



CANADIAN  
BAPTISTS  
of Ontario  
and Quebec

# CBOQ ANNUAL IMPACT REPORT 2022

**Match the Leader**  
How well do you know the camp staff?  
Match the real names with the camp names  
of some of the summer staff.

Leslie



## 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

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Pausing to look back on a full ministry year is always rewarding. Seeing how God has moved; teaching, correcting, blessing; is a gift. This family of churches, transformed by Christ, has definitely been revealing God's Kingdom. I'm so glad we are walking together.

CBOQ Board and staff strive to equip churches and leaders for engaging in their mission from God in their communities. We are using tools, according to our new strategic plan. This plan is important to moving forward in a faithful and productive way. The inclusion of Kingdom metrics in our new plan is a motivator to accomplish more on our mission from God. We are using measurables, aiming for and tracking evidence of how we are making disciples. God is at work and as always, we want to join in his plan for this beautiful family of churches.

Matt Wilkinson, Director of Next Generation Ministries, and Ken Foo, Director of Church Life and Leadership prepared a presentation for the CBOQ Board regarding the challenges we (and many other denominations) face with a growing gap in local church leadership. Many CBOQ churches are currently without formal pastoral leadership. We appreciate the many lay leaders that are working tirelessly to come together and fill the gap so that ministry continues. As a result, the Board has authorized the Leadership Team to assemble a missional team to the following purposes: Educational Initiatives, Affinity Groups, and Mentoring. Scripture has wonderful examples of leaders bringing along those who will lead after them. This is our aim, that we will equip leaders to guide us toward the next generation of Baptist leaders.

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Much of the CBOQ Board's energy was spent doing the work mandated by Assembly concerning the review process for membership and CBOQ core documents. We have heard from delegates, and we are acting accordingly based on our six-phase discernment process (below). I am so thankful for this group of elected volunteer leaders who care so deeply and endeavour to carry out the work of our mission.

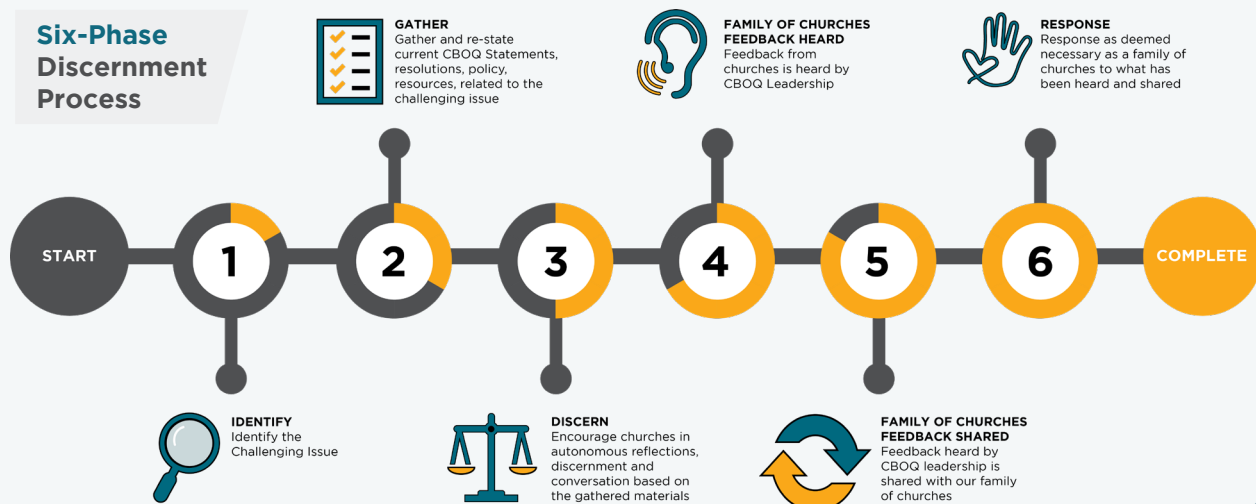
This past year CBOQ staff strengthened our commitment to prayer. Weekly, we pray for specific churches, and accredited leaders. We strive to encourage our churches to connect and bring one another's ministries before the throne of grace. We deeply value the moments we had to spend with leaders, in prayer, through 2022, walking together to discern calling into vocational ministry, considering next steps for local ministries, supporting leaders and churches, and caring for each other. I have seen more of a willingness to pause initiatives to pray, listen, and reflect. Thanks be to God for answers to our prayers!

As you may know, I informed the Board last fall that I would be stepping away from the Executive Minister role in mid 2023. It has been my privilege and pleasure to serve you and our churches over the last 16 years at CBOQ. I get to work with an incredible staff team to support our amazing family of churches. Join me in praying that God will direct a new Executive Minister to CBOQ who will lead, love and cultivate our churches and pastors.

