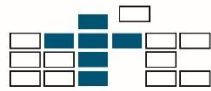


三藩市播道會



San Francisco
Evangelical Free Church

San Francisco Evangelical Free Church 2023 Annual Ministry Report

三藩市播道會
2023 年事工報告

教會是**神**家

神家是我家

19 這樣，你們
不再作外人和
客旅，是與聖
徒同國，是神
家裡的人了

-以弗所書二章:19



三藩市播道會
2023年 事工報告

主任牧師
報告

基督教教育部

兒童及
青少年部

傳道部

堂務部

團契及
關顧部

差傳部

崇拜部

SFEFC 2023 Annual
Ministry Report

Senior Pastor
Report

Christian
Education
Committee

Children & Youth
Committee

Evangelism
Committee

Facility
Committee

Fellowship &
Caring
Committee

Mission
Committee

Worship
Committee

三藩市播道會

2023 年主任牧師報告

麥耀民牧師

二零二三年的教會主題是「教會是神家，神家是我家」，建立教會是去年的重點。

I. 教會是神家

首先確認教會是神家，信徒當來親近神，敬拜神。這是信徒事奉的本位，是建立教會的基礎。所以去年推動走出疫情，鼓勵弟兄姊妹恢復實體敬拜。感謝神！許多弟兄姊妹已經回來教會崇拜，就是一些年長的弟兄姊妹都經常出席，甚至有些是從東灣開車過來的。目前實體敬拜勉強達到六成，不過仍較期望六成以上的目標為低。2024 年我們要加緊努力，突破目前仍有的一些障礙，例如車載問題和人的慣性。（參看附圖一）

II. 神家是我家

走出疫情，第一是敬拜神，第二是要恢復肢體相交的教會生活，建立大家對家的歸屬感和參與。關顧部去年十分努力舉辦每月一次的主日聚餐，成為弟兄姊妹彼此相交的好機會。十分多謝頌恩團契和一些弟兄姊妹協助，安排場地，斟茶遞水，服侍弟兄姊妹，叫教會有「家」的感覺。關顧部還舉辦了「樂同行」，也發揮了肢體相交的作用。去年一些全教會的活動，好像教會退修會和寶劍論英雄，弟兄姊妹的參與都帶出「神家是我家」的感覺。這些事工 2024 年會繼續，希望弟兄姊妹積極參與，主動認識一些身邊的弟兄姊妹和新朋友。

特別感恩的是每個月的祈禱會，令我感受到「家」的親切味道，弟兄姊妹互相分享和彼此代求，又為教會的需要和宣教士禱告。雖然人數不多，每次大約 15 至 20 人，當中很多是經常出席的，大家一起為這個「家」禱告，那種在聖靈裡彼此守望的力量與私禱是不一樣的，私禱是個人在密室與神親近，同心合意的公禱卻是教會的發電機。耶穌說：「我又告訴你們，若是你們中間有兩個人在地上同心合意地求甚麼事，我在天上的父必為他們成全。因為無論在哪裡，有兩三個人奉我的名聚會，那裡就有我在他們中間。」（太 18: 19-20）希望 2024 年有更多的弟兄姊妹出席祈禱會，多了解肢體的需要和家裡的事，同心仰望神。

III. 傳福音和社區外展

去年在傳福音上，我看見弟兄姊妹的參與有所進步，第一是帶領和陪同新朋友參加福音性研經班的人多了。其次是佈道的熱誠增加，特別是成人團契，去年主辦了兩次佈道會，年初是粵曲佈道會—「喜訊迎玉兔」，年尾是聖誕佈道會—「普世歡騰賀聖誕之誰是主角」，成人團契在 2023 年是教會的好榜樣。當然少不了的是傳道部和弟兄姊妹的支持與分工，又感謝神分別帶領南灣粵曲福音隊和福杯事工的參與，更體現主內同心合作的美好。主耶穌說：「要收的莊稼多，做工的人少。所以，你們當求莊稼的主打發工人出去收他的莊稼。」(太 9:38) 希望弟兄姊妹恆切為傳福音禱告，實踐「祈禱 9:38」，每日早上或晚上 9 時 38 分，較好鬧鐘，提醒自己停下來，為未信的人祈禱。求神使用你成為收取莊稼的人，積蓄五穀到永生。(約 4:35-36)

至於社區福音外展方面，去年配合暑期日營，傳道部在七月份邀請了吳光敏醫生在福音主日主講「兩代溝通」，特別邀請日營和學習中心的家長參加，可惜出席的不多。不過，有些家長雖然未能出席福音主日，卻參加了燒烤聚餐，也增加了對教會的認識。請禱告求神給我們智慧，如何開展家長的福音工作。如果大家有任何意見，可以告訴我和伍牧師。十二月份的福音主日，因有林修榮先生主講，吸引了很多新朋友出席。可是由於他們不認識教會的人，要邀請他們繼續參加福音性研經班或團契聚會都比較困難。可見弟兄姊妹平常與未信的人建立友誼對傳福音是何等重要，今年希望人人立志最少關心一個未信的人，為他禱告，與他分享神的愛和福音真理。傳福音不能單靠牧師和講員，我們平常要撒種，佈道會時才能收割。

IV. 栽培新一代

五年計劃

栽培新一代是我承接主任牧師的使命。去年上半年，我和伍牧師及譚百強弟兄參加了區會主辦的一個網上小組培訓課程，主題是「重燃教會的使命」。經過八個月的學習、討論、和禱告，我在九月份的事奉人員退修會提出了一個五年計劃。

(參看附圖二)

1. 異象—五年後我們要達到的地方

- 教會年輕化 — 積極栽種培育新一代門徒和領袖，活潑地見證使人得生命的福音。(林前 3:6, 提後 2:2, 約 20:31)

