



# Church Planting with the CBOQ

*Growing our CBOQ family through fresh expressions of the Gospel*



**Canadian Baptists of Ontario and Quebec**

*A family of churches*

*Transformed by Christ*

*Revealing God's kingdom*



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# Invitation

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I am very excited that you are exploring the area of church planting with the Canadian Baptists of Ontario and Quebec. We believe that God is up to something & we are invited to join in what God is already doing in the neighbourhoods and communities of Ontario and Quebec. This document provides some direction to church planters and churches exploring church planting.

There are four seasons that we want to identify and pay attention to throughout the planting process:

**SEASON OF EXPLORING** what Church Planting with the CBOQ could look like

**SEASON OF DISCERNING** if a church and planter (team) is ready & equipped to plant

**SEASON OF DEVELOPING** the tools & expertise to plant

**SEASON OF IMPLEMENTING** strategic directions & operationalizing ideas

We recognize that church planting is a wonderful intersection between the calling of individuals and the needs of people. It is an intersection of developing a vision with the realities of challenges and opportunities. Ultimately, church planting is an intersection between God's invitation of new life and mission lived out in the lives of people.

You are invited to use this document to explore how the CBOQ approaches church planting. You will see how we allocate resources towards church planting. Utilize the materials here as discussion starters to discern what God might be inviting you towards.

We look forward to further conversations with you about how you and your church can live out the mission God has called you to live out.

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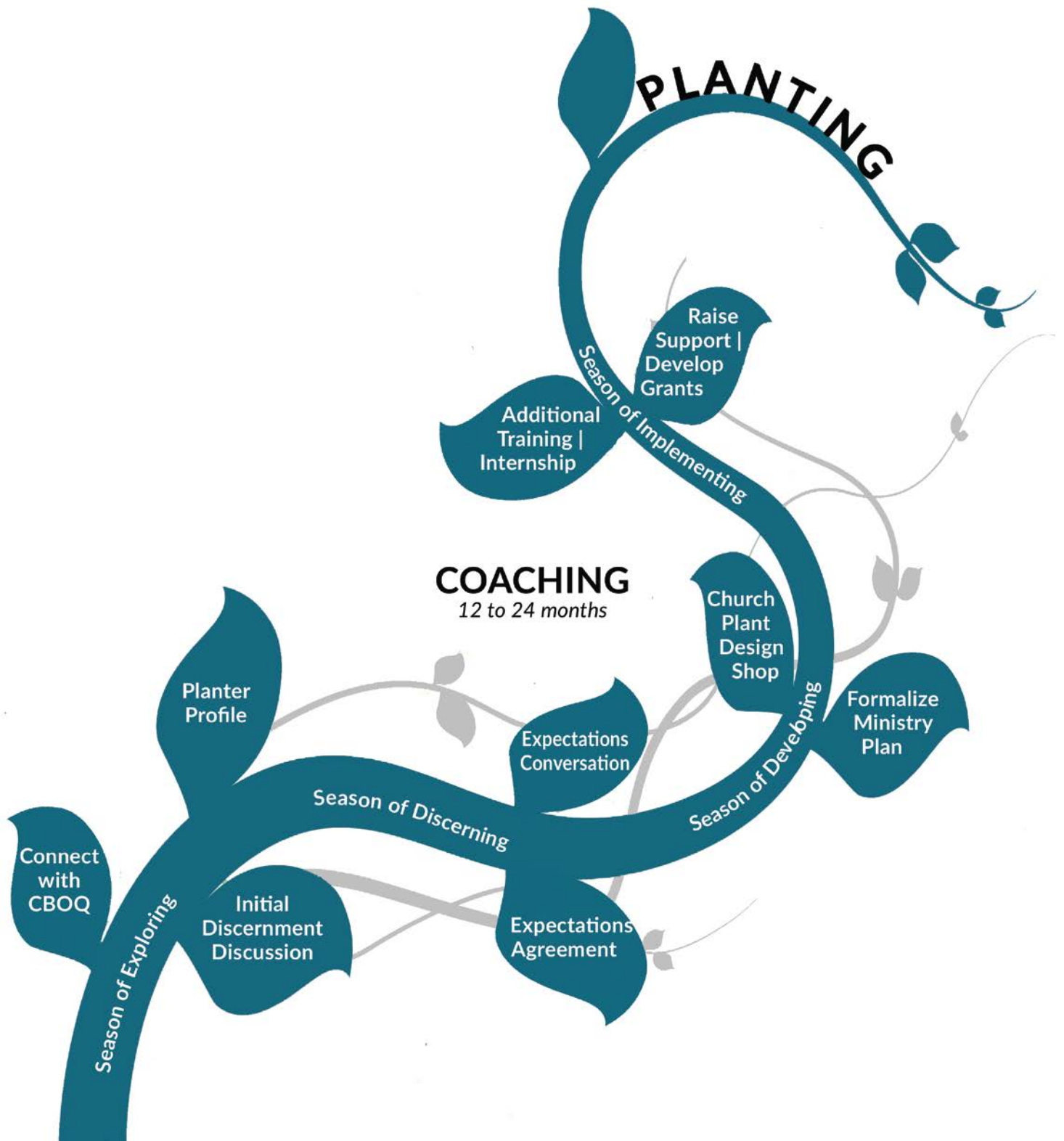
Dallas Friesen  
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Canadian Baptists of Ontario and Quebec