Looking forward to hearing how God is answering our prayers in 2023!



**TIM McCOY** | Executive Minister



# MEET THE CBOQ BOARD



## **PRESIDENT**

**Craig Rumble**  
MARKHAM BAPTIST CHURCH



## **1ST VICE-PRESIDENT**

**Evelin Wharram**  
FIRST BAPTIST CHURCH,  
KINGSVILLE



## **2ND VICE-PRESIDENT**

**Eleanor Emmott**  
CENTRAL BAPTIST CHURCH,  
SARNIA



## **PAST PRESIDENT**

**Janice Charko**  
KIPLING AVENUE BAPTIST CHURCH,  
TORONTO



**Gordon Craig**  
BETHANY BAPTIST CHURCH,  
OTTAWA



**Eva Mak**  
LOGOS BAPTIST CHURCH,  
MISSISSAUGA



**Dale Rose**  
KINGSWAY BAPTIST CHURCH,  
ETOBICOKE



**Kenneth Hollington**  
FIRST BAPTIST CHURCH,  
NORTH BAY



**Jane Manuel**  
FOURTH AVENUE  
BAPTIST CHURCH,  
OTTAWA



**David Taylor**  
GLEN ACRES  
BAPTIST CHURCH,  
WATERLOO



**Linda Lewis**  
OHSWEKEN BAPTIST CHURCH



**David McCleary**  
EAST TORONTO CHINESE  
BAPTIST CHURCH



**Joanne Walker**  
HOPE COMMUNITY  
CHRISTIAN CHURCH,  
CUMBERLAND BEACH



**Kevin Loten**  
CHARTWELL BAPTIST CHURCH,  
OAKVILLE



**Kevin Oates**  
GOODWOOD  
BAPTIST CHURCH



**Karen Wong**  
MONTREAL CITY WEST  
BAPTIST CHURCH

CBOQ'S

# STRATEGIC PRIORITIES

**1.**

Deliver core programs, resources and consultation

**2.**

Strengthen Baptist identity and polity

**3.**

Innovate and share new church models &amp; expressions

**4.**

Cultivate leaders, prioritizing future pastors

**5.**

Sustainable financial model and supporting resources



2022

# OVERVIEW



**1000+**

participants at CBOQ events

**195 member churches**  
engaged with CBOQ events & programs



**974 participants**

in Summer 2022 at Camp Kwasind

**500+ campers**  
made commitments to follow  
Jesus at camp



**3 Transition101 Panels**

held by CBOQ Youth for incoming  
university students

**400 page views**  
for Avalanche & Blizzard  
online youth retreats



**46 participants**

in discipleship cohorts

**31 church plants**  
that we walked with



“And whatever you do, in word or deed, do everything in the name of the Lord Jesus, giving thanks to God the Father through him.”

– Colossians 3:17



**17 groups or individuals**

we explored possibilities with regarding church planting

**\$422,000**  
in contributions to church grants for 61 churches



**2 new churches**

were welcomed into membership

**16 pastors**  
newly ordained



**100+ pastors**  
at Reignite

**\$100,000+**  
in benefits subsidies to pastors





## MANDATE ONE:

# RESOURCE CHURCHES

CBOQ continues to strive to provide churches and leaders with God honouring and relevant resources that are advantageous for all member churches. Here are some examples of how we carried this vision forward in 2022.

## Reignite

The purpose of Reignite is to stimulate missional and theological thinking about issues that affect ministry and our world. In September, leaders from across our provinces participated in this 2-day event and heard from speaker Rev. Dr. Andrew Root. Andrew is a Professor at Luther Seminary; he writes and researches in the areas of theology, ministry, culture and younger generations. At Reignite, he led us in exploring the question “What can the Christian church do to connect with this world which has become foreign to so many of us who serve in ministry?” and more.

Reignite used a virtual platform to be affordable and accessible to all CBOQ ministry leaders. There were six host locations offered to those who wished to attend the event and imagine innovative expressions of ministry in the local church, together.



# \$184,000

given in support to  
Partners in Mission.