2. 使命—說明我們要做什麼

- 藉著愛和真理，引領人作主耶穌的門徒，得到新生命，並且得的更豐盛。(太 28:19-20, 約 10:10)。

3. 價值觀—說明我們是怎樣的人

- 學習 – 遵行神的話語 (提後 3:16)

- 關懷 – 活出主耶穌的愛 (約 13:34-35)
- 禱告 – 倚靠聖靈的能力 (猶 1:20)
- 感恩 – 將一切的榮耀歸給神 (林前 10:31)

4. 指標—量度出有否活出價值觀和何時達到目標

- 喜愛與順服 (書 1:8; 詩 1:2)
- 合一與分享 (徒 2:44-47; 約壹 3:18)
- 信靠與恆切 (路 18:1; 弗 6:18)
- 敬拜與見證 (啟 5:11-14; 詩 116:13)

5. 策略—說明達成使命的途徑方法

- 造就門徒 (耶穌的跟隨者和得人的漁夫) – 有意的門徒小組
- 見證耶穌 – 友誼傳福音、EBS、福音聚會...
- 整合和培育身體 – 團契和小組、探訪、主日學、事工團隊、事奉人員退修、研討會和培訓班、教會暑期退修會.....
- 外展和服務社區 – 課後事工，暑期日營，興趣小組...

回顧 2023，展望 2024

2023 年的會友大會，我提出了五個工作方向，現在同大家回顧一下去年的表現和展望今年的發展。

1. 領袖年輕化

- 曾經努力提高青壯年弟兄姊妹參與執委會和各部事工的比率，也見到一些成績。不過領袖的成長，需要時間的培育和困難的考驗，有時前進了兩三步，又會退後番一兩步。兩年前執委會由五人增加到七人，去年轉為六人，今年又回到五人的情況。可見培訓領袖不容易，需要更多的禱告、關懷和毅力。因為增加領袖的人手固然重要，但是栽培領袖的靈命，和鞏固領袖的團隊更是不容忽略。請弟兄姊妹為執委會和各部的弟兄姊妹常常禱告，關心和支持他們。

2. 發揮「退休一族」的黃金力量

- 過去一年在這方面有令人鼓舞的表現，一些退休的弟兄姊妹都積極參與事奉，例如在總務部、關顧部、主日學、主日崇拜、興趣小組、學習中心、成人團契等等。

3. 積極推行門徒訓練

- 去年只有小規模的進行，例如執委會增加每月一次查經分享，執委成員與牧者在一週內同工同行，了解牧者的工作。另外，主日學推動讀書小組，崇拜部部員也有讀書分享，還有一些個別的門訓小組在進行中。

- 今年透過「誰是你的一？」和「祈禱 9:38」，希望先建立弟兄傳福音的心志和與未信的人建立友誼的生活方式，因為這是領人作門徒的基礎。另外，就是「每日讀經計劃」建立門徒對神話語的認識，藉著神的話來住在主裡面。還有就是透過團契或小組來實踐互相砥礪，一同成長。因為「鐵磨鐵，磨出刃來；朋友相感（原文是磨朋友的臉）也是如此。」（箴 27:17）

4. 加強兒童和青少年工作

- 去年育嬰室已經恢復使用，感謝神有姊妹們委身事奉。但整體兒童和青少年工作人手仍然十分緊張，我們要多謝現有的隊伍多年來不懈的事奉，也要祈禱求神興起更多弟兄姊妹參與，栽培教會的下一代。基教部設有獎學金，資助弟兄姊妹參加一些神學院的課程來裝備自己，希望弟兄姊妹加以運用。

5. 鞏固家庭和婦女事工

- 教會在二二年八月成立了聘牧委員會，為要物色一位對婦女、兒童和家庭事工有經驗的助理牧師。但經過一年多的時間，一直沒有人應徵，所以執委會擱置了這個職位。可能神有另外的方法來鞏固家庭和婦女事工，請弟兄姊妹禱告，求神賜教會智慧。

總結

二零二四年的教會主題是「愛在主裡面」，第一，要扎根在主的愛裡，鞏固我們的屬靈生命，才能在今日危機四伏的世界站立得穩。要連於基督，我們才有愛的動力為主作工。第二，愛是在實踐中學習和成長的，學習的榜樣是耶穌，主說：「我怎樣愛你們，你們也要怎樣相愛」（約 13:34b）。實踐的對象是我們身邊的人，包括主內弟兄姊妹和未信的親友和鄰舍。主說：「你們若有彼此相愛的心，眾人因此就認出你們是我的門徒了。」（約 13:35）

圖一：二零二三年主日崇拜出席統計

每月平均	10:15 實體	10:15 網上	10:15 電話	11:45 實體	11:45 網上	總數	實體/網上	實體 比率	實體 總數	網上 總數
一月	55	47	4	27	69	202	82/116	41%		
二月	56	40	3	31	56	186	87/96	48%		
三月	56	39	3	35	51	184	91/90	50%		
四月	60	28	3	37	43	171	97/71	58%		
五月	52	31	3	31	49	167	83/80	51%		
六月	65	38	4	38	43	188	103/81	56%		
一至六月 平均	57	37	3	33	52	183	90/89	51%	90	89
七月	62	38	5	38	46	189	100/84	54%		
八月	66	31	3	43	39	183	109/70	61%		
九月	58	32	4	37	37	167	95/69	58%		
十月	64	33	4	33	44	177	97/77	56%		
十一月	61	31	3	33	34	162	94/65	59%		
十二月	59	33	4	38	41	175	97/74	57%		
七至十二 月平均	62	33	4	37	40	176	99/73	58%	99	73
增 / 減 比率	9%	-11%		12%	-23%	-4%			10%	-18%

