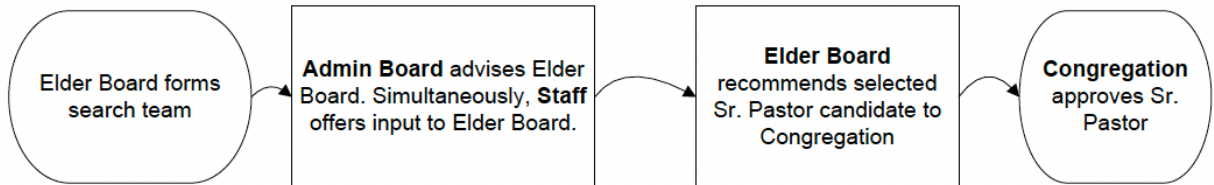


Information on Fellowship Church by-law process for calling Senior Pastor:

From the bylaws, amended July 2020

3. Senior Pastor: How is he hired?



Article V Church Membership

Section 9 Voting Rights

The Elder Board may, from time-to-time, submit matters for voting by FEFC Membership. The submission will have a voting deadline. Members of FEFC who are at least eighteen (18) years of age and whose names are recorded on the Church Membership register at least thirty (30) calendar days before the voting deadline shall be entitled to vote. All voting shall be by ballot mailed or electronic submission to the last known address of each Member. Each FEFC Member, over the age of eighteen, is eligible for one vote. FEFC Members shall be asked to vote on the following:

- A. Calling of a Senior Pastor. The senior pastor candidate presented to the Elder Board shall be elected Senior Pastor in a two-step process:
 1. First, no less than seventy-five percent (75%) of the entire Elder Board must vote to affirm the calling of the Senior Pastor candidate.
 2. Following fulfillment of Article V, Section 9.A.1 the Senior Pastor candidate shall be presented to the FEFC Members for their affirmation. Each Member of FEFC shall cast one vote on a ballot to affirm the candidate as Senior Pastor. The Senior Pastor's calling shall be affirmed by affirmative vote of not less than seventy-five percent (75%) of collected ballots from the voting Members.

Article IX Senior Pastor

Section 1 Qualifications

The Senior Pastor shall be a man and a gifted leader, teacher and shepherd. He shall be in agreement with FEFC's philosophy of ministry and Doctrinal Statement and shall meet the qualifications of an Elder as stated in FEFC Bylaws Article VI, Section 4.

Section 2 Election

The Senior Pastor candidate presented to the Elder Board shall be elected Senior Pastor in a process described in Article V, Section 9, A, and Appendix 1, Matrix: Item 2: Senior Pastor: How is he hired?

Section 3 Duties

The Senior Pastor shall be a member of the Elder Board and the Administrative Board. The duties of the Senior Pastor shall be prescribed by the Administrative Board.

Section 4 Evaluation

The Senior Pastor shall be evaluated annually, at year-end, by the Elder members of the Administrative Board. The evaluation shall be submitted to the Elder Board.

Article VI Elders

Section 1 Rights and Responsibilities

Subject to limitations of the charter of the Corporation and these Bylaws, spiritual and doctrinal oversight of the congregation and all the activities and affairs of the Corporation shall be conducted by or under the direction of the Elder Board (Acts 20:28; I Peter 5:2-3). Without limitation of such general responsibilities, the Elder Board shall have the following responsibilities in addition to the other responsibilities provided in these Bylaws:

- F. To affirm and present a candidate for Senior Pastor to the Members of FEFC. The senior pastor candidate presented to the Elder Board shall be elected Senior Pastor in a process described in Article V, Section 9.A of these Bylaws and in Appendix 1, Matrix: Item 2: Senior Pastor: How is he hired?

Section 4 Qualifications

Each member of the Elder Board must be male, an active Member of Fellowship Church and meet the qualifications described in I Timothy 3:1-7 and Titus 1:6-9. The qualifications described in Timothy and Titus include being above reproach; being the husband of one wife; being temperate, self-controlled, respectable and hospitable; being able to teach; being not given to drunkenness; being gentle and self-controlled; being teachable, or willing to learn; being free from the love of money; being a mature believer in Jesus Christ; being well-regarded outside the church; being able to manage his household well; and having children who are themselves believers.