

CCP Report

Complementarian

Congruence Progress Report

September 2026



Dear Fellowship family,

This has been our “Year to Abide” (John 15:4a) as we have leaned into our Saviour for wisdom and grace while prayerfully considering our practice of complementarianism among our fellowship of churches.

Article #9 of our Affirmation of Faith, The Local Church, failed to pass at our November 2025 Fellowship National Conference (FNC) which triggered a two-year Complementarian Congruence process stewarded by our Complementarian Congruence team (CCT). Much work has taken place and the team presented a draft to the Fellowship National Council this summer (2026). National Council is pleased to present to you a draft Article #9, a modified Bylaw 4.1(a)(iii), and three bylaw definitions that seek to give clarity to terminology (pg 2-3). National Council is seeking feedback from our Member churches and constituency on this proposal, with the final draft being presented to our churches in March 2027 to be voted on at FNC 2027 in Niagara Falls, ON. See page 5-6 for a request from National Council for further feedback.

This report also shares further results from the CCT survey conducted this spring as promised in the *June CCT Report* (pg 4). The purpose of the survey was to help the CCT accomplish their task and we have highlighted some of the results that the CCT used in their deliberations.

One interesting observation is that the first draft of Article #9: The Local Church received 76% support in the early Fall of 2024. An article needs 75% to pass. The article later failed (59.38%) at FNC 2025 resulting in our current process. However, the very same draft article presented at FNC 2025 received strong endorsement in our March 2026 CCT Survey. All phrases of the draft article received over 94% support except the final phrase which received 76.9% support from respondents representing official church responses. The point being we are almost there; we are rounding third base and coming home.

Let’s continue to pray together as we continue refining our complementarian practice.

Blessings,

Rev. Steven Jones
Fellowship President

CCT Members

Andy Ardern (NS)
Lillian Boyd (ON)
Paul Carter (ON)
Rob Cole, Secretary
(ex-officio) (ON)
Darryl Dash (ON)
Elizabeth Faulkner (BC)
Ben Hall (BC)
Alex Hogendoorn (BC)
Barry Howson (ON)
Jeremy Johnson (BC)
Steve Jones (ex-officio) (ON)
Gabriel Lauter (QC)
John Mahaffey (ON)
Jenn Martic (ON)
Jonathan McLeod (NS)
Barton Priebe (BC)
Tom Smith (AB)
Jon Stairs, Chair (ON)
Luc Tétreault (QC)
David Thompson (SK)
François Turcotte (QC)
R.J. Umandap (ON)

Proposed draft of AoF Article 9, modified Bylaw 4.1(a)(iii), and Bylaw definitions

Article on "The Local Church"

Existing Version

The Local Church

We believe that a church is a company of immersed believers, called out from the world, separated unto the Lord Jesus, voluntarily associated for the ministry of the Word, the mutual edification of its members, the propagation of the faith and the observance of the ordinances. We believe it is a sovereign, independent body, exercising its own divinely awarded gifts, precepts and privileges under the Lordship of Christ, the Great Head of the church. We believe that its Officers are pastors and deacons.

Proposed Version (with markup)

The ~~Local~~ Church

We believe in the universal church, the Body of Christ, comprised of all true believers in heaven and on earth, which is expressed on earth in local churches. We believe a properly ordered local church consists of believers, baptized by immersion upon their confession of faith, ~~that a church is a company of immersed believers, who have been~~ called out from the world, separated ~~unto~~ the Lord Jesus; and voluntarily associated for the ministry of the ~~w~~Word, the mutual edification of its members, the propagation of the faith, ~~and~~ the observance of the ordinances, and the doing of good works. We believe local churches are self-governing bodies responsible for exercising their God-given ~~it is a sovereign, independent body, exercising its own divinely awarded~~ gifts, precepts and privileges, and implementing their Spirit-guided decisions and directions under the ~~l~~ordship of Christ, the Great Head and Chief Shepherd of the church. We believe that its ~~o~~Officers are biblically qualified male pastors/~~elders, who oversee God's flock,~~ and deacons, who serve and support.

