













# 2021

# CBOQ Annual Impact Report



# **VISION**

A family of churches, transformed by Christ, revealing God's kingdom.

# **MISSION**

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

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# **From the Executive Minister**

When I glance over my shoulder at 2021, I am filled with wonder at the many ways God revealed himself to our CBOQ family. "



Looking back over a year, it seems impossible to list all the programs, ministry highlights, and changes. When I glance over my shoulder at 2021, I am filled with wonder at the many ways God revealed himself to our CBOQ family. We have endured shifts, scrapes, and big bumps in the road, thanks to the goodness of God. For me, the words "listening" and "helping" resonate in the work I see happening. The Board listened in, closer, with new paths for our strategic planning and action was taken from input given

at Assembly. Our staff listened to the needs of our churches when engaging with leaders and pastors from across our provinces. They stretched themselves to work at meeting those needs in tight time frames because the challenges of this pandemic were not always forgiving or patient. We helped churches navigate and recover through the pandemic whenever asked. We stayed in touch with our broader Canadian Baptist family by sharing ideas and resources. We started new partnerships for Kingdom purposes. We shared stories and celebrated those feeding the hungry in their communities, baptisms, outreach programs in the local church, and ordinations, just to name a few.

2021 was a year for listening and learning about the experiences of our past that taint our present, but offer hope to the future. This is thanks to those brave souls who are healing by sharing their struggles of days gone by and the hope they now have in Jesus Christ. In 2021 pastors continued to gather with CBOQ staff members to pray weekly and bless each other in community. When it was possible, CBOQ staff were glad to visit with member churches and leaders. And we remain hopeful there will be more visiting soon.

I want to thank the CBOQ Board, staff, and volunteers for faithfully giving of themselves. If you would like to volunteer or nominate someone for a committee, you can find out more on our website at baptist.ca.

And of course, this Kingdom work is made possible by the generosity of member churches and donors who faithfully give. God has been good to us by sustaining CBOQ financially so far. If you would like to contribute, you can find out more about that at the end of our financial report on page 30. Thank you!

I am sure you will enjoy the hope-filled stories we have to share as we reflect more on the days of 2021 and look ahead to all God has for CBOQ in 2022.

Until we meet face to face, may God bless you and keep you!

im McCoy

TIM McCoy | Executive Minister

# From the CBOQ Board

As we rode this roller coaster of a year, we were grateful for the laughter, cheers, and presence of those on this journey with us. The CBOQ board members are nominated by our constituency and are chosen/elected by our members each year at CBOQ Assembly. Board members are all 18 years or older and are members in good standing at a CBOQ church. They are in full agreement with our constitution. Your CBOQ board is scheduled to meet 5 times a year, but in 2021, they met 11 times, including once in-person according to official health guidelines. This was the first in-person meeting since February 2020. We continue to work diligently to conduct and carry out the governance responsibilities assigned in our bylaw. It is our joy to serve God and CBOQ in this way.

The board would like to thank the hard work and dedication of Tim McCoy, Executive Minister and all our CBOQ staff. They have made shifts where necessary and walked closely together, seeking God's guidance and loving like Jesus. Staff have prayed for our churches, listened to their needs, and worked to equip ministries that reached out for help.

At Assembly 2021, out-going President, Rob Denhoed, passed the baton (or gavel in this case) to Janice Charko, to serve as President until Assembly 2022. Thank you, Rob. We are blessed by the sacrificial commitment of each board member.