圖二：教會五年計劃（2024-2028）



三藩市播道會 2023 年基督教教育部年報

主席: 蘇劉君玉師母

成員: 關梁愛蓮、陸建光、譚瑞年、伍曾婉文師母

2023 年事工報告

1. 成人主日學

- a. 成人主日學每週於 9:00- 10:00 , 10:15-11:30 , 11:45- 1 pm 舉行 , 首兩個課程兼有實體及網上授課 , 第三堂則只有實體授課。本年課程計有中國教會歷史、基督教倫理學、快樂人生秘訣、基礎神學之論聖經、論神、論人、論教會 , 及歸納法研經。
- b. 每星期日 10:15-11:30 有福音性研經 , 給慕道者和初信者參加 , 由蘇牧師帶領。
- c. 週日學校於星期二晚上舉行 , 由伍牧師及麥牧師帶領。

2. 聖經研討會及聖經問答比賽

- a. 聖經研討會於 10 月 12 至 14 日舉行。由謝挺博士 , 福樂神學院舊約教授 , 主講約伯記。共有四堂 ; 首兩堂是網上 , 第三第四堂兼實體及網上舉行 , 反應熱烈 , 弟兄姊妹獲益良多。
- b. 為預備弟兄姊妹先研讀約伯記 , 聖經問答比賽 (寶劍論英雄) 於 9 月 24 日舉行 , 共有七隊參賽 , 範圍是約伯記及使徒行傳 , 氣氛良好。

3. 閱讀小組

閱讀小組於今年 5 月成立。選讀了 Philip Yancey 的“耶穌真貌”一書。約有 30 位弟兄姊妹參與。

每一個月讀一章 , 然後參加網上討論分享會 , 討論問題於聚會前發放給弟兄姊妹預備。

2024 年計劃

1. 繼續鼓勵弟兄姊妹透過參加主日學、聖經研討會、聖經問答比賽、週日學校、閱讀小組，不住學習，不住成長。
2. 聖經研討會將於 10 月舉行，我們繼續請得謝挺博士為我們本年的講員。聖經問答比賽亦會於聖經研討會之前舉行，預備會眾在聖經研討會得益更多。
3. 繼續閱讀小組，完成“耶穌真貌”這本書。

三藩市播道會 2023 年兒童及青少年事工報告

KFC: 伍曾婉文師母(Teresa Ng) 、 Sam Mak 、 麥梁艷仙師母(Vivian Mak)

J-Walkers: 陳永平(Jimmy Chan) 、 Donald Lee

Nursery: 陳張慧玲(Wendy Chan) 、 Pearl Yee 、 Jenny Zhen 、 Cindy Lee

2023 年事工情況

親愛的弟兄姊妹：

讚美主，2023 年對我們兒童及青少年事工來說富有成效，因為我們有 3 位新同學！

2023 年，我們有四個特別外展活動：在復活節、夏季、感恩節和聖誕節舉行，我們聚集在一起慶祝上帝為我們所做的一切。

今年，我們在 Camp Alta 舉辦了青少年冬令會。我們有 14 名學生，其中大多數是第一次參加。冬令會的主題是「耶穌改變一切」，我們繼續祈禱讓主耶穌的信息改變他們的生命。

在暑假日營，我們共有 33 位學生報名，還有 20 位輔導員。我們讚美主，核心團隊和我們的輔導員做得非常出色，孩子和家長都喜歡我們的日營。孩子們非常喜歡旅行和日營結束時的嘉年華，大家都玩得很開心！今年日營的主題是「國度守護者」，我們以日營主題進行佈置；同時，將主題與聖經故事結合在一起，通過短片和話劇幫助孩子們了解聖經中的故事。家長很喜歡我們每周發送的周報和視頻，通過這些資訊，他們可以知道孩子們在一周的活動情況。

學生最喜歡的活動就是製作食物，他們可以自己做壽司、義大利麵、餃子、loco moco 和甜點。

課後學習中心學生的出席率有所下降，但讚美主，我們有兩位新同學。我們非常感謝 Jimmy Chan、Vivian Mak、Jane Wu 以及我們的青年導師 Billy Huang 和 Ivan Wei 在課後學習中心一起事奉。

由兒童及青少年部門領導的聖誕鞋盒事工很成功，十分感謝您們的支持，我們總共收集了 150 個鞋盒，超過了 100 個鞋盒的目標。我們祈禱上帝繼續使用這鞋盒事工來榮耀祂。

2024 年展望

2024 年，我們懇切祈求上帝興起熱心的隊工，為我們的兒童及青少年事工服務，以榮耀上帝。

我們希望為我們的青少年創造更好的敬拜體驗，使他們能夠與神建立更深的關係，並在敬拜中事奉。

請繼續為我們的課後學習中心和 2024 年暑期日營禱告，因為它們對我們教會的外展工作，十分重要。

在基督裡

伍凱明助理牧師

三藩市播道會 2023 年傳道部年報

主席：伍淑芬

委員：麥耀民牧師、梁青蓮、陳麗明

2023 年事工報告

外展事工

- 網上「健康易筋班」逢星期五早上十時至十一時半舉行，有兩位導師指導，人數穩定有 35-40 人出席。

福音工作

1. 「傳福音行動計劃」每月一個福音視頻，鼓勵會眾轉發給親朋戚友。
2. 福音聚會
 - 二月份: 福音粵曲佈道會，佈道會由成人團契和南灣粵曲福音隊帶領，主題：“粵韻迎玉兔、喜訊慶團圓”
 - 三月份：特別福音聚會由蘇穎睿牧師主講“一個港人自講的故事”
 - 七月份：吳光敏醫生主講，題目：“兩代溝通”
 - 十二月份: 林修榮先生主講，題目：“尼哥底母來見耶穌”；另外，成人團契和福杯事工合辦聖誕佈道會，主題: 普世歡騰賀聖誕之“誰是主角”
3. 福音性研經班 由蘇穎睿牧師帶領，每主日早上 10:15-11:30 在教會三樓辦公室舉行。

