

Dear Chairman and Members of the Board of Directors, the Moderator and Council Members,

We, the undersigned, are members of the VCBC. We like to file a strong protest on behalf of a large number of our church members against the way in which you condone the Personnel Committee's premeditated scheme to discredit our Senior Pastor Alfred Kong and their plot to remove him as the Senior Pastor of VCBC.

Their plot kicked off in November 2012 MBM where PC chair publicly declared there was disharmony among the pastoral staff. Following this, a so called "reconciliation and restoration meeting" was held in which, there were one-sided accusations on Pastor Kong's behavior. The tactics they used to discredit Pastor Kong constituted clear evidence of abusive conducts such as personal humiliation, harassment and deliberate demeaning of a newcomer who faced insubordination from other pastoral staff due to the senior pastor's attempt to restore workplace disciplines. In response to the Personnel Committee's continuing attempt to abuse him by demanding him to participate a "monitoring process" putting his performance under microscopic scrutiny over an extended period of time, Pastor Kong has thus objected and wrote two complain letters to the Moderator and the church council, stating that the PC Chair and its members were not acting in accordance with PC's terms of reference as set out in the church policy.

Regrettably, the church council is monopolized by the same group of church leaders who also monopolized PC. Worse is that 7 out of the 10 members in PC had openly condemned Pastor Kong for his decision to discipline the EC moderator, ignoring the fact that this person did sin against God. There is strong evidence of how biased they are against Pastor Kong. For this reason, the complaint letters were never dealt with properly for 2 months.

Knowing Pastor Kong's complaint, PC orchestrated a "strike back" and this triggered a series of actions taken by certain PC members at the MBM on May 26th and thereafter, all these were in violation of Society Act, church by-laws and policy as well as the Personal Information Protection Act.

What is more ridiculous is that PC, which is supposed to be the accused in Pastor Kong's complaint, has now become the body to judge and decide that Pastor Kong is not suitable for the Senior Pastor position. This situation is absolutely unfair, unjust and unacceptable in Canadian justice system.

In order to give you a clearer picture of what has been happening, we provide salient events showing measures taken by PC and its members to achieve their plot:

1. Unauthorized alteration of the minutes of May 26th meeting by Elaine Chan showing contents deviated from the live recording of the meeting.
2. Misrepresentation and misconduct made by Elaine Chan maintaining that it is legal to distribute all confidential documents, minutes of all PC meetings. She emphasized that she had

obtained legal opinion to support her action but was unable to provide evidence of such legal opinion. The misrepresentation led to members believing in her statement, voted in favor of release of these confidential documents, and this action was proven in violation of Personal Information Act after the church consulted a lawyer (per letter dated June 5, 2013 as issued by Boughton Law Corp).

3. Elaine Chan's announcement in May 26th Members Bi-monthly Meeting to release the confidential documents has never been discussed nor approved by PC nor the Church Council.

4. During the same meeting, another floor motion based on the above floor motion was also tabled, voted and adopted, which is to hold a Special Members Meeting on June 9th to discuss contents of these confidential documents. Should chairman of the meeting and members realize it is illegal to disclose/release PC confidential documents and minutes, this motion would have been declared null and voided.

Our concern and protest #1:

Elaine Chan's misrepresentation is a gross misconduct and the 2 motions should be considered null and void.

5. After the Moderator of the Church Council obtained legal opinion from the church's lawyer confirming that the release of PC confidential documents violates the Privacy Act and that no meeting should be held to discuss these confidential documents among members, the Moderator announced in church bulletin on June 2nd that the June 9th SMM was to be postponed until further notice. On June 9th morning the Moderator found that the printed announcement inserts were removed by others. Therefore, during two morning CC worship services he personally announced the June 9th meeting had been cancelled.

6. However, despite the above announcements, the June 9th SMM was held and chaired by Philip Mah, Vice Moderator of English Congregation. No advance official notice of the SMM was ever given to the church members, nor posted on the church notice board as required by the church by-law.

Our concern and protest #2:

The June 9th SMM was therefore not in compliance with the church by-law due to lack of proper advance notice to all church members, and all resolutions therein should be considered null and void. (These can also be confirmed by lawyers' letters as attached)

7. On June 8th Deacons meeting, a surprised election was called in violation to the Church policy that election is to be called annually only and it requires proper advance notice to all Deacons. Mrs. J.W. Li and Deacon Ken Ho did not resign from these positions. However in this illegal election, Mrs J.W. Li was replaced by Edward Li as the Coordinator of the Deacons group and Deacons' representative in the church council & Board of Director, and Ken Ho was replaced by Raymond Wong as Deacons' representative in the church council. This led to Edward Li,

Raymond Wong and their close accomplice securing absolute control over the church council to pass any resolution they want.

8. In June 9th SMM held by Philip Mah, there was no advance notice of agenda. Instead of cancelling the meeting as announced by the Moderator, the following unrelated floor motions were presented and adopted:

a) Remove Kelly Chan from moderator and all positions (except deacon) at Church immediately. This was conducted in the absence of Kelly, without prior discussion with and warning sent to Kelly,

b) Form a “joint team” which consists of members from PC, Council and Deacons group to evaluate the suitability of Rev. Kong continues to serve as Senior Pastor of the church. This was conducted in the absence of Pastor Kong, without prior discussion and warning sent to Pastor Kong).

c) Hold another SMM on June 23rd to receive and review the joint committee’s report on Pastor Kong, and to discuss all unfinished business carried forwarded from May 26th meeting.