### 2021-2022 Board Executive



President
Janice Charko
Kipling Avenue Baptist Church,
Etobicoke



**2nd Vice-President**Evelin Wharram
First Baptist Church,
Kingsville



**1st Vice-President** Craig Rumble Markham Baptist Church



Past President
Rob Denhoed
Harmony Road Baptist Church,
Oshawa

### 2021-2022 CBOQ Board



**Gordon Craig** Bethany Baptist Church, Ottawa



**Dale Rose**Yorkminster Park Baptist Church,
Toronto



**Clarke Dixon**Calvary Baptist Church, Cobourg



**David Taylor**Glen Acres Baptist Church,
Waterloo



**Eleanor Emmott**Bloomsburg Baptist Church,
Waterford



**Rob VanMiddelkoop** Bothwell Baptist Church



**Kevin Loten**Chartwell Baptist Church,
Oakville



Joanne Walker Hope Community Christian Church, Cumberland Beach



**Eva Mak** Logos Baptist Church, Mississauga



**Karen Wong** Montreal City West Baptist Church



**David McCleary**East Toronto Chinese
Baptist Church



**Winston Woo** Markham Chinese Baptist Church

# **2021 Overview**

The year at-a-glance

New Church Plants joined the 21 we are already walking with





CBOQ welcomed a church plant into membership at Assembly 2021

Staff reached out weekly to 10 churches and 2 accredited leaders for prayer requests, then gathered to pray for them



readers of The Canadian Baptist eNews

church leaders receive the Out

of Operations eNewsletter |





CBOQ leaders presented workshops at the Toronto Children's Ministry Online Conference

Avalanche was online with approximately 100 devices on Zoom for all 4 sessions





Blizzard Online had **21 churches** registered and offered offline engagement with post-session puzzles and team competitions

**CBOQ** Youth scholarships were awarded



youth pastors attended the Youth Pastors Retreat





Camp Kwasind staff produced **12 Summer videos** for campers to enjoy crafts, challenges, skits, and meet the staff all from home

hours of campfire fun for campers at home was shared online



500+ guests hosted at Camp Kwasind's EPIC Family Getaways

Website traffic reached approximately 15 000 page views in the month leading up to CBOQ Sunday





online learning sessions were offered at Assembly and shared broadly with member churches

Refugee Sponsorship Agreement Holder Program submitted applications on behalf of 9 churches; a total of 43 people





\$425000

was given in grants

# Strengthen Relationships & Identity

Shared Relationship as CBOQ • Celebrating Diversity

### Connection

Shared relationships within CBOQ is how we stay connected and remember who we are. This year leaders from many CBOQ churches and staff were busy following God's lead and making this happen. A few examples include:

Children and Family ministry leaders have connected twice a month, online, for "I Wonder Wednesday."

Student leaders, and their supervisors, met online when Summer Student Connection was created through collaboration with staff, pastors, and students.

CBOQ Now, webinar series, guided leaders through topical discussions with practical next steps and resources designed to help navigate our current reality.

Pastors, Associations, and staff gathered in various ways to pray and lift up the ministries of all CBOQ churches. Sister churches prayed for one another, sometimes silently and sometimes after forging new relationships.

Camp Kwasind hosted families with Epic Family Adventures, allowing households to experience a taste of camp together at the beach, on the archery range, or dining on the deck of the cabin. This also allowed students working at camp to gain service and leadership skills.

In November, CBOQ finance staff and your church Treasurers gathered for a virtual webinar offering discussions around topics such as the new ONCA requirements, CBOQ grants, mortgages and subsidies, and pension/benefits.























# Addressing Reality: Journey Together

CBOQ has always been blessed to be a diverse group of people. We worship in 20 languages, and we come from all over the globe. But just like the reality of our nation, our reality too, is that we have not always done well in celebrating this beautiful thing that we call our diversity. We have made mistakes. This is our time to listen, repair, heal, and educate. We are all learning. Just one example of this is the series of four conversations regarding racism and the church, hosted by the Intercultural and Racial Justice Working Group.

One church had many members participate as a catalyst for an ongoing dialogue among its members. The members of this church came with vastly different views. And the conversations, at times, in the small groups, were awkward, challenging, or frustrating, but to their credit, they stayed. Learning often comes with growing pains. Admitting sins or pain is a struggle. Seeing from another person's perspective does not come naturally to everyone, but it is so valuable in creating change. This was one step. We are on a journey. God be our guide.