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*So the Word became human and  
made his home among us. He  
was full of unfailing love and  
faithfulness. And we have seen  
his glory, the glory of the Father's  
one and only Son.*

*John 1:14*

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# Exploring *the CBOQ Approach to Church Planting*

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## We are Planting out of Mission...

*CBOQ exists to empower churches and leaders as they engage with their mission from God in their community.*

In terms of Church Planting, the CBOQ seeks to empower churches and leaders to plant churches as part of living out their mission from God in their community. That means that the CBOQ does not plant churches but rather empowers churches to plant churches.

## We are Planting with Strategic Priorities...

*The CBOQ has discerned that Church Planting is one of our strategic priorities. We describe this as... Growing our CBOQ family through fresh expressions of the Gospel*

### #1 - An Environment of Church Planting

*Creating an environment where churches are inspired and empowered to plant new churches and/or new mission initiatives*

- We have staffed to support church plants and church planters
- We offer training opportunities
- Partnerships with New Leaf and Church Planting Canada

### #2 - Providing Resources

*Providing resources for church planters and for churches looking to plant*

- Monthly E-News
- Church Plant Design Shop (in partnership with New Leaf)
- Church Plant CBOQ Grants

### #3 - Regional Personnel

*Developing a team of regional personnel to support our church planters*

- Coaching Training (through Leadership Coaching Canada)
- Developing a Network of Church Planting Coaches

### #4 - Congregational Renewal

*Developing strategies and resources for congregational renewal, including re-planting*

- Transforming Churches Workbook & Workshop
- Church Plant Design Shop is also designed to help those thinking about re-planting

## We are Planting with Guiding Practices...

We believe that God is up to something & our task is to join in what God is already doing in the neighbourhoods and communities of Ontario and Quebec. Our approach to church planting is to join in what God is organically developing as **Churches Planting Churches**.

Some churches plants emerge as a planter or team, through the **leading** of the Holy Spirit, respond to a need. Others church plants develop from an **intentional** discernment of an established congregation. Some church plants begin **accidentally** out of a ministry or mission that seeks to live a fuller expression of Church life and some church plants come out of a group of churches (or Association) doing **together** what they couldn't do alone. We do not provide **ONE-SIZE-FITS-ALL SOLUTIONS** and we do have a few **GUIDING PRACTICES** that help direct our church and mission plants.

### ROOTED & EN ROUTE

Our desire is that church plants would be **ROOTED** in a God honouring, Biblically mature, theologically reflective, Baptist expression of the historic Christian faith & **EN ROUTE** (on a journey) in living out their fresh expression in the context they are planted

### INTENTIONAL & INTERRUPTABLE

Our hope is that church plants would be **INTENTIONAL** in thinking and planning strategically & **INTERRUPTABLE** by the Holy Spirit and the needs of those they serve so they can embody the Good News for the people and neighbourhoods they serve.

