



onboarding guide



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how to use this guide

This guide has been specifically designed to give you an overview of CBOQ Next Generation Ministries (CBOQ Next Gen), the connectivity between our three departments and how you can maximize what we have to offer.

Through this guide, we have outlined our strategy of what we provide to serve you as a ministry leader and your ministry through the acronym: **C.R.E.A.T.E.**

It is through these six key pillars that we seek to best serve you and your ministry. As you read through this booklet, consider the questions we have listed in each section and how what is being offered could further support your ministry work in reaching and discipling the next generation.

CBOQ Next Gen pulls together our three staple brands: CBOQ Kids, Camp Kwasind and CBOQ Youth. You'll see how our three departments work together for you.

The last section gives you specific highlights of what CBOQ Kids and CBOQ Youth offers to you and your ministry.

Finally, we list all the ways you can contact us.

We continue to serve alongside you as you bring the message and person of Jesus to this next generation.

Your friends,
CBOQ Next Gen Team

mission

CBOQ Next Generation Ministry (CBOQ Next Gen) exists to serve God by mobilizing and developing frontline ministry workers and churches across Ontario and Quebec, alongside Christian Youth and Family Agencies, in effectively engaging kids and youth with the person and message of Jesus, and empower them in their journey towards being fully-committed Christ-Followers. We focus our mission through 4 key themes:

**Connected to a
faith community**

I BELONG

**Clear in their identity
as a child of God**

I BELIEVE

**Cultivating intimacy with
Jesus and developing
Christlike character**

I BREATHE

**Contagious and active
in living out their faith**

**WE'RE
BECOMING**

c.r.e.a.t.e.

How does CBOQ Next Gen fulfill it's mandate?
Through our C.R.E.A.T.E. strategy.



C is for Coaching and Consultation: Meeting with ministry leaders or churches to discuss a variety of children, youth and family ministry issues, from ministry strategic planning to “how do I handle this?” to sensitive issues and conflict resolution.



R is for Resources: Offering a plethora of resources to support frontline ministry to kids, youth & family (whether electronically, in print or through partnerships).



E is for Empowerment: Creating practical and hands-on opportunities for kids, youth, families and leaders to be involved in Kingdom focused ways beyond what the local church can do.



A is for Advocacy and Research: Together, building awareness and giving children and youth ministries a voice in our churches whether locally, regionally or nationally.



T is for Training: Providing, creating or partnering with agencies to offer high quality professional development through workshops, webinars and conferences.



E is for Experiences: Hosting large-scale opportunities that capitalizes on the strength of bringing a wider audience of people together for the purpose of spiritual life-change and growth, supplementing the work of the local church.

coaching + consultation

WHY DO WE DO IT?

Every ministry setting is different. While there are some common elements between ministries, how they apply and how they are implemented may be different.

With CBOQ Next Gen, one of our primary services that we offer to our churches and leaders is coaching and consulting. We believe it's vital to hear your story and context. It is through the process of helping you ask the right questions, developing a clearer picture of your ministry, having a better understanding of your context along with prayerful discernment, that we seek to help you take the next steps in where God is leading your ministry. This could be done with you individually, with your ministry team or a larger group (including your senior church leadership). From there, we'll help tailor a plan that makes sense for your context.

We also believe in being available as one of your support networks. Whether you have a question about ministry or other areas of life, we're one channel you can turn to.

HOW DO WE DO IT?

- Meeting with you individually.
- Using tools like Ministry Audits to decipher your context.
- Connecting you with other ministry experts in a particular field (as applicable).
- Be available for both professional and personal coaching.

QUESTIONS FOR YOUR MINISTRY

- Who do I turn to when I have a ministry question?
List those contacts and any specialization.
- What question am I hoping to answer?
(Sometimes the discernment process may bring out something different.
Having a question is a good start.)
- Who else needs to be involved in this discussion?
(Your initial conversation may reveal other key people who should be included.)

resources

WHY DO WE DO IT?

