

祂所賜的有使徒、有先知、有傳福音的、有牧師和教師，為要成全聖徒，各盡其職，建立基督的身體。弗4:11-12

道歉聲明

中國基督教播道會恩福堂就 2015 年 5 月 13 日即時解僱何錦除牧師的決定及相關事宜，導致何錦除牧師和何楊玉蘭師母、及其家人的傷害和困擾，深表歉意。

就何錦除牧師入稟勞資審裁處向恩福堂追討賠償；法庭於二零一七年六月十六日裁定恩福堂作出即時解僱未能符合《僱傭條例》，被判敗訴，教會尊重法庭的裁決，不會提出上訴，並將一切交給察驗人心的神。

經反省檢討後，恩福堂承認在此事上曾有處理不善的地方，包括：

- (1) 在作出即時解僱的決定前，沒有給予何牧師辯解的機會；
- (2) 在即時解僱決定一事上，未有充分沉著思量、權衡輕重及評估後果；及
- (3) 事件發生後，沒有爭取在更早階段積極主動和何牧師尋求和解。

為以上三點的事情，恩福堂謹此真誠道歉。

本堂就著何牧師和何師母於 2008 年至 2015 年期間，在本堂的事奉及付出，表達感謝！



中國基督教播道會恩福堂謹啟

2017 年 12 月 23 日

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Apology Statement

Yan Fook Church extends its most sincere apology to Rev Ivan HO, Mrs Victoria HO and their family for the harm done and the distress caused in relation to the decision in connection with the summary dismissal of Rev Ivan Ho on 13th May 2015 and related matters.

In relation to Rev Ho's claim against Yan Fook Church for compensation at the Labour Tribunal, the Tribunal ruled on 16th June 2017 that the Church has failed to prove that the summary dismissal was up to the required standard under the Employment Ordinance. The Church respects the decision of the Tribunal and will not appeal against the ruling. The Church will leave all matters to our Lord who tests the heart of every person.

On reflection and review, Yan Fook Church admits that the following arrangements relating to the dismissal are not satisfactory, including:

- (1) Before Rev Ho was summarily dismissed, he was not given an opportunity to answer to the allegations against him.
- (2) On the decision of summary dismissal, there was not sufficient contemplation; weighing all relevant factors and evaluation of the consequences.
- (3) After the summary dismissal, the Church has not taken proactive measures to settle the matter with Rev HO at the earliest stage.

Yan Fook Church extends its most sincere apology on the above three aspects.

The Church wishes to express her gratitude to the services and contributions of Rev HO and Mrs. HO for the period between 2008 and 2015.

Dated the 23rd day of December 2017



Yan Fook Church
Evangelical Free Church of China