



Complementarian Congruence Team

National Survey

Your participation in this survey will help guide the Fellowship as we continue the Complementarian Congruence process. The feedback gathered will inform the drafting work of the CCT.

Responses are confidential and will be combined with those of other participants. Please answer each section to the best of your ability. If you are responding on behalf of your church, please indicate this where prompted.

Confidential — For Fellowship use only

Fellowship National Council · Complementarian Congruence Team

SECTION 1

RESPONDENT & CHURCH CONTEXT

General information about you and your church or ministry context

This section gathers general information about you and your church or ministry context. Your responses help us understand the range of perspectives across our Fellowship.

1

If you *are* completing this survey in an official capacity on behalf of your church, board, or council, please indicate below:

- Yes — to the best of my knowledge and authority, these responses reflect the official position of my church, board, or council.

2

What is your gender?

- Male Female

3

Which age group do you belong to?

- Under 20 20s 30s 40s
 50s 60s 70+

4

Church/Ministry Role(s) — Which of the following describe your current church or ministry role? *Select all that apply:*

- | | |
|--|--|
| <input type="checkbox"/> Senior/Lead Pastor | <input type="checkbox"/> Elder |
| <input type="checkbox"/> Fellowship International Missionary | <input type="checkbox"/> Fellowship Chaplain |
| <input type="checkbox"/> Deacon | <input type="checkbox"/> Deaconess |
| <input type="checkbox"/> Church Board Member | <input type="checkbox"/> Church Staff Member |
| <input type="checkbox"/> Church Member | <input type="checkbox"/> Fellowship Regional Leader (Board or Staff) |
| <input type="checkbox"/> National Staff Member | <input type="checkbox"/> Missionary |
| <input type="checkbox"/> Regional Staff Member | <input type="checkbox"/> Regional Board Member |
| <input type="checkbox"/> The Church Board | <input type="checkbox"/> The Regional Council |
| <input type="checkbox"/> The National Council | <input type="checkbox"/> Other |

If your position is not listed, please specify: _____

5 Please provide the name of your church.

6 Which Fellowship Region is your church affiliated with?

- Fellowship Pacific Fellowship Prairies Fellowship Atlantic
 FEB Central AEBEQ

7 Which best describes your church's setting?

- Urban Suburban Rural Multi-site

8 Average in-person Sunday attendance:

- Less than 50 50–100 100–200 200–400
 400–600 600–800 800+

9 At FNC 2025, the delegates voted on the motion to accept recommended changes to the Affirmation of Faith and the motion to make the 1997 Positional Paper statement a policy document.

Did your church participate in voting on these issues at FNC 2025?

- Yes No
-

SECTION 2

ARTICLE 9 — THE CHURCH

Specific to Article 9 “The Church”

At the Fellowship National Conference 2025, the following proposed Article 9 on “The Church” did not pass (59.38% yes, with 512 ballots cast. 75% was required to pass):

“We believe that the universal church, the Body of Christ, comprised of all true believers in heaven and on earth, is expressed on earth in local churches. We believe a properly ordered local church consists of believers, baptized by immersion, who have been called out from the world, separated to the Lord Jesus, and voluntarily associated for the ministry of the word, the mutual edification of its members, the propagation of the faith, the observance of the ordinances, and the doing of good works. We believe it is a self-governing body responsible for exercising its own divinely awarded gifts, precepts, and privileges under the lordship of Christ, the Head and Chief Shepherd of the church. We believe that its officers are biblically qualified elders, who shepherd and oversee God’s flock, and deacons, who serve and support.”

Scriptural References: Matthew 16:18; 1 Corinthians 1:2; Acts 2:41–43; Ephesians 4:3–6; Titus 2:14; Romans 12:3–8; 1 Corinthians 12:4–7, 12–13; Ephesians 4:11–16; Hebrews 10:24–25; 1 Peter 5:1–3; 1 Timothy 3:1–15; Titus 1:5–9; Acts 6:1–7.

Please consider each of the following questions related to the proposed article and provide your responses and any potential concerns.

10 To what extent do you agree with the following statement?

“We believe that the universal church, the Body of Christ, comprised of all true believers in heaven and on earth, is expressed on earth in local churches.”

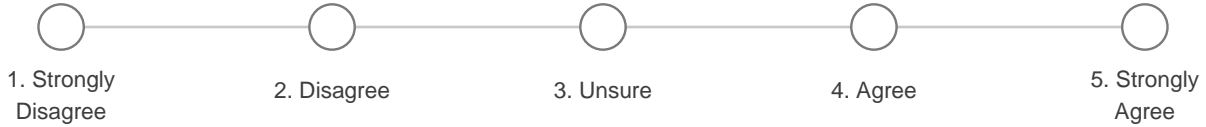


Comments:

11

To what extent do you agree with the following statement?

"We believe a properly ordered local church consists of believers, baptized by immersion, who have been called out from the world, separated to the Lord Jesus; and voluntarily associated for the ministry of the word, the mutual edification of its members, the propagation of the faith, the observance of the ordinances, and the doing of good works."