For more information or to access the resources created from this experience, please see **baptist.ca/journeytogether** 













































2021 was our first full year living through a pandemic. This forced shifts in how we do things we have always done. Assembly, our annual family gathering and business meeting, was no exception. Assembly 2021 was entirely virtual. Together we made tough decisions, moved forward, heard reports from our Board and partner organizations. We got online to learn, pray, and encourage. There was even an online Children and Family Ministry leaders, lunch (that may or may not have involved a chicken restaurant). They know how to have fun!

Assembly 2021 was wonderful! Seeing people face to face (on screen) for learning sessions, and prayer times was a gift we had been missing. Hearing our speaker and participating in collective worship even from our own homes was powerful. Every new thing has hiccups, and this was true for Assembly, the online version, too, but we are grateful it was able to happen, and we learned a lot. Alvin Lau conducted the orchestra of staff and volunteers, going way above and beyond to make this possible for our entire family of churches. Thank you to the Board, the Leadership Team, CBOQ Staff, volunteers, tech crew, participants, and especially all the delegates.

For 2022 details, keep an eye out at: baptist.ca/assembly

We look forward to seeing you again in June 2022!

# **Staying Informed about Who We Are**

Thank you to all those who contributed to our publications in 2021. The Communications and Member Care team are grateful for the writers, picture takers, speakers, and story tellers. We admire those who made themselves vulnerable to the benefit of our CBOQ family and to the glory of God.

The electronic version of The Canadian Baptist is for all our CBOQ family and friends. It is a monthly, online, publication highlighting leaders, churches, ideas, and ministry that is happening in our neighborhoods. You can subscribe at **baptist.ca/enews**. If you have something from your CBOQ member church you would like to contribute, please email **communications@baptist.ca**.

### Other newsletters and blogs available are:

Out of Operations, for church administrators, board chair, deacon chair, treasurers, clerks.

Contact kristi@baptist.ca

Pastors' eNews, for pastors.

Contact cgouveia@baptist.ca

CBOQ Youth blog, for anyone, especially youth ministry leaders and volunteers.

cboqyouth.ca

Children and Family Ministries blog, ministry leaders and families.

cboqkids.ca





RECENT POSTS

### In the Know

The Strategic Planning Committee has always been valuable as they advise and assist the CBOQ Board in the development of a strategic plan for CBOQ. This committee has worked tirelessly to develop a new, more effective, information gathering process to frame a clearer picture of CBOQ opportunities and risks. This latest information gathering process launched in 2021. We are excited about what this could mean for CBOQ.

# Joining the Song

There are countless examples in scripture of God's people singing songs of praises to the Lord. We want to do the same. Also, prayer in community is often referred to as a concert of prayer. CBOQ, for the second time, in 2021, asked each member church to help create a concert by committing to pray for a sister church within CBOQ. Each church was linked as one church prayed for them, they prayed for a different church. In 2021, churches were linked within the Association to which they belong. The aim of linking within Associations for just one year was to strengthen our bonds as we lifted one another up in prayer. Thank you to all the churches and individuals who faithfully participated.



How good and pleasant it is when God's people live together in unity! ?? – Psalm 133<sup>-1</sup>

# **Resource Churches**

Stimulate Climate for Mission Growth

• Encourage Innovation • Train, Consult, Resource

# Rising to Meet the Need

Resources are our collective wealth. And when we share them, we weave ingenuity into the fabric of who we are as Canadian Baptists of Ontario and Quebec. This is what we have done for generations. A fine example of this ingenuity is the relationship we shared with Chesley Baptist Church in 2021. This church had previously been awarded a grant to hire a youth ministry coordinator, but this was not possible yet for a variety of reasons. Instead of laying down that dream, the church hired 3 high school students from January to June to host and run the youth group. Alvin Lau, Youth Ministries Associate, invested 20 hours mentoring these 3 youth along with the 3 adult volunteers for this group. In addition to his time with Chesley, Alvin also invested in seven more churches.