2024 年事工展望

在 2024 年 主席 伍淑芬姊妹將會卸任，由曾黃少英姊妹 (Rebecca Tsang) 接任，繼續留任的委員有梁青蓮姊妹、陳麗明姊妹和麥耀民牧師。另外甄鳳儀姊妹 (Jenny Zhen)會加入為委員。

1. 「傳福音行動計劃」2024 年 1 月份向會眾作了一次問卷調查，結果顯示傳福音行動計劃視頻推介對會眾有幫助，2024 年可以繼續，並會作出一些調整。
2. 希望可以與灣區短宣中心合作進行短宣訓練和實踐。
3. 舉辦福音性活動，讓各階層人士，例如青年人、家長與小童和老年人都可以有機會接觸福音。

三藩市播道會 2023 年堂務部年報

主席：陳羨棠

成員：劉積南、譚瑞年、劉嘉明姊妹、劉國燦

2023 年事工報告

2023 年四月，教會遇到兩次入屋盜竊事件，我們因此聘用了專業鎖匠更換前門和側門入口門鎖。同時，我們亦更換了所有教室的門鎖，以提高安全性。伍牧師並選用了 Ring 公司的警報系統負責監控。

2024 年展望

自 2023 年後期發現教會屋頂有漏水情況後，我們已交由專責屋頂事務的承辦商處理。2024 年初，我們在屋頂剛完成了鋪設一層顆粒改質瀝青蓋板工程，我們有信心屋頂漏水問題將得以解決。本人感謝弟兄姊妹的代禱，以上鋪設工程得以十分合理的價格完成。

主內弟兄

陳羨棠

三藩市播道會 2023 年團契及關顧部年報

成員：何馮巧生 & 余小鳳 (Co-Chair) 、何珮玲、何麗芳、陳何順潔、吳容嬌、梁棣坤、麥耀民牧師

2023 年度工作回顧

1. 團契及關顧部各弟兄姊妹一如以往透過電話、文字通訊及探訪來表達對會友的關懷。
2. 大多數團契/小組繼續以網上及實體方式保持聯繫。
3. 每月四次的網上祈禱會可以讓大家祈禱和彼此關顧。
4. 我們維持每月一次的星期日午餐聚會，歡迎新朋友聚餐的月份除外。午餐聚會可以讓弟兄姊妹和朋友們，在教會這個大家庭中享受到團契生活。在歡迎新朋友聚餐的活動中，各部門、團契及小組代表均被邀請出席與新朋友會面。我們十分感謝 Ruth、頌恩團契和其他弟兄姊妹的協助，使這項活動得以順利進行。
5. 「樂同行」戶外活動在 2023 年舉辦過兩次，其中一次專為長者而設。每次均有約 30 人參加。這兩次活動的推行，有賴一群誠意提供車載的弟兄姊妹的協助，我們深表謝意。
6. 編織班已於夏季開始。
7. 於 7 月 16 日在教會操場舉行的燒烤活動，約有 100 人參加。
8. 我們繼續在浸禮中關顧受浸的弟兄姊妹的需要。

2024 年的展望

1. 計劃在星期日崇拜後舉行歡迎新朋友聚餐，全年二至四次。
2. 除有特別活動或歡迎新朋友午餐的月份之外，我們將維持每月一次的午餐聚會。
3. 「樂同行」將每年舉辦二至三次。
4. 鼓勵弟兄姊妹多參與祈禱會。
5. 鼓勵弟兄姊妹在教會這個大家庭中互相關顧。
6. 鼓勵弟兄姊妹恢復實體團契生活和實體崇拜。

三藩市播道會 2023 年差傳部年報

成員：柯美芝(主席)、陳張慧玲、余小鳳、麥耀民牧師

事工重點

- 宣傳
- 教育
- 支持宣教士
- 鼓勵短宣及長宣事工

2023 年的差傳事工

- 7/9/2023 -- 豐榮團契的宣教士蔡婉玲姊妹從柬埔寨到教會證道、分享她在柬埔寨的宣教事工，及後有午餐會與弟兄姊妹交通。
- 8/20/2023 -- 黃志雄夫婦到教會證道、分享緬甸的事工，及後同樣有午餐會與弟兄姊妹交通。
- 差傳部每月最少有一位成員參加教會祈禱會，為宣教士最新近況禱告。
- 差傳部亦會在崇拜中介紹及分享各宣教士的事工，讓弟兄姊妹有機會更深入認識各位宣教士，亦可為宣教士的需要代禱。
- 由於通漲關係，宣教部於 10 月開會通過增加每位宣教士 2024 年的支助，並已經獲得執委會通過。十位宣教士的支助由 2023 年度的 \$43,356 增加至 2024 年度 \$50,300。

2024 年目標

增加差傳部成員

事工重點:

- 宣傳
- 教育
- 訓練
- 支持短宣及長宣事工

三藩市播道會 2023 年崇拜部年報

主席：卓惟靈

成員：李嘉慧、余智鵬、麥耀民牧師

2023 年總結

1. 維持每週的崇拜運作。
2. 邀請灣區音樂事工團隊 joyful noise Xpress (jnX) 於 6/3 和 9/30 提供音樂訓練。
3. 安排於 7/16 進行 OBS 訓練。
4. 在 2024 年，卓惟靈弟兄將會卸任，李嘉慧姊妹和余智鵬弟兄成為主席。

2024 年展望

1. 招募更多弟兄姊妹在實體崇拜參與事奉，尤其是主席和司事。
2. 重新開始主席及司事訓練。
3. 送出禮物來感謝在 2024 年參與事奉的工作人員。

San Francisco Evangelical Free Church
2023 Senior Pastor Report
Rev. Stephen Mak

The church theme for 2023 is "The church is God's house, and God's house is my family."
Church establishment was the focus last year.