Proposed Version (without markup)

The Church

We believe in the universal church, the Body of Christ, comprised of all true believers in heaven and on earth, which is expressed on earth in local churches. We believe a properly ordered local church consists of believers, baptized by immersion upon their confession of faith, 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 local churches are self-governing bodies responsible for exercising their God-given gifts, precepts and privileges, and implementing their Spirit-guided decisions and directions under the lordship of Christ, the Head and Chief Shepherd of the church. We believe that its officers are biblically qualified male pastors/elders, who oversee God's flock, and deacons, who serve and support.

Scripture Support:

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

Bylaw Article 4.1(a)(iii)

Existing Version

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;

Proposed Version (with markup)

Notwithstanding the provisions in 1.3(c), it accepts that the pastoral office of pastor/elder in the church is reserved for biblically qualified men recognized by the church for oversight of the doctrine and discipline practice of the church; notwithstanding that some churches may have pastors who are not elders; further, it accepts that the office of deacon is open to biblically qualified males or females, provided they are engaged in ministries of service and support. It accepts that terminology and governance structures may vary in MEMBER churches, provided that oversight of the doctrine and discipline of the church remains with those men biblically qualified for the office of pastor/elder;

Proposed Version (without markup)

Notwithstanding the provisions in 1.3(c), it accepts that the office of pastor/elder in the church is reserved for biblically qualified men recognized by the church for oversight of the doctrine and discipline of the church; notwithstanding that some churches may have pastors who are not elders; further, it accepts that the office of deacon is open to biblically qualified males or females, provided they are engaged in ministries of service and support. It accepts that terminology and governance structures may vary in MEMBER churches, provided that oversight of the doctrine and discipline of the church remains with those men biblically qualified for the office of pastor/elder;

New Bylaw Definitions

Pastor/elder: Those who occupy the office of overseer of the local church's doctrine and discipline reserved for biblically qualified men, notwithstanding the provisions in 1.3(c).

Deacon: A person appointed to the office of exercising a ministry of service and support in the local church.

Pastor: According to the practice of some local churches, a person shepherding in the local church under the oversight of pastors/elders.

General CCT Observations

Note: Statistics stated represent the “official church representative” responses.

After thorough analysis of the National Survey outcomes, the CCT wants to provide the following observations and statements concerning the survey results:

- There is an overwhelming concern for Biblical faithfulness while we decide on Article #9: The Local Church.
- There was an excellent response rate from Member churches and constituency. There were a total of 572 survey responses, including 329 official representative responses from 269 Fellowship member churches — a record response for the Fellowship.
- The perspective from central Canada was heavily represented due to the preponderance of the Fellowship’s local churches being located in the FEB Central and AEBEQ Regions.
- It is evident there was some misunderstanding of several questions by survey respondents. This was carefully scrutinised by the CCT while analysing any conclusions or outcomes.
- It became evident in our analysis that there is a need to clarify terminology, especially as it relates to these terms: elder/pastor, pastor, deacon, and local church autonomy.
- There was significant endorsement of having Biblically qualified males in the oversight leadership position in our local churches. This was the majority view in all five Regions, with four Regions indicating particularly strong endorsement. The survey reveals a meaningful gap between the Pacific Region and the rest of the Fellowship.
- A majority of our churches want a stronger articulation and a more precise interpretation of complementarianism, with some churches indicating a lack of tolerance toward allowing differing complementarian practices.
- 89% of respondents indicated the oversight office was for qualified males only.
- There is a discrepancy on how the term “pastor” is to be used in Member churches with 73% indicating the title “Pastor” is only used in reference to the oversight office.
- 13% of Member churches indicated that some men currently referred to as “pastor” are not serving in a local church oversight office.
- 88% of Member churches indicated women were not serving in a church oversight office.
- 85% of Member churches indicated that women are not referred to as “pastor”.
- 80% of Member churches indicated that women were not permitted to “preach in the primary worship gathering”.
- There is a desire to harmonize our usage of the term “deacon” in Member churches.
- A clear majority (66%) of survey respondents are open to the CCT modifying the current Bylaw 4.1.
- Survey respondents appear to hold differing understandings of local church autonomy and its relationship to Fellowship-wide alignment. There is no singular, unified, church polity understanding of governance structures in the Fellowship.
- There seems to be a variety of church governance models within the Fellowship, while “plurality” of elders received the largest endorsement (87%) in terms of who fills the oversight office in our churches. Respondents indicated that this section of the survey was confusing.
- There is optimism among our churches and constituency, with 62% anticipating a positive pathway forward to resolution. And 78% of official survey respondents agreed with the wording of the officers clause of the proposed Article #9: The Local Church. (Comments indicate agreement may be conditional on wording changes.)