While we know you can create great resources, none of us can do it all by ourselves. We want to provide you with resources to build up your ministry with children, youth and families that we have specifically created for our CBOQ churches. We also curate other effective resources from credible ministries for you to consider. Quality resources are an effective tool in creating an environment of faith formation and spiritual growth.

HOW DO WE DO IT?

- CBOQ-created electronic and print materials: Transitions 2.0, bridge docs, curriculum, Take Out Church, Reel Family Time discussion starters, etc.
- Resource highlights shared via social media: Facebook, Instagram, Pinterest, YouTube, Spotify
- Curriculum and Resource reviews and recommendation lists recommended from other ministries



QUESTIONS FOR YOUR MINISTRY

- What resources will help you effectively minister to your children, youth and families?
- What resources are your children, youth and families asking for? What are they not asking for but probably need?
- What considerations need to be made in choosing resources?
- How do you evaluate a resource's effectiveness?

empowerment

WHY WE DO IT?

Since creation, God has invited humanity to participate in his on-going creative work and mission. He entrusts us with responsibilities which He could easily handle, yet has empowered us to join with Him to carry out. This was modelled through Jesus to his disciples and those part of the growing movement (i.e. the church.)

CBOQ Next Gen aims to provide meaningful spaces and experiences for the next generation to take on leadership opportunities to significantly contribute in God's on-going kingdom work. This isn't to replace what you're already doing in your ministry; it's to supplement and galvanize resources that you may not be able to do on your own.

HOW DO WE DO IT?

- Short term leadership opportunities like the Slingshot program (both locally and across Canada)
- Compassion experiences both locally and overseas
- Extended learning opportunities (i.e. Kwasind's Leaders In Training program)
- Camp Kwasind Summer Staff Team/GameChanger
- Young Leaders Collective



QUESTIONS FOR YOUR MINISTRY

- What is the next step for each child/youth individually?
- What are we able to do ourselves vs. what do we need help from others to provide? Identify those areas.
- For those areas we cannot provide, who is able to facilitate those opportunities?
- What skills/insights are we hoping they bring back into our ministry context?
- Which youth or children in your ministry are you encouraging to be involved in the leadership opportunities or experiences provided by CBOQ Next Gen?

advocacy + research

WHY DO WE DO IT?

Together with you, we want to build awareness and give children, youth and their families a voice in our churches. Part of the role of CBOQ Next Gen is to be a supportive outside voice to advocate for the ministry work you are doing in your church and local community. There may be ways that we can come alongside you or advocate for new initiatives you are embarking on. We can also bring you the latest research and insights on children, family, youth culture and ministry trends.

HOW DO WE DO IT?

- An annual Next Steps survey sent to ministry leaders to share upcoming goals and give feedback on CBOQ Next Gen resources
- Collecting data and researching trends among our churches
- Participating with our Canadian Baptist partners for a national voice on Next Generation ministry
- Participating on research and data collection with other ministry organizations
- Researching and sharing findings on current trends and issues related to Next Generation ministry



QUESTIONS FOR YOUR MINISTRY

- What are the trends and/or issues you are seeing in your ministry?
- What is the data or research you need as you reflect and consider ministry directions?
- What are the goals you are setting for your ministry each year?
- How are you tracking information from year to year?
- What evaluative tools are you using to determine ministry effectiveness?
- How does my ministry compare with that of others around me? What is working for others around me? What is not working?

training

WHY DO WE DO IT?

It is vital to have on-going professional development for ministry leaders (whether volunteer or paid) and churches to grow in ministry effectiveness by learning and sharpening skills. This growth happens by participating in high quality training opportunities, hosted by CBOQ or another trusted ministry partner.

It is our goal to make a variety of training topics related to Next Generation ministry as accessible as possible.

HOW DO WE DO IT?