I. The Church is the House of God

First, confirm that the church is the house of God, and believers should come to get close to God and worship God. This is the foundation of believers' service and the basis for building the church. Therefore, last year we promoted getting out of the epidemic and encouraged brothers and sisters to resume physical worship. Thank God! Many brothers and sisters have come back to church to worship. Even some older brothers and sisters often attend, and some even drive here from East Bay. At present, physical worship barely reaches 60%, but it is still lower than the expected goal of more than 60%. In 2024, we will step up our efforts to break through some of the current obstacles, such as transportation problems and human inertia. (See attached picture 1)

II. God's House is My Family

When we get out of the epidemic, the first thing is to worship God, and the second thing is to restore the church life of fellowship and build a sense of belonging and participation in the family. The Caring Department worked very hard last year to organize monthly Sunday luncheons, which became a good opportunity for brothers and sisters to fellowship with each other. Thank you very much to the Join Joy Fellowship and some brothers and sisters for their help in arranging the venue, serving tea and food, and making the church feel like a "family". The Caring Department also organized "Happy Feet", which also played a role in physical communication. Last year, some of the church-wide activities, such as the Church Retreat and the "Sword Competition on Heroes", the participation of brothers and sisters brought out the feeling of "family". These ministries will continue in 2024. We hope that brothers and sisters will actively participate and take the initiative to get to know some brothers and sisters and new friends around you.

What I am particularly grateful for is the monthly prayer meetings, which make me feel the intimacy of "family". Brothers and sisters share and pray for each other and pray for the needs

of the church and missionaries. Although there are not many people, there are about 15 to 20 people at each time, many of whom are regular attendees. Everyone prays for this "family" together. The power of watching each other in the Holy Spirit is different from private prayer, which is personal and being close to God in the secret room, but praying together in one accord is the generator of the church. Jesus said, "Again I say to you, if two of you agree on earth about anything they ask, it will be done for them by My Father in heaven. For wherever two or three are gathered in my name, and there I am in the midst of them." (Matthew 18: 19-20) I hope that more brothers and sisters will attend the prayer meetings in 2024, learn more about the needs of the members and matters at home, and look to God together.

III. Evangelism and Community Outreach

Last year, I saw some improvement in the participation of brothers and sisters in evangelism. First, more people led and accompanied new friends to participate in evangelical Bible study classes. Secondly, the enthusiasm for evangelism has increased, especially in the Adult Fellowship. Last year, they hosted two evangelistic meetings. At the beginning of the year, there was a Cantonese opera evangelistic meeting - "Good News to Welcome the Jade Rabbit", and at the end of the year, there was a Christmas evangelistic meeting - "Who is the One to be celebrated in Christmas?" The Adult Fellowship is a good example in 2023. Of course, what is indispensable is the support and division of labor from the Evangelism Department and brothers and sisters. I am also grateful for the co-sponsorship of the South Bay Cantonese Opera Gospel Team and the Blissful Cup Ministry, which further reflects the beauty of working together in the Lord. The Lord Jesus said: "The harvest is plentiful, but the laborers are few. Therefore, ask the Lord of the harvest to send out workers into his harvest." (Matthew 9:38) I hope brothers and sisters will persevere in praying and sharing of the gospel. "Pray at 9:38" is a practice of praying at 9:38 every morning or 9:38 in the evening, it is better to set an alarm clock to remind yourself to stop and pray for those who have not yet believed. Ask God to use you to be a harvester and to store up grain for eternal life. (John 4:35-36)

As for community gospel outreach, in conjunction with the summer Day Camp last year, the Evangelism Department invited Dr. Dennis Ing to speak on "Two Generations Communication" on Gospel Sunday in July. Parents from Day Camp and Learning Center were specially invited to attend. Unfortunately, not many attended. However, although some parents were unable to attend the Gospel Sunday, they attended the barbecue luncheon and increased their understanding of the church. Please pray that God will give us wisdom on how to carry out the gospel work for parents. If you have any comments, please let me and Pastor Terence know. The Gospel Sunday in December attracted many new friends to attend

because Mr. Sau-Wing Lam was the speaker. However, since they do not know anyone in the church, it is difficult to invite them to continue participating in evangelical Bible study classes or fellowship gatherings. It can be seen how important it is for brothers and sisters to establish friendships with unbelievers in spreading the gospel. This year, I hope everyone will resolve to care about at least one unbeliever, pray for him, and share God's love and gospel truth with him. Preaching the gospel cannot rely solely on pastors and speakers. We need to sow seeds in our daily lives and reap the harvest during evangelistic meetings.

IV. Cultivate a New Generation

Five Year Plan

Cultivating a new generation is my mission as the senior pastor. In the first half of last year, Pastor Terence and Eric Hom and I participated in an online group training course sponsored by the Western District. The theme was "Reigniting the Mission of the Church." After eight months of study, discussion, and prayer, I presented a five-year plan at the Workers Retreat last September. (See attached picture 2)

1. Vision—where we want to be in five years

- Rejuvenation of the church—Actively cultivate a new generation of disciples and leaders, and vividly bear witness to the gospel that gives people life. (1 Corinthians 3:6, 2 Timothy 2:2, John 20:31)

2. Mission - explains what we want to do

- Through love and truth, lead people to become disciples of the Lord Jesus, gain new life, and gain more abundantly. (Matthew 28:19-20, John 10:10).

3. Values – describe who we are

- Study – obey God's Word (2 Timothy 3:16)
- Care – Live out the love of the Lord Jesus (John 13:34-35)
- Prayer – relying on the power of the Holy Spirit (Jude 1:20)
- Give thanks – give all glory to God (1 Corinthians 10:31)

4. Metrics – measure whether values are lived out and when goals are achieved

- Love and obedience (Joshua 1:8; Psalm 1:2)
- Unity and sharing (Acts 2:44-47; 1 John 3:18)

- Trust and perseverance (Luke 18:1; Ephesians 6:18)
- Worship and Witness (Revelation 5:11-14; Psalm 116:13)

5. Strategy—Describes the ways and means to achieve the mission

- Making Disciples (Followers of Jesus and Fishermen of Men) – Intentional Discipleship Groups
- Witness Jesus – Friendship Evangelism, EBS, Gospel Meetings...
- Integrate and nurture the body – fellowships and small groups, visitations, Sunday school, ministry teams, staff retreats, seminars and training classes, church summer retreats...
- Outreach and service to the community - after-school ministries, summer day camps, interest groups...