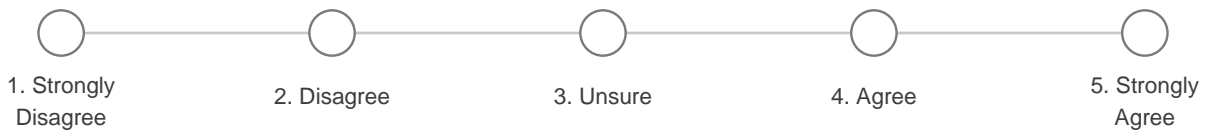


Comments:

12

To what extent do you agree with the following statement?

"We believe the church is a self-governing body responsible for exercising its own divinely awarded gifts, precepts, and privileges under the lordship of Christ, the Head and Chief Shepherd of the church."

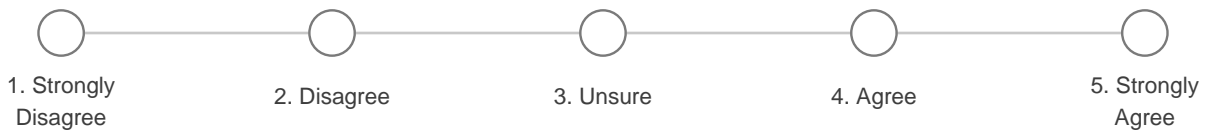


Comments:

13

To what extent do you agree with the following statement?

"We believe that its officers are biblically qualified elders, who shepherd and oversee God's flock, and deacons, who serve and support."



Comments:

14

Is there anything additional to the previous four questions that ought to be clarified or explicitly stated in this article?

Comments:

SECTION 3

POSITIONS AND POLICY STATEMENTS

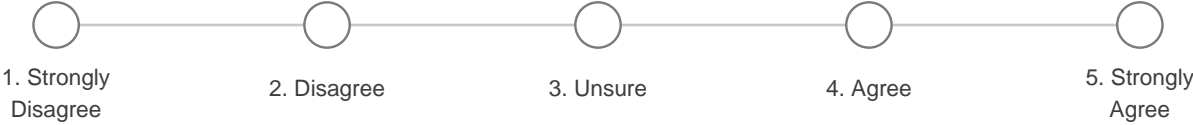
Specific to Positions and Policy Statements

15 If the matter were to be revisited, the Fellowship National ByLaw 4.1(a)(iii) should be rewritten and presented at FNC 2027 for delegate approval:

Fellowship National ByLaw 4.1(a)(iii)

“Notwithstanding the provisions in 1.3(c), it accepts that the pastoral office in the church is reserved for qualified men recognized by the church for oversight of the doctrine and practice of the church.”

Please rate your agreement regarding these biblical offices.



Comments:

16 If the matter were to be revisited, the existing Position Statement (non-binding) should be rewritten and presented for approval at FNC 2027 as a Policy Statement (binding document):

Position Statement (non-binding)

STATEMENT:

1. We believe that the Bible affirms that both men and women are equal as image bearers of God and together share the responsibilities of ruling over creation.
2. As created and ordered by God, men and women are distinct from one another in their maleness and femaleness.
3. While the fall added the dimension of conflict into the male/female relationship, redemption in Christ aims at removing conflict and establishing relational harmony.
4. Within the church men and women have equal standing before God as heirs of the faith and members of the body of Christ, sharing equally as recipients in the distribution of spiritual gifts according to their divinely intended ministries.
5. A basic pattern of functional order exists in the church in which certain designated men are given the responsibility of a teaching, governing ministry. Men not designated to such leadership, as well as women, are to respect and honour their leadership.

PRACTICAL IMPLICATIONS:

1. In Fellowship Baptist Churches the biblical office of Pastor/Elder/Overseer is for qualified men appointed by the local church to a teaching, governing ministry, thus shaping the doctrine and practice of the church.
2. Churches are expected to call staff members “pastors” only when they qualify for the biblical office of pastor/elder/overseer.

NOTES:

1. For a biblical understanding that supports these statements we encourage you to see the Danvers Statement of The Council of Biblical Manhood and Womanhood.
2. To study further the Biblical perspective, see Gen. 1:26–28, 2:7, 18–25, 3:1–22; Rom 8:16–17, 12:3–8; 1 Cor. 11:3–9, 12:1–31; Gal. 3:26–29; Eph. 5:21–33; Phil. 2:3–4; Col. 3:12–19; 1 Tim. 2:11–14, 3:1–7, 5:17–20; Tit. 1:5–9; 1 Pet. 2:13–25, 3:1–7, 4:10–11, 5:1–6.
3. A Position Statement is an expression of the majority of messengers meeting at National Convention concerning a particular issue. This statement has been developed through broad consultation across Canada at regional conventions and in local churches.

Please rate your agreement regarding these biblical offices.