Until I declare Your strength to this generation, Your power to all who are to come.

- Psalm 71:18

### Revitalization

Revitalization for Small Churches is an exciting 3-year program. The first 15 churches have just completed year one. They are discovering how to relate to other churches and learn together. As well, participants are devoting themselves to study, under the guidance of Cid Latty who will walk with the churches for the 3-year journey. Space in Revitalization for the Small Church is limited to maintain the quality of the program. A new cohort will be opening up, so if you are interested in learning more, please visit **baptist.ca/revitalization**.















### **Micro Grants**

Since the beginning of the pandemic, we have heard from many churches and leaders that precious time has been spent on getting services, studies, and events online. All this video and hosting production has created additional costs to be able to reach out into the communities you serve. The CBOQ Online Communications Enhancement Grant was created to help meet some of these unexpected needs. It is a one-time grant of up to \$1000.

First Baptist Church, Windsor, was one of 36 churches awarded the CBOQ Online Communications Grant. With gratitude, FBC Windsor, reported purchasing Amazon Fire Tablets for senior members of their congregation. They did this to keep them connected to online services and Bible studies during COVID-19. The initial set up of the tablets to get everyone online for Sunday services was a lot of work, but with the help of family and friends they managed to get them ready to receive the Word of God every week.

"Just want to say thanks to Canadian Baptists for the technology grant and to everyone who made it possible for me to receive my tablet. It will also aid in my theological studies. Thank you."

Senior member,FBC Windsor

"Thank you CBOQ.
I am just lovin' it."

Senior member,FBC Windsor

CBOQ offers a variety of assistance through our grants program. If your church needs ministry assistance by way of a grant, please talk to the leadership of your church and visit **baptist.ca/applying-for-a-grant** to see about eligibility and the application process.











Out of Operations is a newsletter aimed at resourcing Clerks, Treasurers, Administrators, Boards, with information that is useful and relevant to the work they do in our local churches. Out of Operations currently reaches 1355 subscribers.

To learn if you are eligible to receive Out of Operations, contact Kristi Pollard at **kristi@baptist.ca** 

# **Cultivate Leaders**

Training & Development • Support • Discover & Exercise Gifts

Much of what it takes to be a strong leader requires building up resilience for when the storms come. This holds true with or without a pandemic. 2021 was the second year of this pandemic that has rocked the world. Resilience is so important with the added demands brought on by COVID because it helps keep us from burnout, helps in moments of fatigue, and it helps during discouraging situations. Collectively, through a series of events and opportunities, we have aimed at increasing our resilience by being in community and by equipping leaders with resources for ministry in today's context. Marc Potvin, Acting Director for Church Life and Leadership (2021), put it this way "We try to pack as many tools in our toolbox as we can, so we are ready to serve and offer support when it is needed."

CBOQ Now yielded engagement opportunities focusing on topics that are relevant to the life of our churches. Pastor's Prayer Time opened doors for pastors to connect collectively with God and get to know and support each other. Soul Day offered refreshment in the presence of the Holy Spirit and space for hearing from our Lord. Praying, learning, seeking, teaching, together.







We try to pack as many tools in our toolbox as we can, so we are ready to serve and offer support when it is needed.

# **Group Spiritual Direction**

Group Spiritual Direction, led by Paul Lam, Church Life and Leadership Associate, was an opportunity for the participant to make space for God and His voice in their lives. It made a way for Pastors to experience spiritual renewal in community with other pastors. This pilot project aimed at "creating space for God to speak to us in community."













