Understanding why Central Pooling is important
“统筹统办”：历史性的里程碑

Many of us may not have been directly involved in the Central Pooling discussions. CAC News brings you the perspectives of 3 Lay Leaders who have been actively involved in the Central Pooling discussions.
许多人可能没机会参于“统筹统办”的讨论。【卫讯】访问了3位华人年议会领袖，听听他们的观点。

Guan Yeow Kwang
Yeow Kwang is the current Vice President of the CAC. He has been leading the Central Pooling discussions as Chairman of the CAC Central Pooling Taskforce. He currently worships at Foochow Methodist Church. In this interview, Yeow Kwang brings us through the thought processes behind Central Pooling.

> “Central Pooling is not an end in itself. It is the first step in what we pray would be an exciting transformation journey that will see our churches grow healthily, our ministry becoming more effective and our resources being employed optimally. God willing, this transformation journey will take us to a new paradigm. This is not just a CAC HQ transformation; it is about transforming our entire Conference. Our aim is for all 17 churches to grow together.”
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> - **Guan Yeow Kwang**, *CAC Vice President and Chairman of CAC Central Pooling Taskforce*

Q1: What is Central Pooling and why is it important to CAC?
Central Pooling (CP) is a system by which all CAC churches collectively share Designated Resources and the costs associated with them. Designated Resources refer to CAC Headquarter resources, CAC Pastors and Diaconal Ministers.

CP is important to CAC for various reasons, the most critical being advancing the connectedness of CAC churches by practicing the biblical mandate to uphold one another in love.

However, CP is not an end in itself. It is the first step in what we pray would be an exciting transformation journey that will see our churches grow healthily, our ministries become more effective and our resources employed fruitfully.

Q2: What will change after we introduce Central Pooling?
Initially, the visible change will be administrative. CAC, instead of local churches, will directly administer the renumeration and fringe benefits of pastors. A Conference Central Pooling Fund will be introduced to cover the costs that are pooled.

Over time, we hope to see changes beyond administrative reform. We have formed a Transformation Task Force which will begin engaging local churches under three work streams.

Q3: Were there any major difficulties when you were leading the Central Pooling discussions, and how did God speak to you during those moments?
It was clear from the beginning that CP is strategically important to CAC. But how CP will be seen as an equally convincing proposition to local churches was less obvious. The challenge increases in scale and complexity as the wide ranging financial impact of CP on our local churches become apparent.

Hence, I had no doubt that this would be a daunting mission. In truth, I trembled with the task, but I am constantly reminded that God’s grace will be sufficient for us, and all that is expected of me is summed up in Paul’s exhortation: “Whatever you do, work heartily, as for the Lord and not for men” (Colossians 3:23).

Q4: How should we better prepare our hearts and our churches for the future transformation of CAC?
God willing, this transformation journey will take us to a new paradigm. We thank the Lord for assembling a zealous Transformation Task Force, bound by a common desire to see CAC fulfill its God-given mission effectively.

But first it must be recognized that this is not just a CAC HQ transformation; it is about transforming our entire Conference. Our aim is for all 17 churches to grow together.

The biggest challenge in any transformation is fostering mindset change. We must be of one heart and purpose if we are to witness a rejuvenated CAC fulfilling the Great Commission. To that end, we ask that you pray with and for us that God’s will be done in CAC.

Han Hai Kwang
Hai Kwang was the first Vice President of the CAC, and has been actively serving in the Annual and General Conferences of the MCS, the CAC, as well as at his church, Grace Methodist Church. He has seen many rounds of Central Pooling discussions during his time as CAC Vice President. He shares his thoughts on this monumental decision.

“The Central Pooling (CP) discussion started in CAC about three decades ago, when CAC began reviewing its salary structure and benefits. The variation of benefits and allowances extended by local Churches impacted the overall remuneration package of pastors. In the process of discussing Central Pooling, we have seen a streamlining of such benefit variations over the years.

In the meantime, the appointment of pastors remained a challenge year-after-year. Among the many considerations, the limited financial means of smaller churches became a stumbling block to the effective allocation of pastors.

Some have questioned… CAC has operated well without CP all these years, so why fix something that was not broken? CP has seen much debate over the last three decades. By God’s Grace, it has now been finalised and agreed at the 43rd Annual Conference. It is not so much a question of why, but how. We should now focus on implementation. I urge CAC churches to support CP fully, in its execution phase.

With centrally-pooled resources, I hope to see CAC come together to meet the following challenges:
1. Pastoral and Laity Development. Appointment of pastors will no longer be based on financial affordability but on the needs of the church and the pastoral quality or gifting.
2. Provision of more Lay Ministry Staff to be sent to the Methodist schools.
3. Improvement on organizational and administrative efficiency and digitization of processes.
4. Better communication and hence improved connectedness and relational quality among the Churches.

Indeed, CAC is on the journey of transformation to be a Rejuvenated, Relevant and Relational body of Churches fulfilling the Great Commission of Jesus Christ to make disciples of all nations.”

陈树霖教授
陈教授是直落亚逸堂会友领袖，也是年会资讯部智深部员之一。身为多年的年会代表，陈教授参与了许多届年会会议，“统筹统办”的来龙去脉，他都亲身目睹。让他跟我们分享“统筹统办”的经过，明白一下这事件的重要性。

“我年青时以代表身份，早在年议会中听到“统筹统办”的讨论。令我印象深刻的是当年大巴窑堂代表陈仁峰前辈，他响亮的言论，充分感叹“统筹统办”所面对极大的挑战。多年来，“统筹统办”似乎是一个遥不可及的理想。我佩服吴乃力会长正视此挑战的决心，也感激颜耀光副会长与其团队不辞劳苦周游各堂。耀光弟兄不愧是一流的分析家，引导各堂从不同角度考虑其影响。最终决定于实施初期，为各堂经济益损设立顶限，充分表现卫理公会联系的精神。

直落亚逸堂的代表体验年会的苦心，确定财务的负担是在我们能力范围内，并看到经济增幅配合“统筹统办”之下的教牧委派。为此，在开年会之前，我们事先向本堂所有执事解释“统筹统办”的承担与前景。并征得全体执事的一致支持。

从年轻等到年老，终于在今年年议会高票通过“统筹统办”之际，我好兴奋见证了这意义深长的历史时刻。上帝的时机是最美好的，三个年议会今后将能够携手为总会的重组，步向另一个历史的里程碑。”