Looking back on 2023 and looking forward to 2024

At the 2023 Annual General Meeting, I proposed five ministry directions. Now I would like to review last year's performance and look forward to this year's development.

1. Younger leaders

- Efforts have been made to increase the participation rate of young and middle-aged brothers and sisters in the Executive Board and ministry committees, and some results have been seen. However, the growth of a leader requires time and difficult tests. Sometimes, after taking two or three steps forward, progress will take one or two steps back. The Executive Board increased from five to seven members two years ago, to six last year, and back to five this year. Training leaders is not easy and requires more prayer, care and perseverance. Because increasing the manpower of leaders is important, but cultivating the spiritual life of leaders and strengthening the leader's team cannot be ignored. Brothers and sisters, please pray for the members on the Executive Board and various ministry committees often, and care for and support them.

2. Leverage the golden power of the “Retired Generation.”

- There has been encouraging performance in this regard in the past year. Some retired brothers and sisters have actively participated in ministry, such as in the Facility Department, Caring Department, Sunday School, Sunday Worship, Interest Groups, Learning Center, Adult Fellowship and so on.

3. Actively promote discipleship training

- Last year, it was only carried out on a small scale. For example, the Executive Board added a monthly Bible study and sharing, and the members of the Executive Board worked together with the pastor within a week to understand the pastor's work. In addition, Sunday school promotes book reading groups, worship committee members also has book study, and some individual discipleship groups are in progress.
- This year, through "Who is Your One?" and "Prayer 9:38", I hope to first establish the enthusiasm in sharing the gospel and a lifestyle of friendship with unbelievers, because this is the basis for leading people to become disciples. In addition, the "Daily Bible Reading Plan" builds the disciples' understanding of God's words and allows them to live in the Lord through God's words. There is also the practice of training each other and growing together through fellowship or small groups. For "As iron sharpens iron, so a friend sharpens a friend." (Proverbs 27:17)

4. Strengthen work with children and youth

- The nursery was restored to use last year and thank God for the sisters who are dedicated to serve. However, the overall manpower for children and youth work is still very tight. We would like to thank the existing team for their unremitting service over the years, and we must also pray that God will raise up more brothers and sisters to participate and cultivate the next generation of the church. The Christian Education Department has provided scholarships to help brothers and sisters attend some seminary courses to equip themselves. We hope that brothers and sisters will make use of them.

5. Strengthening families and women's ministries

- The church established a pastoral search committee in August 2020 to identify an assistant pastor with experience in women, children and family ministry. But after more than a year, no one applied, so the Executive Board shelved the position. Maybe God has other ways to strengthen family and women's ministries. Brothers and sisters, please pray and ask God to give the church wisdom.

Conclusion

The theme of the church in 2024 is "Love in the Lord." First, we must be rooted in the love of the Lord and strengthen our spiritual life to stand firm in today's crisis-ridden world. Only by being connected to Christ can we have the power of love to work for the Lord. Second, love

is learned and grown in practice. The example for learning is Jesus. The Lord said: "As I have loved you, you also must love one another" (John 13:34b). The objects of practice are the people around us, including brothers and sisters in the Lord and unbelievers, relatives, friends and neighbors. The Lord said: "By this everyone will know that you are my disciples, if you have love for one another." (John 15:35)

Picture One: 2023 Sunday Worship Attendance

Date	10:15	10:15	Phone-In	Onsite 11:45	Online 11:45	Total	Onsite/Online	Onsite %	Total Onsite	Total Online
Jan Average	55	47	4	27	69	202	82/116	41%		
Feb Average	56	40	3	31	56	186	87/96	48%		
March Average	56	39	3	35	51	184	91/90	50%		
April Average	60	28	3	37	43	171	97/71	58%		
May Average	52	31	3	31	49	167	83/80	51%		
June Average	65	38	4	38	43	188	103/81	56%		
Jan-June Average	57	37	3	33	52	183	90/89	51%	90	89
July Average	62	38	5	38	46	189	100/84	54%		
August Average	66	31	3	43	39	183	109/70	61%		
Sept. Average	58	32	4	37	37	167	95/69	58%		
Oct. Average	64	33	4	33	44	177	97/77	56%		
Nov. Average	61	31	3	33	34	162	94/65	59%		
Dec. Average	59	33	4	38	41	175	97/74	57%		
July-Dec Average	62	33	4	37	40	176	99/73	58%	99	73
Plus / Minus %	9%	-11%		12%	-23%	-4%			10%	-18%

Picture Two: The Five Year Plan (2024-2028)

Metrics

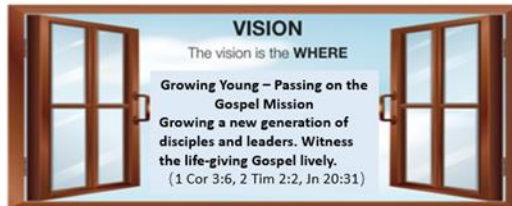
The metrics is the WHEN

Delight and Obey (Jos 1:8; Ps 1:2)
 United and Fellowship (Acts 2:44-47; 1 Jn 3:18)
 Trust and Unceasing (Lk 18:1; Eph 6:18)
 Worship and Witness (Rev 5:11-14; Ps 116:13)

Values

The values describe the WHO

Learning – Walk in the Word of God (2 Tim 3:16)
 Caring – Live out the love of Jesus (Jn 13:34-35)
 Praying – Rely on the power of the HS (Jude 1:20)
 Thanksgiving – Give to God all glory (1 Cor 10:31)



Mission

The mission describe the WHAT

Bring people into the new and abundant life of Jesus Christ with His love and truth. (Mt 28:19-20, Jn 10:10)

Strategy

The strategy is the HOW

Discipleship (follower of Jesus and fisher of men) —Intentional discipleship group
 Witnessing Jesus – Friendship evangelism, EBS, Gospel events...
 Integrate the body– Fellowship and small groups, visitation, Sunday school, workers retreat, summer retreat...
 Connecting and serving the community – Afterschool program, Day Camp, interest groups...