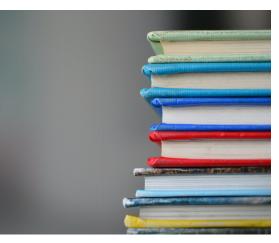
# **Children and Family Ministry Certificate**

An exciting addition to the past year was the launch of the new Children and Family Ministry Certificate Program. The goal of the program is to invest in and equip ministry leaders with foundational, sustainable, and practical training to faithfully respond to the challenges and opportunities in ministry to children and families. By the end of the program, participants will have developed a biblical understanding and approach to effective children and family ministry; articulated philosophy of ministry and this will be accompanied by practical resources and a framework to engage in faith formation with children and families. Six participants completed their certificate under the leadership of Tanya Yuen, Children and Family Ministry Associate who said, "I believe a key value in this program, more than the training/learning, is the cohort experience of being able to learn with and from other CBOQ ministry leaders." The Children and Family Ministry Certificate Program is annual. You can look online for applications to be a part of the next cohort at cboqkids.ca/kidmincert.





Train up a child in the way he should go; even when he is old he will not depart from it.









# **Leadership Development Program**



Summer 2021, began the Leadership Development Program, led by Emily Neal, Leadership Development Director, at Camp Kwasind. Emily has been on staff at Camp Kwasind in various capacities since 2011. She brought her expertise to the program offering leadership and service training to 13 student participants and 2 young adult small group leaders. These young, budding leaders were onsite at camp for the month of July and meet twice a month online in small groups to continue growing in their leadership skills and in relationship with Jesus Christ.

The goal of this program is to create young leaders connected to Jesus and to camp ministry in a personal way. This year, though met with challenges brought on by COVID — like personal anxieties, frustration, and limitations — the program also benefited because of these restrictions. The students were able to learn from world class leaders who would otherwise have been traveling and doing speaking engagements. They experienced teaching and were able to engage with 10 established leaders over their time at camp. This new model also broadened their service experience on site beyond care for campers. Emily notes, "They were exposed to more aspects of what it takes to run camp, like guest services, programing, and maintenance."

Emily shared an example of one Leadership Assistant (this is the title the students were given) that began the experience afraid to be close to others, pulling away from the group both with social elements and program. By the end of the month together, this student blossomed into one of the strongest encouragers and comforters in the group. They were able to lean into their gifts of communication and language successfully. Emily has many examples like this of how these young leaders are becoming overcomers as they walk with Jesus.



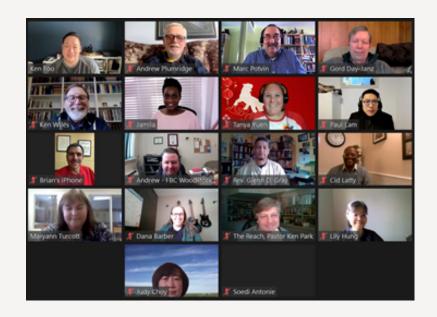






# **Gathering to Pray**

Another key tool in our toolbox is prayer. Pastor's Prayer Time, weekly, brought together approximately 18-25 CBOQ Pastors and CBOQ Staff to devote just 30 minutes to pray together and for each other. Talking, supporting one another, and receiving blessings were highlights.



"I've appreciated the opportunity to connect with other pastors in these difficult times through the CBOQ Pastors' Prayer Time on Zoom. It's good to see friendly faces and share joys and struggles. It helps to feel less isolated and recognize we are in it together." —Andrew "Tuesday prayer has been an oasis in the desert of the COVID experience. Interacting with the CBOQ staff and my colleagues has been encouraging and a blessing." –Steve

Therefore encourage one another and build one another up, just as you are doing.

- 1 Thessalonians 5:11



### **Ordinations**

Accrediting our leaders through ordination is an extremely important part of the fabric that makes up our CBOQ family. CBOQ is delighted to celebrate the 2021 ordinations listed below. Congratulations to all Ordinands!

