FELLOWSHIP BIBLE CHURCH DALLAS

A Message from the Elders

October 31, 2026

Dear Fellowship Family,

Tomorrow we will gather to worship together and to thank God for Thad and Lori Harris and their diligent work of faithful ministry among us. As we prepare for that day, we want to share important news about the future of our church's leadership.

We love Fellowship. We love this congregation, and most of all we love Jesus Christ. In recent weeks, many of you have shared your hearts with us over Pastor Thad's resignation: your concerns, your hurts, your questions, and your hopes for this church. The elders serve as shepherds, overseers, and watchmen on the wall. And when hurt like this happens the watchmen must take responsibility. We have listened, and we have prayed. We have answered questions and will continue to answer questions. The divisions within our congregation have become increasingly evident, and we recognize the need for a new season of leadership, which we pray will bring unity and stability to our church.

We are heeding the words Paul wrote to the Corinthians:

"Now I exhort you, brethren, by the name of our Lord Jesus Christ, that you all agree and that ***there be no divisions among you,*** *but that you be made complete in the same mind and in the same judgment. For I have been informed concerning you, my brethren, by Chloe's people, that there are quarrels among you. Now I mean this, that each one of you is saying, 'I am of Paul,' and 'I of Apollos,' and 'I of Cephas,' and 'I of Christ.' Has Christ been divided?"* 1 Cor. 1:10-13

We are also considering the words of Paul to the Ephesians:

"Therefore I, the prisoner of the Lord, implore you to walk in a manner worthy of the calling with which you have been called, with all humility and gentleness, with patience, showing tolerance for one another in love, ***being diligent to preserve the unity of the Spirit in the bond of peace.*** *There is one body and one Spirit, just as also you were called in one hope of your calling; one Lord, one faith, one baptism, one God and Father of all who is over all and through all and in all."* Eph. 4:1-6

This week, we saw the division. We sought ways to stop the division continuing. The division is grievous to our souls.

To preserve the unity of the Spirit in the bond of peace, and out of love for this church and a desire to see it whole, four men on the Fellowship Dallas elder board agreed to step down immediately from the board. The three remaining agreed to recategorize their terms to temporary (more below).

This was done in unity, without quarrel, and with the full knowledge that the four resigning now subject themselves to accusations and misunderstandings.

Effective October 31, 2026, Rob Langworthy, Craig Rekerdres, David Six, and Marcel Soubayi are resigning as elders.

To ensure a responsible transition, Mike Congrove, Chris Widell, and Joshua Mlay will continue to serve as transition elders until a new elder board is in place. They will oversee church operations and fulfill the church's corporate legal, financial, and fiduciary duties until the new board is seated. We anticipate this process will take 90-120 days, and we will work towards that.

There have been requests for a fuller account of how we arrived at Thad's resignation.

The truth is this didn't need to happen. We believe the differences between us could have been addressed through further conversation and reconciliation prior to Thad's resignation. There was nothing too big to reconcile. Since his resignation the board has invited Thad and Lori to a structured reconciliation process with a neutral mediator and the Harrises have accepted this invitation.

In hindsight, we recognize that there were differences in expectations between Thad and the board that both parties did not fully understand or address. We fully embraced and championed the vision of Fellowship as a movement of disciple-making communities where lives are deeply transformed into the image of Jesus. We were committed to becoming bi-vocational shepherding elders, adapting to the changing needs of our beloved church. Coming out of our prayer time this summer we were moving with urgency on property stewardship action. We did have questions for Thad along the road this year, as to what Fellowship would look like, practically speaking (size, location, type of services and ministries) as we carried out the new vision. We think these are responsible questions for a board to pose and know the answers for, as men who are held to account for the church. We also acknowledge that if Thad did not feel loved and supported by us, we have not succeeded in a vital aspect of our role.

Lastly, we have been accused by some in the congregation of holding "secret meetings" without our lead pastor. The only meetings the board has held without the lead pastor are executive sessions twice a year to work on his performance review and organize any feedback we may have for him. He is notified in advance of these two executive sessions, their date, time, and purpose, and the results of the executive sessions are shared with him afterwards. During these executive sessions there is healthy dialogue and a broad range of perspectives from our board. At the

conclusion of each executive session, the board unanimously affirmed Thad's leadership and vision and recognized his outstanding work as our lead pastor.

Individual board members may share a variety of opinions, but as our elder policies state *"Board members have no authority over others (other board members, senior pastor, staff, congregation) except when acting corporately as a board.*" (1.516). And when we acted corporately as a board it was always in full support of our lead pastor.

Church leadership is hard. It's a knot of duties, discernment, preferences, perspectives, compassion, conviction, big questions to the Lord, and bigger emotions. It's trust building and trust spending. And it's time for a fresh board to rise to the occasion for Fellowship. There are some of you reading this who have been contemplating leadership roles. Our church needs you to step into those roles. The Kingdom needs more faithful servants, and we know that God will build His church through them.

OUR TRANSITION PLAN

Our goal is a responsible transition to a new elder board, nominated by you, the congregation, according to the biblical requirements of eldership found in 1 Timothy 3 and Titus 1. That board will then create a new set of elder policies for Fellowship Bible Church Dallas. Here is how we will get there over the next 90 days. This structure is a broad strokes outline, some of the particulars may change as the transition elders and the new Elder Selection Committee see fit.

November 2026: Stabilize and prepare

- Sunday worship, pastoral care, and staff leadership will continue without interruption. The Sunday preaching schedule is confirmed through December 31.

- We will seek counsel from trusted leaders of sister churches to provide outside perspective and accountability during the transition.

- The congregation will begin forming an Elder Selection Committee, made up of leaders nominated by the congregation and elders from sister churches.

- We will ask you to nominate new elders based on the qualifications in 1 Timothy 3 and Titus 1.

- We will provide regular updates throughout the process.

December 2026: Nominate and discern

- The Elder Selection Committee will prayerfully review and consider the nominees.

- The committee will confirm each nominee's qualifications, doctrinal alignment, and willingness to serve.

- The transition elders will secure preaching and pastoral support beyond December 31.

January 2027: Affirm and seat

- The Elder Selection Committee will present the new elder nominees to you for review and comment.

- The church will affirm and commission the new elder board.

- The transition elders will hand off their responsibilities.

- The new board will begin drafting new elder policies for Fellowship.

In the coming weeks, we will share more details, including how to nominate both Elder Selection Committee members and new elders. We encourage you to begin praying now about who God may be raising up to shepherd this church.

Ephesians 4:3 again says *"Be eager to maintain the unity of the Spirit in the bond of peace."* That is our prayer for Fellowship. We know this is the Lord's church and we know He is more than able.

Serving you has been one of the greatest privileges of our lives. Please pray for Thad, Lori, and their family; for the transition elders; for those who will serve on the Elder Selection Committee and those who will be nominated; and for one another.

With love and gratitude,

Rob Langworthy

Craig Rekerdres

David Six

Marcel Soubayi

Mike Congrove

Chris Widell

Joshua Mlay