

Dear brothers and sisters of BCEC:

I give thanks and praise to God and much appreciation to the Senior Pastor Search Committee for their faithfulness, diligence, teamwork, and commitment to pray and listen to God's guidance. I am pleased to report to you that after reviewing all the received applications, we interviewed the most qualified applicants. As a result, the Search Committee has come to the decision to recommend Pastor Thomas (Tom) Lee to be hired as the next Senior Pastor of BCEC.

The Senior Pastor Search Committee (Search Committee) consists of Pastor Daniel Chan, Tak Chau, Pasang Drolma, Rob Huie, Charlotte Lai, Vince Lau, Joyce Lin, Terri Mock, Ryan So, Pastor Andy Su, Elder Bak Fun Wong, Wendy Yee, and Elder Chuk Lam Yuen.

The Search Committee followed the steps outlined in the Senior Pastor Hiring Process approved by the BOE and BOD:

1. The Search Committee discussed and decided on the search direction, which was then proposed to the BOE and BOD for their approval.
2. With the approved search direction from the BOE and BOD, we started posting the Senior Pastor job opening in various publications, websites, and institutions.
3. The Search Committee began reviewing the applications as they came in, evaluated them, and selected the qualified applicants.
4. The Search Committee then interviewed the selected applicants on Zoom. Interview questions were prepared based on the Senior Pastor job description prepared by the Job Description Committee and approved by the BOE and BOD. These interview questions were organized under the following categories:
  - Spiritual Leadership
  - Leadership and Management
  - Vision Casting
  - Discipleship
  - Pastoral Care
  - Worship and Preaching
  - Communication Skills
  - Fit with Church Culture
5. The Search Committee debriefed after each interview. All information related to the applicants and the interviews is kept confidential and should continue to be kept confidential to honor and protect the applicants.

6. After interviewing all the selected applicants, the Search Committee members prayed individually and spent some time praying together to God for discernment. The Search Committee discussed and assessed which one of the interviewed applicants would be the best candidate for the Senior Pastor position. According to the Senior Pastor Hiring Process, a 2/3 vote is required to approve the recommendation to hire.
7. The Search Committee voted to recommend Pastor Tom Lee to be hired as the next Senior Pastor of BCEC. The primary reasons for this recommendation include the following:
  - Pastor Tom possesses many spiritual and character qualities outlined in the job description.
  - His pastoral experience in a larger church equips him with the skills necessary for vision casting and managing complex transitions, which is one of the immediate needs for BCEC.
  - He has a proven track record of initiating and sustaining community outreach, both in Chinatown and the suburbs, demonstrating his passion for his faith and his roots.
  - He is committed to promoting church unity and has experienced how it can be managed at staff, volunteer, and ministry levels within a large, multicultural, and multigenerational church environment.
  - He has a good understanding of BCEC's unique culture and challenges as a Chinese-heritage church.

Overall, the Search Committee noted his solid leadership experience, exemplary Christian character, and sincere commitment to seeking God's vision for BCEC's next phase of growth. Therefore, after careful deliberation and discernment, the Search Committee made the recommendation for Pastor Tom to be hired.

Based on the above results, the Search Committee voted unanimously to submit our recommendation to the BOE and BOD for approval.

The Senior Pastor Search Committee has successfully completed its charge entrusted by the BOE and BOD. Members of the Committee are grateful for the opportunity to serve BCEC and for experiencing the guidance of our Lord. We will continue to pray for God's guidance in the rest of the process.

Respectfully submitted on behalf of the Senior Pastor Search Committee,  
Elder Bak Fun Wong  
Senior Pastor Search Committee Chair