William Leung Scarborough Chinese Baptist Church

**Matthew Sampson** Agincourt Baptist Church

**Stephen Speer** First Baptist Church New Liskeard

**David Bechard** Cheltenham Baptist Church

**Tao Fu** Logos Baptist Church Mississauga

**Dany Soto** Logos Baptist Church Mississauga

**Ron Johnston** New Dundee Baptist Church

Amanda McCulloch Highland Baptist Church





# **Foster Partnerships**

Identity • Churches • Associations • Kingdom Organizations

CBOQ is always striving to promote partnerships for building God's kingdom. This year was no exception. Church Life and Leadership Associates cared for and walked with many from your Associations; bridge building, resourcing, listening. And Next Generation continued to work together to connect and build up those within CBOQ and other, like-minded, organizations. Here are some examples of how we are fostering partnership:

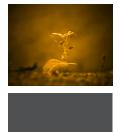
### **Transition 101**

An example of walking together is T101. This program is not new. T101 hosted its first event in June of 2015. This collaboration was initiated by CBOQ's Alvin Lau and Matt Wilkinson as a response to the study findings in Hemorrhaging Faith. T101 brings together Ambassadors for Christ, Inter Varsity, Power 2 Change, and most recently Navigators. While the strategies implemented by the group have shifted, the mandate has remained the same: for every graduate to have at least 1 contact at their destination school. With the research findings from Renegotiating Faith, the emphasis is for the local church to take that responsibility while T101 provides several options of ways for this to happen. So why mention something that has been done for so long in an annual report? In 2021, 18 graduates were connected to Christian campus groups through the work of T101.

To learn more visit transition101.ca.





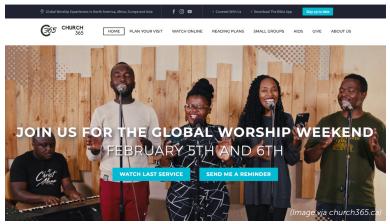




# C365 and Belfountain Village Church

Church 365 is a new, fully online church. It is based in Canada but reaches across 3 continents. This church plant is being led by Jordan and Sonya Tetley. Belfountain Village Church has a sponsoring agreement with C365. That's right, this church that has existed in Belfountain, Ontario since 1835 is now linked in a relationship with this completely new way of doing church. Often churches are shy about opportunities like this. Perhaps they think it just means giving more money than they have or doing "all the work"; but this is not the case. This partnership is a dance of giving and taking. A small, established church gives love, support, and accountability, through prayer, sharing resources like policies, systems, and procedures. While the new church gives hope, life, and discernment. Through reporting, they inspire the older church to see they can dream again and believe God for more. The established church can then apply for a CBOQ church planting grant on behalf of the new plant. Life in Christ is shared, and God's Kingdom work grows.

If you would like to know more about how your church can become a church plant sponsor, please contact Cid Latty through baptist.ca. If you would like to know more about C365, you can find them at **church365.ca** 











# EVANGELISM® MASTERCLASS











# **Evangelism Master Class**

New in 2021, Cid Latty, Congregational Development Associate, Church Life and Leadership, and James Watson, Corps. Health and Planting Consultant, of The Salvation Army, worked together to prepare the Evangelism Master Class. This class is geared toward Pastors, Church Planters, and Ministry Leaders. It was offered in a series of 3 classes at a time over the duration of 3 months. The topics offered in 2021 were:

- Digital Church
- Intercultural Connectivity
- Spiritual Preparedness
- Evangelism Primer
- Indigenous Evangelism
- Spiritual Warfare

Evangelism Master Class is addressing the findings of Alpha Canada that less than 40% of churches are interested in evangelism. Each series is designed to equip the leaders participating to be equippers. So far 59 people have registered. Registration remains open. It is our privilege to share the good news of Christ. For more information about this exciting collaboration, please visit baptist.ca/event/evangelism-master-class.

# **Studying Us**

We, Canadian churches, are blessed with shared information taken from studies of American churches. This information is often helpful but not always fully applicable because of geography and different cultures. For the first time, a study of the small church in Canada is being conducted. And CBOQ is pleased to be a part of that. The study is scheduled to be completed in 2022, but made strides in 2021. We look forward to what we can learn and how this will shape us. Canadian Baptists of Ontario and Quebec are grateful to be cooperating in partnership with EFC (leading the study) and other denominations across our nation.