### LOCAL & EXPERIMENTAL

Our desire is for church plants to be **LOCAL** expressions of faithful presence in the neighbourhoods and communities that they inhabit & to be communities of **EXPERIMENTAL** learning where there is a constant refining of ministry for the glory of God and to the service of others.

### COHORTS & COACHING

We do provide church planter learning **COHORTS** for mutual encouragement and challenge & **COACHING** for church planters to explore new ideas and learn from the wisdom of others.

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*I have been given all authority in heaven and on earth. Therefore, go and make disciples of all the nations, baptizing them in the name of the Father and the Son and the Holy Spirit. Teach these new disciples to obey all the commands I have given you. And be sure of this: I am with you always, even to the end of the age.*

*-Jesus*

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# Exploring *what God is doing among us*

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Since our approach to church planting is to join in what God is organically developing as **Churches Planting Churches**, part of our task is to pay attention to what God is doing in our midst.

*It's tempting to look for a step-by-step plan – a right way to do things...but some things are more complicated. There are as many right ways to plan a church as there are people to be a part of them.*



## Inspirational

Like Paul on the road to Damascus (Acts 9) or Peter's "Macedonian call," sometimes people plant a mission and/or a church in a community because they have been inspired or called by the Holy Spirit to a specific place and people and to be a representation of the Body of Christ in a community. Has the Holy Spirit inspired you to plant?



## Intentional

There are churches that have discerned that what God want them to do is to multiply their congregation. Scripture encourages this and experience shows us that this is a key way to reach people with the Good News of Jesus. CBOQ churches like Brampton Chinese, the Logos church, Greenhills Christian Fellowship, Toronto Chinese Baptist and others are intentional about planting new churches. Is God calling your church to plant new churches?



## Accidental

Perhaps you've heard it said that Canada is a mission field, and it's true. We should remember to act the way missionaries in other parts of the world do. We should set out to serve in mission, discerning needs and responding with the love of Christ. When we do this well, those serving and those being served want to gather together and celebrate God's goodness. But be careful – churches start this way? What serendipity! In CBOQ, Revive, Joshua Ministries and a few other began this way. This method requires a church to set out in mission that has both permission and potential to mature into a new expression of the body of Christ (a church). Is your church being led to launch a mission that has permission and potential to become a church?



## Incidental

Sometimes churches are planted because of changes in our community. The Apostle Paul tells us that "God determined the time and place where humanity lives...: Sometimes God brings a people group (age demographic sub culture, ethnic group etc.) into our community. This is not something the church planned or felt inspired to do, rather, it is simply responding to the changes that are taking place around us. Within CBOQ there are many examples of new churches that have begun in this way. Could you ask and answer the question, "Who is my neighbour?" Maybe God is inviting your church to provide a new church to a specific group of people that live near you.

## You Might be a Church Planter if...



You walk into your neighbourhood coffee shop and talk to six people before you place your order.



Your friends think you have a little too much faith.



You look around the neighbourhood and think, "wouldn't it be great if ..."



You constantly want to start something new.



You know the exact population of the city you live in, how many of them go to church and how many don't.



You'd rather hang out with the misfits.



You take a lickin' and keep on tickin'!

Church Planting isn't for everyone. It can be difficult and discouraging, but if you have an undeniable call to be a church planter, it's an exciting way to live.

# Exploring *if I am a Church Planter*

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## CBOQ Church Planting Self-Assessment

Adapted from Charles Ridley

Please rate yourself on the 13 characteristics listed below (1 = low; 5 = high).