1. Strongly Disagree 2. Disagree 3. Unsure 4. Agree 5. Strongly Agree

SECTION 4

BELIEF AND PRACTICE

Current practice in your church and your response to potential Fellowship directions

Please note for clarity: Due to the varied use of terms across our Fellowship churches, we will use the term “oversight office” to refer to the position that provides spiritual oversight, shepherding, and discipline of the local church. For some churches, this may refer to any of the following: Elder, Deacon, Lead Pastor, Pastor, Minister, etc.

PART A — Fellowship Practice

17

Based on your experience in the Fellowship, would you say the Fellowship has:

- Expected uniform complementarian practice among member churches
- Allowed diversity of complementarian practice within shared theological conviction
- Functioned with unclear or inconsistent expectations
- Unsure

PART B — Your Church’s Structure

18

Who fills the oversight office in your church? *Please select one of the following:*

- Lead Pastor only
- A plurality of elders (which may include the Lead Pastor)

If your position is not listed above, please specify: _____

19

The oversight office in the local church is for qualified male leadership only.

- ————— ————— —————
1. Strongly Disagree 2. Disagree 3. Unsure 4. Agree 5. Strongly Agree

20

Which of the following titles do you apply to the individual(s) who fill the oversight office in your local church? *Select all that apply:*

- Elder Pastor Deacon Other
-

21

The title “Pastor” is only to be used for the oversight office.

————— ————— ————— —————

1. Strongly Disagree 2. Disagree 3. Unsure 4. Agree 5. Strongly Agree

22

To what extent do you or your church agree with the following statement?

“Fellowship Regions should be permitted to establish specific complementarian applications or expectations for churches in their Region, within the broader doctrinal boundaries of the National Fellowship.”

————— ————— ————— —————

1. Strongly Disagree 2. Disagree 3. Unsure 4. Agree 5. Strongly Agree

PART C — Current Practice in Your Church

23

In your church, do women currently serve in the **oversight office**?

- Yes
- No, and women cannot hold that position in our church
- No, but a woman could hold that position in our church
- Unsure

24

In your church, are women currently referred to as “**Pastor**”?

- Yes
- No, and women cannot be referred to as pastor in our church
- No, but a woman could be referred to as pastor in our church
- Unsure

25

In your church, are men currently referred to as “**pastor**” who do not serve in the oversight office?

- Yes
- No, men must be in the oversight office if being referred to as pastor
- No, but a man could be referred to as pastor who is not in the oversight office
- Unsure

26

Do women currently preach in the primary worship gathering of your local church?

- Yes
- Yes, under the oversight and authority of qualified, male elders (or oversight office)
- No, and women are not permitted to preach in our primary worship gathering of our local church
- No, but we are open to women preaching in our primary worship gathering of our local church
- Unsure

PART D — Your Church’s Likely Response to Fellowship Directions

27

If the Fellowship required local churches to have men only in the oversight office, but permitted churches to have women serve as pastors, how would your church likely respond?

- We would withdraw from the Fellowship
- We would seriously consider withdrawing
- Unsure / we would need further discernment
- We would remain, though with some concern
- We would gladly remain in the Fellowship

28

If the Fellowship were to formally restrict the office and terminology of Elder/Overseer AND Pastor to qualified men only, how would your church likely respond?

- We would withdraw from the Fellowship
- We would seriously consider withdrawing
- Unsure / we would need further discernment
- We would remain, though with some concern
- We would gladly remain in the Fellowship

29

If the Fellowship were to give freedom to local churches to allow women to preach, under the oversight and authority of the elders/overseers in the primary worship gathering of the local church, how would your church likely respond?

- We would withdraw from the Fellowship
- We would seriously consider withdrawing
- Unsure / we would need further discernment
- We would remain, though with some concern
- We would gladly remain in the Fellowship

30

If the Fellowship were to formally prohibit women from preaching in the primary worship gathering of the local church, how would your church likely respond?

- We would withdraw from the Fellowship
- We would seriously consider withdrawing
- Unsure / we would need further discernment
- We would remain, though with some concern
- We would gladly remain in the Fellowship

PART E — Outlook & Final Comments

31

Which best reflects your current outlook regarding the complementarian congruence process leading to FNC 2027?

- Confident a clear path forward will be achieved
- Cautiously hopeful but concerned
- Agreement will be difficult
- Unlikely to succeed
- Unsure

32

If you believe there are key issues, definitions, or potential unintended consequences not captured in this survey, please outline them briefly below.

Comments:

Thank you for taking the time to thoughtfully complete this survey. Your input will directly inform the drafting work of the Complementarian Congruence Team over the coming months.

A first draft of any proposed revisions to Article 9, along with potential updates to related national binding documents, will be shared with Member Churches by September 2026. That draft will be brought to FNC 2026 for discussion and reflection, with any formal vote taking place at FNC 2027.

We invite you to continue praying for wisdom, unity, and discernment for our Fellowship as we move forward together.