	227	-	-

PHASE TWO

Description	Quantity	Square Feet	Accommodate	Attendees
MPR	existing	4926	400	*M 400 / E 400
Chapel	+1	TBD	400	*C 120
Choir Room	+1	TBD	60	-
Worship T Storage	+1	TBD	-	-

* 10 year projection is based on the annual growth rate of 10% for the past 3 years.

EDUCATION AREA.

TODAY

Description	Quantity	Square Feet	Accommodate	Attendees
Library	1	287	-	-
Classroom	17	3694	204	A 165 / C 120

Description	Quantity	Square Feet	Accommodate	Attendees
Room with toilet	2	949	30	35 + 13
Storage	2	76	-	-

PHASE TWO

Description	Quantity	Square Feet	Accommodate	Attendees
Classroom	+30	TBD	+366	*A 330 / C 240
Room with toilet	+4	TBD	+66	*96

* 10 year projection is based on the annual growth rate of 10% for the past 3 years.

SUPPORT AREA.

TODAY

Description	Quantity	Square Feet
Lobby	1	843
Kitchen/Serving	2	866
Toilet & Shower	6	929
Storage/Utilities	7	382

PHASE TWO

Description	Quantity	Square Feet
Dining/Fellowship Hall	+1	TBD
Youth Hall (Rooms)	+1	TBD
Additional Storage	TBD	TBD

ADMINISTRATIVE AREA.

TODAY

Description	Quantity	Square Feet
Financial Office	1	186
Work room	1	125

PHASE TWO

Description	Quantity	Square Feet
Pastors office	+3	TBD
Directors office	+5	TBD
Secretary	+2	TBD
Conference room	+1	TBD
Counseling room	+3	TBD
Work room	+1	TBD

Description	Quantity	Square Feet
Storage room	+1	TBD

* We assume Apache house won't be available anymore in the 2nd stage

PARKING AREA.

TODAY

Description	Quantity	Square Feet	Accommodate	Attendees
Parking Space	138	-	414	560

PHASE TWO

Description	Quantity	Square Feet	Accommodate	Attendees
Parking Space	+236	TBD	+706	*1120

* 10 year projection and estimation is based on the annual growth rate of 10% for the past 3 years and based on 3 people for 1 parking space.