- 1. Visioning Capacity** Rate 1-5  
The ability to imagine the future, to persuade other persons to become involved in that dream, and to bring the vision into reality.
- 2. Intrinsically Motivated** Rate 1-5  
One approaches ministry as a self-starter, and commits to excellence through hard work and determination.
- 3. Creates Ownership of Ministry** Rate 1-5  
One who instills in others a sense of personal responsibility for the growth and success of the ministry and trains leaders to reproduce other leaders.
- 4. One Who Relates to the ‘Nones’ & ‘Dones’** Rate 1-5  
One who develops rapport and breaks through barriers with unchurched people, encouraging them to commit to practicing the way of Jesus.
- 5. Family Cooperation** Rate 1-5  
A church planting couple who possesses a marital partnership with agreement on ministry priorities, each partner’s role and involvement, and ways to balance ministry and family life.
- 6. Effectively Builds Relationships** Rate 1-5  
The skill to take initiative in meeting people and deepening relationships as a basis for more effective ministry.
- 7. Committed to Developing Missional Disciples** Rate 1-5  
One who values congregational development as a means of increasing the number and quality of missional disciples.
- 8. Responsiveness to the Community** Rate 1-5  
The ability to adapt one’s ministry to culture and needs of the target area residents.
- 9. Utilization of Other’s Giftedness** Rate 1-5  
The ability to equip and release other people to minister on the basis of their spiritual gifts.
- 10. Flexibility and Adaptability** Rate 1-5  
The capacity to adjust to change and ambiguity, shifting priorities when necessary, and handle multiple tasks at the same time.
- 11. Builds Group Cohesiveness** Rate 1-5  
One who enables the group to work collaboratively toward common goals, and who skilfully manages disunifying elements.
- 12. Resilience** Rate 1-5  
The ability to sustain emotional equilibrium in the midst of setbacks, losses and failures.
- 13. Exercises Faith** Rate 1-5  
The capacity to trust God boldly in the face of seemingly insurmountable obstacles, believing Him to accomplish the humanly impossible.

# Exploring Church Planting Profile

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## PERSONAL PROFILE

Name: First and Last Name

Spouse: First and Last Name

Children (name and ages):  
First Name Age First Name Age  
First Name Age First Name Age

Home Address: [Click here to enter text.](#)

Home Phone: xxx-xxx-xxxx Cell: xxx-xxx-xxxx

Email: email address

Education Record

| Post Secondary Institution | Completed Degrees |
|----------------------------|-------------------|
|                            |                   |
|                            |                   |

## A | EXPLORING CHURCH PLANTING

### CALLING and VISION

- A1 How has God revealed His call on your life to plant this new church?
- A2 Describe your vision for this new church. What will it look like?
- A3 Why do you feel this new plant is needed?

### COMPATIBILITY WITH and EXPOSURE TO CHURCH PLANTING

- A4 What exposure have you had to church planting?
  - first hand experience (led a plant before or participated in a plant)
  - visiting | observing church plants
  - seminar | conference | course on church planting
  - reading books about church planting
  - Other:
- A5 What assessments have you taken (temperament | gifts, etc)?
  - Strengths Finders
  - Grip-Birkman
  - Myers-Briggs
  - Church Planter's Assessment (PAS)
  - Other:

## B | TARGET COMMUNITY

- B1 Describe in a summary fashion the community and catchment area targeted for this church plant:
- B2 What steps have you taken to gain an in-depth understanding of your targeted community?
- Studied demographic data
  - Interviewed community leaders
  - Talked with area church leaders
  - Checked out local media (newspaper, radio, TV, etc.)
  - Conducted a prayer tour, driving through the community, asking for spiritual discernment
  - Compiled a Community Profile (see form following this application)
  - Other:
- B3 How will your church plant serve the needs in this community?
- B4 What plans do you have to establish relational connections with unchurched people in the targeted area . . .
- a. During a pre-launch period?
  - b. During the 1<sup>st</sup> year following your public launch?

## C | STRATEGY

C1 List in bullet point form below the major action steps you envision taking during the next 3 years as you guide this new church from the conception stage (“church in the head”) to the birth | growth stage (“church established in reality”):

-

## D | PARTNERSHIPS

D1 Describe the partners who will team up with you in the planting of this church and what role they will play:

Parent church:

Role:

Sister churches:

Role:

Launch Team:

Role:

Denomination:

Role:

Coach:

Role:

Church Start-Up Network:

Role:

Other:

Role:

## E | PROPOSED FACILITIES

E1 What facilities do you envision using?

E2 What housing arrangements are proposed for the church planter and his family?