- Workshops and seminars held on a variety of topics related to children and youth ministry
- Customized training for your particular context
- Periodic live and on-demand webinars
- Workshops at our annual CBOQ Assembly
- Partnerships with Conferences
(Today's Teens, Toronto Children's Ministry Conference)
- Mentoring through the Horizons program
- CBOQ Kids Certificate Ministry Program
- Youth Ministry Certificate Training Program



QUESTIONS FOR YOUR MINISTRY

- What topics do you and/or your volunteer leaders need training in?
What is the most effective format for training for your context?
- Do you have the resources (e.g. time, finances) to attend conferences and training seminars?
- What is your plan for on-going professional development for each leader and yourself?

experiences

WHY DO WE DO THIS?

Experiences are memorable milestones, serving as rites of passage in a person's faith journey. They are moments we look back to and remember as significant marker in our walk with Jesus. Research (e.g. Hemorrhaging Faith, Renegotiating Faith) reinforces the long term faith development value that occurs through experiences such as weekend retreats, mission trips and camps. While we recognize events are not ministry in and of itself, yet they provide the framework to facilitate spaces for faith dialogue and extended moments of reflection to happen.

We believe experiences that happen outside of the "routine" help catalyze those faith moments.

HOW DO WE DO IT?

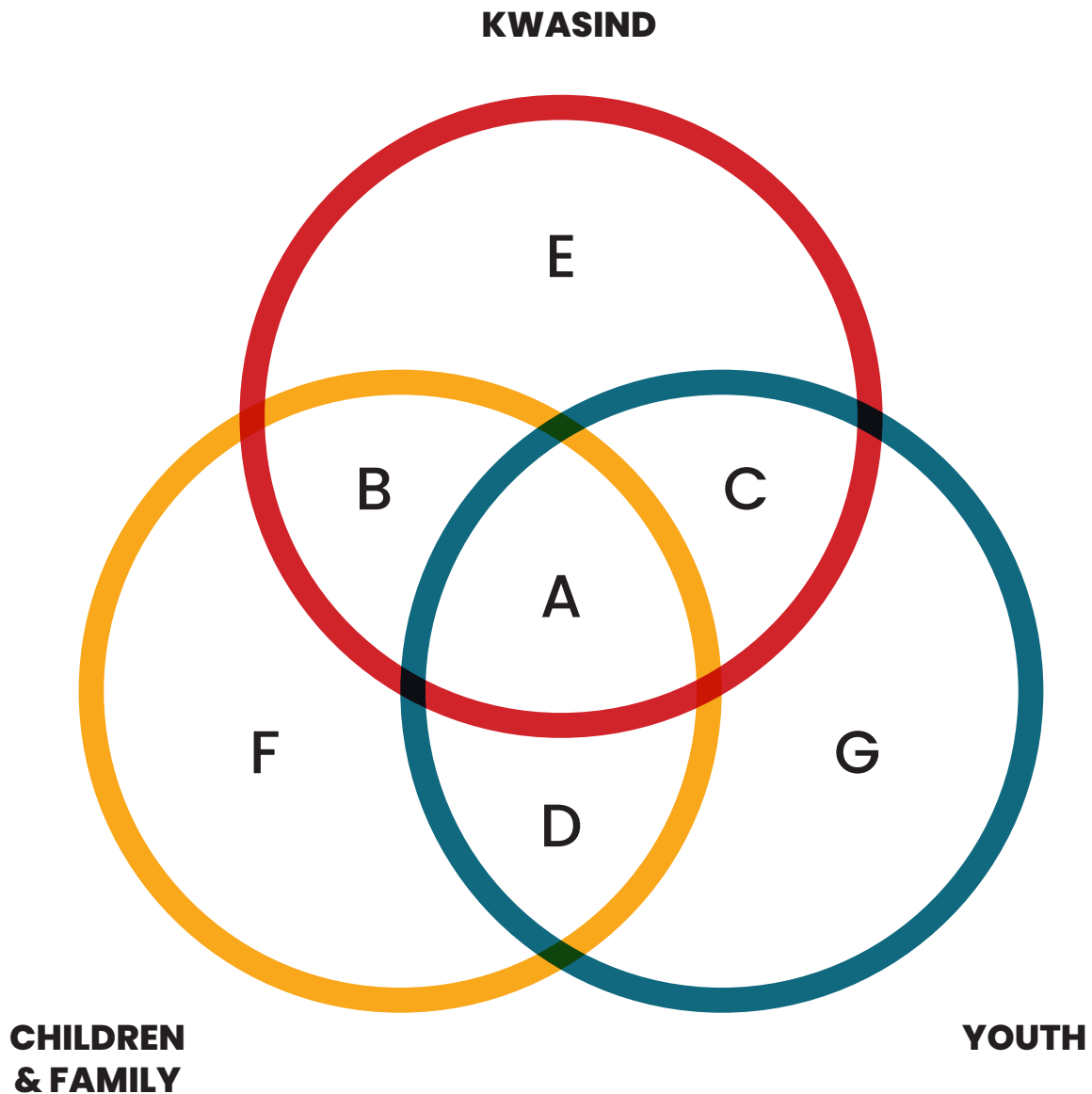
- Hosting weekend retreats (e.g. Avalanche, Blizzard)
- Organizing outreach opportunities that may not be possible for one church to do (e.g. Raptors 905 Faith and Family, Centre Court with the Raptors)
- Summer camp and leadership programs
- Compassion experiences (aka: short-term mission trips)
- Camp Kwasind Spring and Fall outdoor retreats



