

REPORT ON BCEC SENIOR PASTOR SEARCH (April 2024)

Elder Bak Fun Wong and Rob Huie

Greetings to our BCEC church family! On behalf of the Board of Elders (BOE), Board of Deacons (BOD), and the Job Description Committee (JDC), we would like to share an update on the senior pastor search process.

The JDC is the committee formed by the BOE and BOD in September 2023. The committee members are Elder Bak Fun, Elder Chuk Lam, Pastor Daniel Chan, Pastor Andy Su, Rob Huie, James Lam, and Charlotte Lai. Their responsibility was to evaluate the current needs of the church and update the existing senior pastor job description. This task is pivotal in helping us understand what kind of candidate will best help BCEC move forward in the mission as a church.

In December and January, we were blessed by your attendance at the two listening sessions and through your response to an online survey, both of which provided the JDC with invaluable opportunities to better understand BCEC's strengths, needs, and challenges. Additionally, the JDC met individually with staff members to listen to their concerns and input.

All the feedback was summarized and vetted carefully for alignment, guiding the JDC in discerning what type of leaders may be most suited for the church and in writing the senior pastor job description. We would like to share a summary with our whole congregation so that you can join us in prayer about the future and the next steps of our search process.

Summary of the Listening Sessions and Survey Results

Over 100 congregants attended the two listening sessions, and 151 individuals responded to the online survey. The summary below represents a distillation of the listening sessions and the survey. We want to emphasize that, even though not every comment is explicitly reported in the summary, the JDC valued and read every response. If you would like to discuss this summary, please feel free to reach out to us anytime.

Below are the five main points summarized from the feedback of the listening sessions:

1. BCEC's founding mission to serve the Chinese community remains a leading focus, supported by many dedicated congregants who have called BCEC their home church for several decades. The strong bonds are grounded in fellowship, life experiences, and a shared desire to grow in God and His Word.
2. The sessions highlighted a need to adapt to shifting demographics and the prevailing trends regarding Christianity within society, all while upholding a strong Christian foundation. There is a collective desire to witness growth within the BCEC congregation, not solely in terms of numerical increase, but more importantly, in spiritual depth, inter-congregational collaboration, and community engagement.

3. There are many needs, with most pointing to the need for strong leadership, evaluation and development of ministries, and development of lay leaders, especially in the younger generation.
4. At both congregation and staff levels, many expressed their wish for deeper collaboration across language groups.
5. Many acknowledged the complexity of BCEC and stressed the need to provide clarity on “one church, two campuses, six congregations” in order to promote meaningful growth and effective leadership.

The responses from the online survey are summarized in the tables below.

Online Survey Response Summary – About BCEC

TOP 5 STRENGTHS OF BCEC	% OF RESPONSES	TOP 5 AREAS TO GROW FOR BCEC	% OF RESPONSES
Worship	53.96%	Connection with younger generation	51.80%
Teaching	45.32%	First impression to welcome newcomers	35.97%
Small groups/fellowships/life groups	38.85%	Small group, fellowships, life groups	30.94%
Evangelism	38.13%	Community outreach	28.78%
Community outreach	28.06%	Teaching	28.06%

Online Survey Response Summary – About the New Senior Pastor

RANKING	DESIRED STRENGTHS FOR THE NEW SENIOR PASTOR
1	Solid understanding of the Bible in accordance with BCEC's Statement of Faith
2	Ability to seek God's leading, cast vision, and inspire others to follow
3	Heart to serve the church and community
4	Strong ability to lead and make executive decisions
5	Deep passion and burden for evangelism
6	Knowledge to develop intentional discipleship
7	Shepherding heart to reach people of all backgrounds
8	Ability to deliver Inspiring and applicable sermons
9	Ability to empathize and counsel

TOP 5 DESIRED CHARACTER TRAITS FOR THE NEW SENIOR PASTOR	% OF RESPONSES	TOP 5 FOCUSES FOR THE NEW SENIOR PASTOR	% OF RESPONSES
Faithful and steadfast	48.82%	Staff development and management	51.97%
Visionary	44.09%	Vision casting	47.24%
Prayerful and wise	43.31%	Discipleship and life groups	44.09%
Honest and trustworthy	40.94%	Preaching and worship	44.09%
Humble and gracious	35.43%	Pastoral care and counseling	37.01%

Approved Senior Pastor Job Description

Based on the feedback received, the JDC drafted the job description and went through multiple rounds of revisions with the BOE and BOD. The approved document can be found on our church's website. The guiding focus in the job description is as follows:

- Strong and courageous leadership is deemed crucial, both at the board level and among staff/lay leaders.
- Given our church complexity and diverse congregations, the ability to lead multi-generational and multilingual ministries must be accompanied by strong relational skills to listen, understand, and cultivate a unified church community.
- Spiritual character is non-negotiable.

Our Next Step

The work of the JDC is now completed, and the approved job description is passed on to the Search Committee who is responsible for finding the right candidate. The Search Committee brings together 13 elders, deacons, staff, and congregants, representing all six congregations of BCEC. The members are Elder Bak Fun Wong, Elder Chuk Lam Yuen, Rob Huie, Terri Mock, Vincent Lau, Pastor Daniel Chan, Pastor Andy Su, Ryan So, Tak Chau, Pasang Drolma, Charlotte Lai, Joyce Lin, and Wendy Yee.

We thank you all for your patience and prayer for us. Ultimately, God is the head of BCEC, and He will provide the right leader. Please continue to pray for wisdom and discernment for the Search Committee as we walk faithfully with Him in this search process.