San Francisco Evangelical Free Church 2023 Christian Education Committee Annual Report

Chairperson: Doris So

Committee Members: Irene Kwan, Leo Lu, Sherman Tam & Teresa Ng

Ministry Report

1. Adult Sunday School

- a. Adult Sunday School classes were held from 9:00 to 10:00 a.m., 10:15 to 11:30, and 11:45 to 1:00 p.m. The first two classes were offered both in-person and online, but the 3rd class was in-person only. Courses offered in 2023 included Chinese Church History, Christian Ethics, the Pursuit of Happiness, Basic Theology on the Bible, God, man, and the church, and Inductive Bible Studies.
- b. An ongoing EBS class led by Rev. So was offered during the 10:15 to 11:30 time slot on Sundays.
- c. A weekday class was taught by Pastor Terence and Rev. Mak on Tuesday evenings according to their availability.

2. Bible Conference and Bible Quiz

- a. The Bible Conference was held From October 12th to 14th. Dr Chloe Sun, professor of the Old Testament at Fuller Theological Seminary, was the speaker. She preached on the Book of Job. There were four sessions altogether; the first two sessions were online only, and the third and fourth sessions were both in-person and online. The feedback was excellent.
- b. To help our congregation prepare for the Bible Conference, a Bible quiz was held Churchwide on September 24th. Seven Fellowship groups/small groups joined. Questions were set on the Book of Job and the Acts of the Apostles. The atmosphere was cordial.

3. Book Study Group

A book study group was started in May. The book chosen was “The Jesus I Never Knew” by Philip Yancey. About 30 brothers and sisters have joined. We studied one chapter each month and met on Zoom to discuss and share what we have learned. Discussion questions were given beforehand.

Plan for 2024

1. Continue to encourage brothers and sisters to learn God's words unceasingly and grow spiritually through Adult Sunday School, Bible Conference, weekday School, and Book study group.
2. The Bible Conference will be held in October 2024 with Dr Chloe Sun as our speaker again. A Bible quiz will also be held before that to prepare the congregation for the conference.
3. Continue the Book Study Group to finish reading “The Jesus I Never Knew” by Philip Yancey.

San Francisco Evangelical Free Church 2023 Annual Children and Youth Ministry Report

KFC: Teresa Ng, Sam Mak & Vivian Mak

J-Walkers: Jimmy Chan & Donald Lee

Nursery: Wendy Chan, Pearl Yee, Jenny Zhen & Cindy Lee

2023 Ministry Highlights

Dear Brothers and Sisters in Christ,

Praise the Lord for 2023 has been a fruitful season for our children and youth ministry as we have 3 new students!

In 2023, we had four special programs in the following seasons: Easter, Summer, Thanksgiving and Christmas, where we came together to celebrate what God had done for us in these seasons.

We had our very own Youth Winter Retreat at Camp Alta. We had 14 students with the majority of them first timers. The theme of the winter retreat is Jesus Changes Everything and we continue to pray that the message of Jesus will change their lives.

At Day Camp we had a total of 33 students signed up and 20 counselors. We praise the Lord that the core team and our counselors did a wonderful job, as both kids and parents loved our Day Camp. The kids really enjoyed the field trips and our carnival at the end of Day Camp, they had a blast!

This year we continued to put up decorations for our theme Keeper of the Kingdom. We tied our theme and bible story together to help participants learn about the stories in the bible through skits and videos. Parents loved the Weekly Newsletter and video we sent out, so parents knew what their kids did during the week.

The highlight for the students was our food project where they got to cook for themselves. We made sushi, spaghetti, dumplings, loco moco and dessert.

Students' attendance of the After School Program has dropped but praise the Lord that we have two new students. We are very thankful for Jimmy Chan, Vivian Mak, Jane Wu, and our tutors Billy Haung and Ivan Wei for making the After School Program possible.

Thank you for partnering with us, our Christmas Shoebox Ministry led by the Children and Youth Department has successful outcome, as we have collected a total of 150 boxes

beating our targeted goal of 100 boxes. We continue to pray that God will use these boxes for his glory.

2024 Ministry Outlook

For 2024, we earnestly ask for your prayer that God would raise up passionate workers to serve in our children and youth ministry for the glory of God.

We are looking to create a better worship experience for our youths, that they can have deeper relationship with God and serve in worship.

Please continue to pray for our After School Program and 2024 Day Camp as they are crucial part of our church outreach efforts.

In Christ,
Pastor Terence Ng

San Francisco Evangelical Free Church

2023 Evangelism Committee Annual Report

Chairperson: Serene Ng

Committee Members: Rev. Stephen Mak, Pollyanna Leung & Liming Chen

2023 Ministry Report

Outreach Ministry

The online "Healthy Yijin Class" held every Friday morning 10 am to 11:30 am, with two instructors with a stable number of 35-40 attendees.