We're Approaching Home Plate – Next Steps



Rev. Steven Jones, Fellowship President

A Fellowship family conversation

- In a Fellowship National Conference 2025 Report sent to our churches in December 2025, a Complementarian Congruence Process was included, defining the four phases in our process, namely: Formation (November 2025–January 2026), Engagement (February–June 2026), Refinement (June 2026–February 2027), and Decision (February–November 2027). You can [read the CCT Process](#) for yourself.
- We are currently in the Refinement Phase and need our churches and wider constituency to prayerfully and actively participate in this process.
- This past summer 2026 both National Council and the CCT agreed to send a draft Article #9 and Bylaw 4.1(a)(iii) to our Member churches for their prayerful consideration. It was agreed the proposed drafts reflected well our commitment to Scripture and desire to represent constituents' responses to the survey conducted in March 2026.
- National Council unanimously agreed further discussion was needed as it relates particularly to the proposed definition of "pastor", namely: "According to the practice of some local churches, a person shepherding in the local church under the oversight of pastors/elders," and as it relates particularly to the proposed phrase in the Bylaw itself namely: "notwithstanding that some churches may have pastors who are not elders."
- National Council proposed we bring this to our Member churches for discussion in October and November 2026 as we continue refining the proposed draft article, bylaw, and definitions.

Our National Council needs to hear from you:

- Next step in the process will be opportunities to give feedback at an October 6, 2026 virtual Town Hall meeting and a time of discussion at FNC 2026 on November 3, 2026.
- Please hold your questions until then so we can all hear them – or send your questions ahead of time and we will try to address them at one of these Fall meetings.
- Send questions to the CCT Chair, Jon Stairs: stairsj@templebaptistchurch.ca or the CCT Secretary, Rob Cole: rcole@fellowship.ca.

Join the Town Hall meeting:

On Tuesday, October 6, 2026 (1:00-2:30pm EST) you can join the virtual **Town Hall meeting** here:

- www.fellowship.ca/Townhall2026
- During this virtual meeting we will conduct a *Mentimeter* survey to garner as much constituent response as possible, and we will provide an opportunity to ask questions or make comment.
- Member churches are encouraged to send delegates to **FNC 2026** to participate in the conversation on Tuesday, November 3, 2026 (2:00–3:30pm EST).
- The National Council and CCT believe that the revised article on the local church and its related bylaw will accomplish our goals of clarity and unity. The article and bylaw have set some clear Biblical boundaries that will cause each member church to decide whether it wants to continue on mission with the Fellowship. This is not a push away but a clarion call to come with us in gospel partnership.

- After FNC 2026, our CCT will gather to deliberate and prayerfully consider what we heard from our churches and delegates regarding the draft article and bylaw. Meetings are scheduled for December 2026 and February 2027 to prepare a final motion to be voted on at FNC 2027. National Council will send notice of any final motion to Fellowship churches in March 2027.

What can you do?

1. Pray!
2. Be patient – the first virtue of love according to 1 Corinthians 13:4! Be patient to hear from the Fellowship National Council and each other.
3. Prayerfully consider the first draft of our article and bylaw.
4. Attend the CCT Town Hall virtual meeting on Tuesday, October 6, at 1:00pm (EST).
5. Register for FNC 2026 (November 2-4, 2026) in Toronto, ON and attend the Tuesday afternoon discussion on November 3, 2026.

Thanks for all your prayers! God is answering them and is making us a stronger movement of churches as we become more dependent on Him.



Fellowship National Conference

November 2-4, 2026

Delta Hotels Toronto Airport
& Conference Centre



CONFERENCE SPEAKERS:



Ben Hall
LEAD PASTOR
Saanich Baptist
(Victoria, BC)



Jeremy McQuoid
LEAD PASTOR
Grandview Baptist
(Kitchener, ON)



Ashwin Ramani
LEAD PASTOR
WestPark Baptist
(London, ON)