# F | FUNDING THE CHURCH PLANT

F1 What sacrifices are you as the church planter willing to make to see this new congregation become a reality?

F2 **SOURCES OF INCOME – First 3 Years**

Please indicate projected amount from each source.

| Source of Income                                   | Year One | Year Two | Year Three |
|--|----------|----------|------------|
| Planter   Spouse<br>Marketplace Job(s)             |          |          |            |
| Contributions – Family and<br>Friends              |          |          |            |
| Tithes & Offerings – Core<br>Group                 |          |          |            |
| Contributions – Parent or<br>Partnering Church(es) |          |          |            |
| Subsidy – Sponsoring<br>Denomination               |          |          |            |
| Other (specify):                                   |          |          |            |
| Other (specify):                                   |          |          |            |

F3 **PROJECTED EXPENSES – First 3 Years**

Please itemize and list amount.

| <b>Expense</b>              | <b>Year One</b> | <b>Year Two</b> | <b>Year Three</b> |
|-----------------------------|-----------------|-----------------|-------------------|
| Planter's Salary   Benefits |                 |                 |                   |
| Facility Rental             |                 |                 |                   |
| Advertisement   Promotion   |                 |                 |                   |
| Office Equipment   Supplies |                 |                 |                   |
| AV Equipment                |                 |                 |                   |
| Outreach Events             |                 |                 |                   |
| Children's Ministry         |                 |                 |                   |
| Other (specify):            |                 |                 |                   |
| Other (specify):            |                 |                 |                   |
| Other (specify):            |                 |                 |                   |
| Other (specify):            |                 |                 |                   |



# COMMUNITY PROFILE

## ESTIMATED POPULATION

- City:
- Surrounding Area:

## GROWTH STATUS

- Our Community is currently:
  - growing rapidly
  - growing moderately
  - stable
  - declining
- Growth Edges  
Areas of greatest Residential Growth are:

Major Commercial Development under construction or planned for the future:

## SOCIOLOGICAL FACTORS

- How would you describe the type of people who are moving into your community?
- Age Groupings
  - %% Children | Youth
  - %% Young Adults
  - %% Middle Adults
  - %% Older | Retired Adults
- Marital Status
  - %% Two parent families
  - %% Single parent families
  - %% Blended families
  - %% Unmarried single adults
- Ethnic Groups (specify):
  - Ethnicity %% of population
  - Ethnicity %% of population
  - Ethnicity. %% of population
- Prominent Social Problem | Issues
  - Divorce
  - Addictions
  - Crime
  - Other:

## ECONOMIC FACTORS

- Major employers | job producing industries:
- Economic status of community:
  - % Lower Income
  - % Middle Income
  - % Upper Income

## EDUCATIONAL FACTORS

- Universities | Colleges (specify):
- # of High Schools:
- # of Middle Schools | Junior Highs:
- # of Elementary Schools:
- # of Private Christian Schools:
- % of families who Home School
- # of New Public Schools under construction or planned for future development:
- Student population in our community is:
  - Growing
  - Stable
  - Declining

## RECREATIONAL OPPORTUNITIES

- Prominent recreational activities in area:
- Annual community celebrations:

## SPIRITUAL CLIMATE

- # of Churches in community:
- Estimated average attendance in ALL churches:
- Estimated “Harvest Potential” of Unchurched People:
  - Population
  - Average Attendance in All Churches
  - Unreached Harvest Potential
- Unity level among churches in community:
  - High
  - Moderate
  - Low
- General responsiveness to gospel:
  - High
  - Moderate
  - Low

# Discerning *if I should plant with the CBOQ family*

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Planting with the CBOQ also means planting with a Baptist Distinctiveness. There are 7 Baptist Distinctives that the CBOQ recognizes. We believe these distinctives have the opportunity to provide guidance and parameters for churches ministering in 21<sup>st</sup> Century, Post-Christendom Central Canada.

## Historic Baptist Identity

### Jesus is Lord

*Baptists believe that Jesus Christ, being eternally God, only begotten Son and the visible expression of the invisible God, effectively procured Salvation for all creation through his death, burial and resurrection.*



## What could church planting with a Baptist Identity look like today?

How will we seek to embody *Jesus is Lord*?

