

XPastor

CERTIFICATE OF COMPLETION

AWARDED TO

KEN SMITH

FOR SUCCESSFULLY COMPLETING—WITH HONORS

XPASTOR ONLINE COURSE

CHURCH OPERATIONS - 101 STAFFING



September 29, 2014

A handwritten signature in black ink, appearing to read "David R. Fletcher".

David R. Fletcher, Founder

Students must earn three CEU credits every three years for this certificate to remain in force.