Gospel Work

1. "Evangelism Action Plan" a monthly gospel video that encourages members of the congregation to forward it to their relatives and friends.
2. Gospel Meetings
 - February: Cantonese Opera evangelistic meeting led by Adult Fellowship and the South Bay Cantonese Opera Gospel Team.
 - March: Special gospel gathering hosted by Pastor So
 - July: Dr. Dennis Ng shared a gospel entitled "Communication between Two Generations"
 - December: (i) Speaker Mr. Sau-Wing Lam (林修榮) shared a gospel entitled "Nicodemus Came to See Jesus"; and (ii) a Christmas gospel meeting led by Adult Fellowship and the Blissfulcup Ministry.
3. Evangelical Bible Study Class is led by Pastor So and is held every Sunday morning from 10:15-11:30 in the office on the third floor of the church.

2024 Ministry Outlook

In 2024, Serene Ng will step down from being the chairperson, Rebecca Tsang will be the new chairperson. Members: Pollyanna Leung, Liming Chen and Pastor Mak will continue to serve. In addition, Jenny Zhen has joined as a committee member.

1. The "Evangelism Action Plan" conducted a questionnaire survey among the congregation in January 2024. The results showed that the video promotion of the Evangelism Action Plan was helpful to the congregation and can be continued in 2024 with some adjustments.
2. Hope to cooperate with the Bay Area Short-term Mission Center to conduct short-term mission training and practice.
3. Organize evangelical activities targeted at different groups of people such as young adults, parents, children, and the elderly, seeking opportunities to share the gospel.

San Francisco Evangelical Free Church 2023 Facility Committee Annual Report

Chairperson: Richard Chan

Committee Members: Jack Lau, Sherman Tam, Jiaming Liu & Guo Can Liu

2023 Ministry Report

Our church had two break-ins in April 2023. We had to hire a professional locksmith to change the door locks for the front and side entrances. At the same time, we also replaced the locks of all classrooms for better security. On top of that, Pastor Terence has subscribed for surveillance service of the Ring Alarm Company.

2024 Ministry Outlook

As roof leakage has been observed in late 2023, we had hired a roofing company to fix the problem. The company had just finished installing one layer of granule modified bitumen cap sheet for the roof surface. I am safe to say there will not be any leaking as a result of that. I thank our Brothers and Sisters for their prayers and the cost of the job is very reasonable.

San Francisco Evangelical Free Church

2023 Fellowship & Caring Committee Annual Report

Committee Members: Karen Ho & Sarah Yu (Co-Chair), Eliza Ho, Holly Ho, Janet Chan, Yung Kiu Ng, Cecilia Leong & Rev. Stephen Mak

Last year's ministry

1. Brother and sisters in the care ministry continued to care for the congregation through phone calls, text messages and home visits.
2. Most fellowship/groups continued to have both online and in-person gatherings.
3. The online prayer meetings were held four times a month. Everyone prayed and cared for each other.
4. We kept a monthly Sunday luncheon except when we had newcomers' luncheon for the month. Representatives of committees, fellowship and groups were invited to meet with newcomers in the newcomers' luncheon. Thanks to Ruth, "Joy Join Fellowship", brothers, sisters and friends who had served in this special gathering. Sunday luncheon is a good opportunity for brothers, sisters, and friends to enjoy the fellowship with one another in church family too.
5. "Happy Feet" outing activity was held twice in 2023. One was tailored to seniors. We had over 30 people attending each time. Thanks to our devoted drivers to make these activities possible.
6. A Knitting class was launched last Summer.
7. A backyard BBQ was held on 7/16. We had about 100 people attending.
8. We continued to facilitate the Baptism Ceremony for brothers and sisters being baptized.

Next year outlook

1. Plan to resume Newcomers' luncheon after Sunday service two to four times a year.
2. Continue to have monthly Sunday luncheon except those months with special events/newcomers' luncheon.
3. Plan to have the "Happy Feet" activity 2 to 3 times a year.
4. Encourage brothers and sisters to participate more in prayer meetings.
5. Encourage brothers and sisters to care for each other in church family.
6. Encourage brothers and sisters to resume in-person fellowship/worship.

San Francisco Evangelical Free Church 2023 Mission Committee Annual Report

Committee Members: Maggie Wong (Chairperson), Wendy Chan, Sarah Yu & Rev. Stephen Mak

Ministry Focus:

- Publicity
- Education
- Support Missionaries
- Encourage short-term Missions and Outreach Ministries

Missionary Ministry in 2023

- Debbie Choy missionary in Cambodia of Fullness in Christ Fellowship (FICF), came to our Church to preach and share her missionary work in Cambodia during Sunday Worship services on 7/9/2023, followed by lunch and fellowship meeting with some of our church members.
- On 8/20/2023, Andy and Yvonne Wong came to our church to preach and share about his ministry in Myanmar, and later also had lunch and fellowship meeting with some of our brothers and sisters.
- Each month at least one member of the Mission committee attended one of the Church prayer meetings to update the latest news of some missionaries and to pray for them.
- Periodically, Mission Committee would introduce a few missionaries during Sunday Worship Services so the Church congregation could have a deeper understanding for them, pray for their needs and their prayer requests.
- Due to inflation, Mission Committee members decided in October 2023 to increase financial support for all the ten missionaries in 2024. This has also been approved by the Church Executive Board. The amount of support in 2023 \$43,356 in total would be increased to \$50,300 effective April 2024.

Target in 2024

- More members will join and serve Mission Committee
- Continue to focus on: Publicity, Education & Training
- Support short-term and long-term missions

San Francisco Evangelical Free Church

2023 Worship Committee Annual Report

Chairperson: Charlie Cheuk

Committee Members: Celine Li, Kevin Yu & Rev. Stephen Mak

Summaries of 2023

1. Maintain a weekly worship schedule.
2. Invited Bay Area music ministry team “joyful noise Xpress (jnX)” to provide music trainings on 6/3 and 9/30.
3. Arranged OBS training on 7/16.
4. Charlie will step down and Celine and Kevin will be the chairperson in 2024.

Goals for 2024

1. Recruit more worship workers to serve at on-site service, especially MC and ushers.
2. Restart MC and usher training.
3. Give appreciation gifts for workers who will serve in 2024.