Our concern and protest #3:

The above mentioned floor motions were invalid as these are unrelated to any agenda item. SMM was called to discuss PC confidential documents and minutes. Floor motions of significant issues, firing of the moderator; a Senior Pastor’s employment matter etc. should not be accepted. On top of this, the meeting itself was invalid due to lack of proper advance notice to all members in accordance with the church by-law.

9. June 12th, 4 Deacons, Edward Li, James Ng, Betty Yuen and Ken Ip approached Pastor Kong and demanded his resignation. James Ng threatened Pastor Kong that if he refused, they would take action themselves by Friday 14th June. Edward Li told Pastor Kong, if he resigned, the church would provide him with a package. They had caused Pastor Kong grave concern and their intimidating action caused a lot of stress and anxiety to Pastor Kong who became sick soon after.

Our concern and protest #4

These Deacons absolutely were acting ambiguously without authority. Any termination of pastoral staff must be passed by members meeting. They did not have the authority to go and demand Pastor Kong to resign before receiving any approval from the members in a SMM. This constitutes clear evidence of workplace bullying and harassment for such gross misconduct. These leaders should be removed from their leadership positions immediately.

10. In June 23rd SMM, after defeating a floor motion to bring in a “mediation team” to help restore unity of the church, an announcement was made by representative of the Joint Team, to call another Special Members Meeting on July 14th, to review and discuss Joint Team’s evaluation report on Pastor Kong and to determine whether he is suitable to remain as the Senior Pastor’s position. The Joint Team in this SMM was intentionally hiding their decision that they had reached a conclusion which without the members’ knowledge, they sent 4 Deacons to demand Pastor Kong to resign; engaged a lawyer to achieve their goals; and to dismiss Pastor Kong without cause and without a proper evaluation process of Pastor Kong.

11. While the meeting had gone over 3 hours and in overtime, the Chair Philip Mah announced the meeting would be adjourned after the acceptance of the resignations of Pastor Teh and Pastor Wong. Accordingly many members left the meeting after these two agenda items were dealt with. However, after 45 minutes over time the Chair suddenly allowed 2 well staged floor motions to be put forward. These two floor motions again were irregular for lack of proper notice to all members and were passed hastily without much discussion. The first floor motion was to engage the lawyer Gudmundseth Mickelson LLP to help the Joint team on legal opinions on dismissal of Pastor Kong. The second floor motion was to approve a budget of \$10,000 to spend on this legal fee.

Our concern and protest #5

This is another case of improper proceeding of Special members meeting. The ulterior motive was to bring forth numerous staged floor motions and manipulated the voting results to pass motions condoned by the controlling members of the church council, with gross neglect of Christian principles, legitimacy and fairness.

12. On June 30th, a resolution of the June 23rd meeting was distributed as an insert in the bulletins, along with a notice and agenda of the July 14th Special Members Meeting. The only agenda item is to discuss the suitability of Pastor Kong as the Senior Pastor of our church. The Joint Team’s recommendation has already been predetermined, given the fact they have already approached Pastor Kong to seek for his voluntary resignation that is to remove him as the Senior Pastor of the church.

Our concern and protest #6

As members of the church we do not see there is a fair evaluation process of Pastor Kong. The leadership did not provide us any concrete evidences and cause of dismissal in their review process. We can only assume that the whole thing was based on subjective opinions and emotions caused by the resignations of two beloved pastors who have close relationships with many leaders and members. The worse are the many rumours and unreasonable behaviours have caused damage to the Church and its members.

Owing to all these misdeeds of the leaders, we recommend to engage an independent third party, preferably a team from the Southern Baptist Convention, to act as a mediator. This team will not only conduct a unbiased review of Pastor Kong's performance and to recommend whether he is suitable to be the Senior Pastor of the church, but also to review the current church leadership structure and personnel, and make recommendations to resolve the conflicts and disorderly conducts currently facing VCBC .

To allow the current leadership, in particular the PC to continue to review Pastor Kong's performance is unjust and unfair as the chair and most of the members are biased against Pastor Kong, and can no longer evaluate Pastor Kong's performance objectively. Motion requiring members to vote without a fair recommendation is improper, and should not be table until an unbiased judge can be found. In pursuit of true Canadian value of fair and just lawfulness, and to uphold our Lord's righteousness, we should not engage ourselves in discussion of this matter now.

Accordingly, we want to put forward the following motion on the agenda of our MBM to be held on 28th July 2013:

“Motion to invite Southern Baptist Convention to send a mediation team to evaluate Pastor Kong's performance, to review our church operation, to help reconciliation of disputes between church leaders, and to present a proposal to resolve the conflicts and disputes of current leadership.”

This letter is copied to Gudmundseth Mickelson LLP whom we heavily relied upon to uphold Canadian justice and to preserve the right and well being of over 1,000 VCBC members.

Although this letter is addressed to church leadership, we reserve the right to distribute this letter to all fellow church members.

Attachments included in this letter are:

1. Church Governance- Opinion from Boughton Law dated June 5, 2013.
2. Re: VCBC from Tao & Company, Barristers & Solicitors, dated June 21, 2013

Truly submitted by the following VCBC members,

(Signed by over 100 VCBC members)