QUESTIONS FOR YOUR MINISTRY

- What kinds of experiences would help our children/youth experience Jesus differently?
- What organizations can we partner with?
- When in our ministry calendar would these be most useful?

how the three work together



A

- Oversee a strategy in mobilizing and developing ministry leaders of various ages as they reach out and disciple the upcoming generation in engaging with the person and message of Jesus
- Primary agent in other church-wide engagements (e.g. boards, senior pastors, etc.)
- Importance of modelling the collaborative value of cross departmental/ministry work that strengthens all areas of ministry with a shared mission and vision
- Between these three departments, we aim to create smooth transitions for young people towards serving, growing and leading as adults in church life

B

- Bridge campers and their families into the local church ministries and faith community
- Christian kids (church) being able to invite their friends who are on their way to God to experience the message of Jesus in a non-threatening environment (camp)
- Some leadership development transfers to church campers

C

- External leadership development supplement for youth as camp staff, LIT
- External leadership supplement for camp staff in CBOQ-wide events (e.g. retreats), collaborative Compassion Experiences, other church-based opportunities

D

- Facilitate the transition between children's ministry and youth ministry
- Integrate overarching parent ministry and resources
- Continuity of ministry philosophy within ministries ages 0-25
- Be a bridge in leadership development

E

- Outreach and foundational faith development opportunities in a naturalistic environment
- Interact and build faith community with kids, youth and families from a variety of Christian denominational backgrounds
- Provide hands-on experiences for kids and youth to grow in character, faith, confidence and independence through a safe and creative program
- Serve as a catalyst for the development of young Christian leaders
- Venue for churches to use as external location (e.g. weekend rental)

F

- Advises, resources, supports children/family-specific issues

G

- Advises, resources, supports youth-specific issues

cboq children + family overview





NATIONAL
DAY OF
PRAYER
FOR
KIDS

Workshops
& Seminars



Webinars



Faith
Formation
2.0



Imaginative
Hope



Ministry
Audit

cboq youth overview

Coaching

HORIZONS
Empowering Today's Youth & Children Leaders

**Workshops
and
Seminars**

Canadian Baptists of Ontario & Quebec
YOUTH MINISTRY
certificate training program
CANADIAN BAPTISTS OF ONTARIO AND QUEBEC

**Today's
Teen
Conference**

**Youth
Pastor
Retreat**

**CENTRE
COURT**
CBOQ YOUTH MINISTRY





Imaginative
Hope

Curriculum



**Bridge
docs**



**Ministry
Audit**

**NATIONAL
DAY OF
PRAYER
FOR
YOUTH**

**SLING
SHOT**

**Faith
Formation
2.0**



**Creative
Contacts
DATABASE**

notes

notes

CBOQ NEXT GEN

LET'S STAY CONNECTED!

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