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### The Word of God is the Authoritative Rule of Faith & Practice

*Baptists believe that God communicates his will through the inspired Word of God. The Bible is the final authority in matters of faith and practice.*



How will we keep scripture authoritative for us?

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### Priesthood of All Believers

*The Bible affirms the value of each person as having been created in the image of God, and also declares each person morally responsible for his/her own nature and behaviour.*



How will we equip our people to serve others?

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### A Believers' Church

*Baptists believe that Jesus Christ chooses to form his church by bringing together believers for the purpose of worship, witness, fellowship, and ministry.*



How will we function as a *new community* revealing God's kingdom?

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### Mission & Evangelism

*Our calling is to share God's message of love and salvation with each person.*



How will we keep mission & evangelism at the heart of our church?

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### Church Autonomy & Association

*Each church is autonomous from other bodies AND we recognize that we are better together than apart.*



How will we grow independently healthy with deepening relationships with other churches?

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### Freedom & Equality

*We affirm that in Jesus Christ all people are equal.*



How will we invite and challenge deeper relationship with God while expressing faith that is not coerced?

# Discerning *if I am a Church Planter with the CBOQ*

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After going through a Season of Exploring we are inviting potential church planters to join us on a Season of Discerning. Part of this process is reviewing the Planter Profile and entering into an Expectations Conversation followed by an Expectations Agreement.

## Why an Expectations Agreement

The CBOQ Church Planters *Expectations Agreement* fosters communication in 4 key areas in order to minimize confusion and build trust. An *Expectations Agreement* exists to clarify the relationships and expectations, so we can work together. In essence, it is a covenant document that communicates we are together as a family of Baptist Churches.

The formulation of an *Expectations Agreement* is a collaborative experience involving multiple drafts over time with all the key partners engaged in its development (it is a living document). The *Expectations Agreement* seeks to draw out what is needed in the mission / plant context in light of what God is doing rather than pouring in partner expectations.

The *Expectations Agreement* builds in high accountability within the context of intentional relationship.