We will continue to foster partnerships within CBOQ between pastors, churches, and associations; with our ministry partners and with other like-minded Kingdom organizations, such as: McMaster Divinity College, Canadian Baptist Ministries, Canadian Baptist Women of Ontario and Quebec, Canadian Council of Churches, CCCC, EFC, TIM Centre, T101, Christian Camping International, and more!



















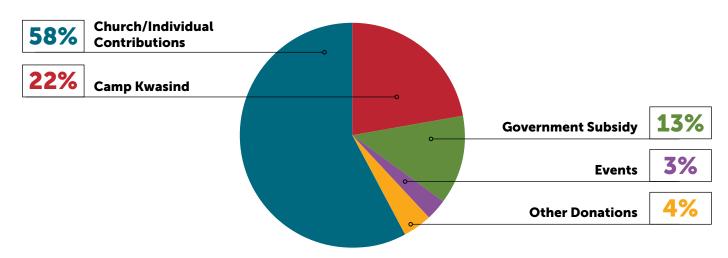
# **Financial Report**

2021 Operations and Church Giving

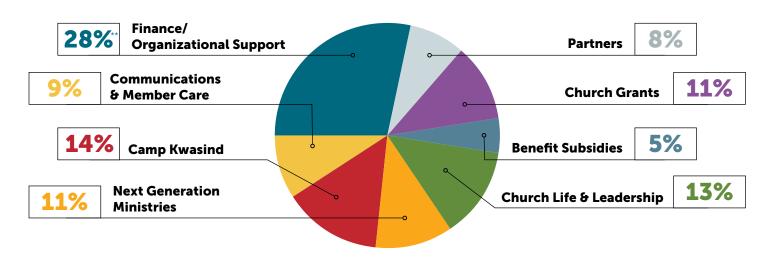
Church donations to the CBOQ were **slightly higher** in 2021 as of November, but still around **-30% lower** than pre-pandemic. The government wage and rent subsidy programs helped in achieving operational **revenue of 71%** vs. the **YTD budget**.

We know that churches have also felt financial pressures, so we decreased expenses in order to increase our support to member churches. Some of these supports include: additional grant funding for ministries, benefits subsidies, benevolence support from the Fellowship Fund for pastors, lowering church mortgage rates and providing deferments when necessary.

### Revenue\*



# Expenses\*



<sup>\*</sup>Operational revenue and expenses as of November 30, 2021

<sup>\*\*</sup>Higher administrative costs incurred due to legal costs, with expected cost recovery in December

### **Thank You to Member Churches**

We are so thankful for your continued support and contributions which allow us to serve you by equipping our churches and leaders to engage with their mission from God in their community. We cannot do this without you. Many of you have generously given the recommended range of 2–5% of your receipted revenue to CBOQ. Your contributions are given back to our family of churches through programs, grants, mortgages and support to our Baptist partners. Our desire is to pour back these blessings into support and resources for our churches.

# **Supporting CBOQ**

### Giving as a church

It is only through the contributions of our family of churches that we can fulfill our mission to equip our churches and leaders. We ask that churches include CBOQ as a budget line each year and consider the level of giving God is calling your church to give. Through your church's financial partnership, we provide care, resources, and assistance to your fellow Canadian Baptist congregations.

### Giving an an individual

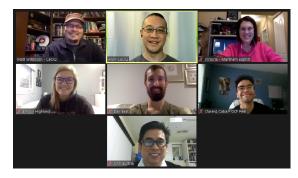
In addition to the financial partnership of our churches, CBOQ relies on the faithful giving of individuals (over and above their regular giving to their local church) who believe in the vision and mission of CBOQ. With your support, we can resource our churches well for the sake of the Kingdom.

For more information on giving to CBOQ, go to baptist.ca/give.

We offer heartfelt gratitude to all who generously supported CBOQ's mission.















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@CBOQ