## Key Pieces of every Expectations Agreement

### **Vision / Values** – *planting out of your calling and vision*

**Vision** – What have you discerned to be your mission from God in your community?

**Values** – What are your guiding values?

### **Coaching / Training** – *planting with ongoing learning and coaching*

**Coaching** – Who will provide holistic support and coaching for the church planter or team?

**Training** – What leadership development opportunities are important over the next year?

### **Relationships** – *planting within a community of support*

**Leadership Team or Advisory Committee** – Who are the people leading the mission / plant?

**Partnering Churches & Organizations** – Who is part of the journey and what are they doing?

**CBOQ Family** – How will you integrate CBOQ Identity into the life of your community?

### **Organizational Developing** – *planting with strategic directions*

**Ministry Plan & Strategic Directions** – Ministry activities and strategies directions

**Legal Accountability** – Who serves as the umbrella organization?

**Funding** – What are the sources of income?

**Communication** – What are the communication requirements?

**Compensation** – How is the church planter being paid?

# Developing *through Training and Coaching*

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## Church Plant Design Shop

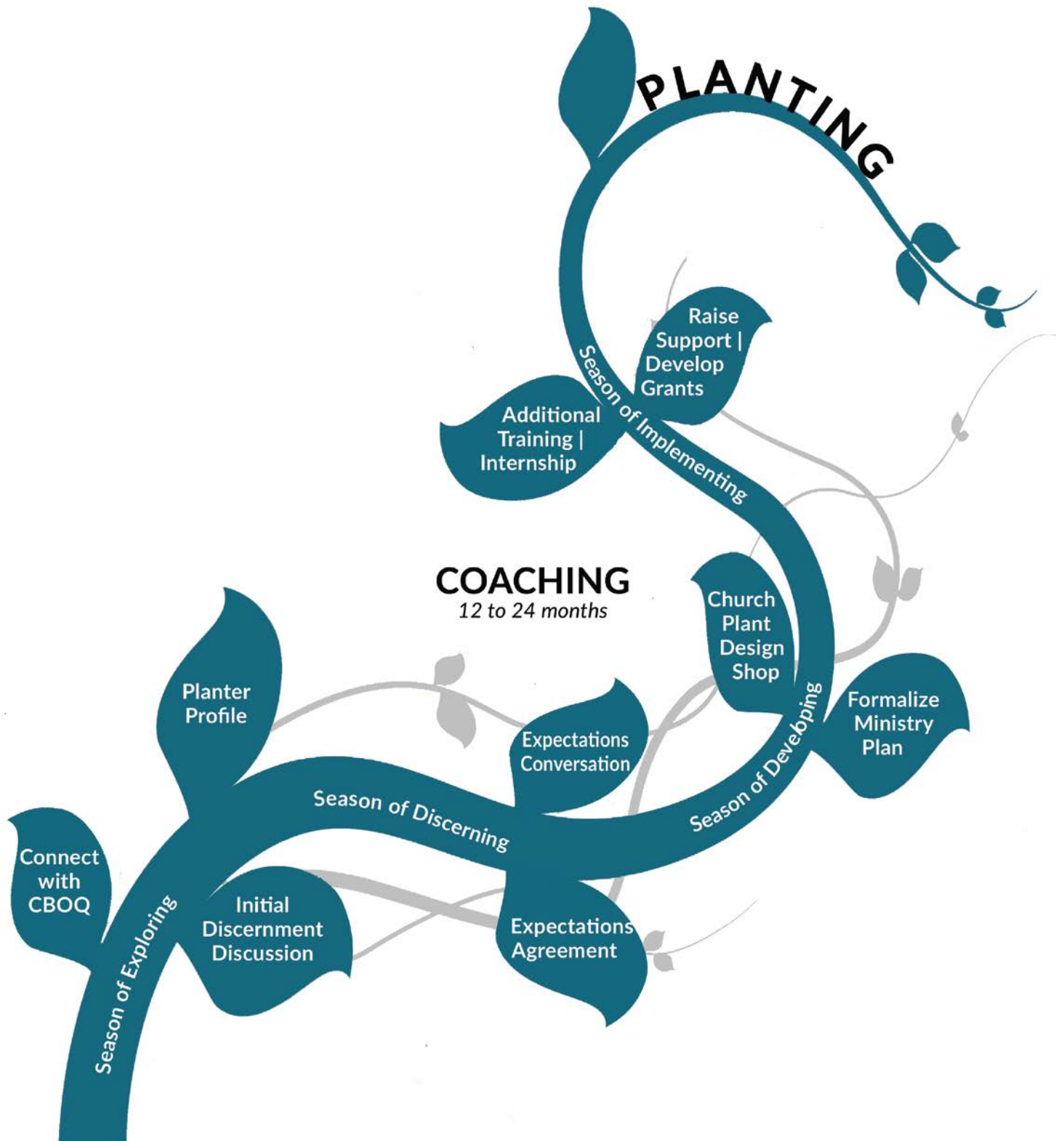
CBOQ considers this two day event a key part of your Church Plant development process. This is an opportunity for you to think out your plan, brainstorm, challenge and collaborate with other church planters, and to hear lifesaving advice for the road ahead. We actually recommend that you participate twice. Once on your own or with your coach or a key team member, and then again with your launch team.

A Church Plant Design Shop is an interactive gathering of Church Planters from all stages (ie – thinking about considering, working toward a plant, about to plant, planted, etc...).

This is not your mother's cookie cutter "10 Easy Steps to Planting a Church" kind of event. These events are action packed and uniquely Canadian. They encourage contextual thinking, culturally responsiveness, and mission adaptability.

## Coaching

The landscape is changing and the kind of leaders we need in the church will need to meet challenges with hope, joys with grace and pressure with decisiveness. To be a leader with integrity today is no easy task and one we dare not do alone. That's why at CBOQ we are convinced that one of the best ways we can support you in the work of ministry is by offering the area of coaching so that you might receive training plus the option of having your own coach. This we believe will enable us as disciples who want to walk the way of the Master.



## Steps to Planting

|                        | Step  | Description  | CBOQ Responsibilities  | Individual Responsibilities                                    | Resource(s)                           |
|------------------------|---|--|--|--|---------------------------------------|
| Season of Exploring    | <b>Connect with CBOQ</b>  | Individual   couple   team takes the time to learn as much as they can about the CBOQ                      | Provide adequate & updated information on website, etc.  | To do the "homework"   | Website                               |
|                        | <b>Initial Discernment Conversation</b>                                       | An initial interview to talk about the pioneer's story, possibilities, and suitability with CBOQ           | Mutually...<br>1. set up a time to meet<br>2. come prepared to share life & ministry story<br>3. discern together possibilities & suitability with CBOQ  |  | Conversation                          |
| Season of Discerning   | <b>Pioneer   Planter Profile</b>  | Written formal   profile to be completed by pioneer   planter  | Provide the profile  | Fill out the profile   | Form                                  |
|                        | <b>Discernment Centre (in development)</b>                                    | An annual   bi-annual gathering to discern individuals fit with planter   pioneer calling                  | Communicate adequate information, expectations, etc.   | Attend and come prepared<br>There may be a set of expectations | Learning Event                        |
| Season of Development  | <b>Expectations Conversation</b>  | A follow-up conversation around expectations regarding next steps for the ministry plan and the planter(s) | Mutually...<br>1. set-up a time to meet<br>2. Planter shares needs & expectations<br>3. CBOQ shares next steps & expectations  |  | Conversation                          |
|                        | <b>Expectations Agreement</b>   |  | 4. CBOQ and Planter agree to expectations and sign off on agreement to be reviewed annually.   |  | Expectations Agreement                |
|                        | <b>Church Plant Design Workshop (this may need to be done multiple times)</b> | A learning opportunity for pioneers   planters and their teams to develop their ideas                      | Communicate adequate information, expectations, etc.   | Attend and come prepared<br>There may be a set of expectations | Learning Event                        |
|                        | <b>Ministry Plan</b>  | A formalized ministry plan to be shared with the CBOQ  | Offer coaching   | Develop a ministry plan(s)                                     | Document   Plan                       |
| Season of Implementing | <b>Training   Internship</b>  | Time for individualized learning and   or 1 or 2 year internship   | Help developing a learning strategy on going coaching  | Learning and training  | Learning Strategy   Internship        |
|                        | <b>Raise Support   Develop Grant</b>  | Develop a working financial ministry plan  | Offer coaching<br>Possible grant<br>How to raise funds<br>materials  | Just do it!  | Resources & Strategy                  |
|                        | <b>Plant Church   Pioneer Ministry</b>  | Begin and   or continue  | Supporting,<br>Coaching<br>Facilitating learning cohort  | Just do it!  | Implementing                          |
|                        | <b>Annual Review of Expectations Agreement</b>                                | Review and modify document   | Mutually...<br>1. set-up a time to meet<br>2. Planter and CBOQ review Expectations Agreement<br>3. Planter shares needs, highs and lows<br>4. CBOQ shares highs and lows<br>5. CBOQ and Planter agree on expectations for the coming year. |  | Conversation & Expectations Agreement |

## Training | Internship

Some planters may need additional training before they are ready to plant on their own. This can be met through an internship or a specific / personalized training strategy. The CBOQ and/or Planter Coach and the planter will work on a mutually beneficial approach. If an internship is required we will work together to try to find a church or church plant where a planter can serve and sharpen their ministry skills.

## Raising Support & Developing Grant Applications

Church planting is often not the most lucrative financial endeavor. Every church plant is going to need to tailor an individualized financial strategy in order to live out its mission. Some church plants have sponsoring churches. Others utilize a CBOQ grant to cover a portion of their start-up costs. Many church planters work bi-vocational to help supplement their income. Some church planters have raised individual support to help cover their living costs. Many church plants have had to creatively implement all the approaches above in order to develop a financial structure that can help the church plant in the early stages.







## Contact

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## E-News

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Monthly E-news with stories and events focused on Church Planting. Sign up at [baptist.ca/news](http://baptist.ca/news)



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