Ryan Marthinsen, Pastor of Family Ministries, Queensway Baptist Church, has this to say about Reignite:

**“Reignite was for me an excellent time of learning and connection. First, I highly appreciated CBOQ securing Andrew Root as a speaker. The content he shared about how to engage our culture in an age of secularism was spot on for the challenges we face as pastors in this day and age. I think for many of us he was hitting on things that were not necessarily new to us, but he articulated it in a way that was not only easy for us to understand, but more importantly, in a way that is easy for our congregants to understand. I find myself still thinking about and sharing with others the insights he shared. His style was very approachable and fun to listen to.**

**Reignite was most beneficial for me because it was not just a learning event; it was the opportunity to connect with other pastors that made the event truly worthwhile. After almost 3 years of distance, it was nice to have opportunity to reconnect with pastors in person. It was also great to be able to engage other pastors in deep conversation around the content we were learning about.”**



It is not too late to access these resources. Reignite DIY is offered to churches and ministry leaders who wish to benefit from the videos and guide. Our member church leaders are encouraged to use this resource to run their own mini-Reignite in their local context for their leadership teams, churches, and small groups.

Visit [baptist.ca/reignite](https://baptist.ca/reignite) for more details.

## Never Alone

Five CBOQ churches informed us that their members voted to end their time of ministry within 2022. These included Athens, Beckwith, Centre St., Graceworks, and Woodford Baptist Churches. Our staff were invited to walk alongside Athens Baptist Church as their congregation grieved, and as they celebrated their last worship service. We were able to support the Pastor through the transition period. And we worked with church leaders to take care of their pastor and the church property. The parsonage and church building were sold to a local Christian school that preserved the sanctuary for chapel time.

If your church is experiencing difficulty, please have a church leader reach out to CBOQ for help. We offer grants, loans, and consultations to assist with discerning if there is an opportunity for God to revitalize your mission and ministry. Contact us sooner rather than later, so we can work with you to explore options. You can find a full staff directory at [baptist.ca/staff-directory](https://baptist.ca/staff-directory), or email [info@baptist.ca](mailto:info@baptist.ca) or [kfoo@baptist.ca](mailto:kfoo@baptist.ca).





# 70,000

sessions on CBOQ website,  
baptist.ca

# 61%

engagement with CBOQ  
churches, including Assembly and  
Board Listening sessions with the  
Church Life & Leadership and  
Next Gen. programs

# 2 churches

accepted into membership:  
Stone Bridge Baptist Church,  
Markham and Community on  
the Mount, Markham

## Next Generation Consultations and Coaching

As always, equipping our churches to reach the next generation with the message of Jesus is a priority. In 2022, Alvin Lau, Youth Ministries Associate, invested into **23 churches**, offering one-to-one consultations and/or coaching. The result of many of these conversations, and time spent together, is that several of these churches have identified clear next steps in the life of their youth ministries, aiming at healthy growth and greater impact in the lives of young people.

**“Therefore, my beloved brothers, be steadfast, immovable, always abounding in the work of the Lord, knowing that in the Lord your labor is not in vain.”**

– 1 Corinthians 15:58

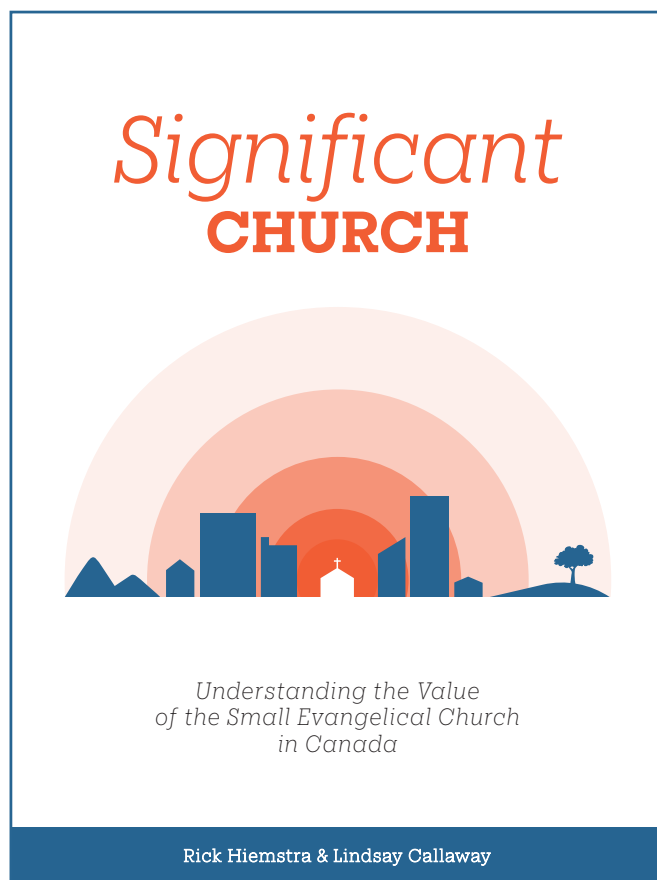
## MANDATE TWO:

# FOSTER PARTNERSHIPS

## Canadian Small Churches

*Significant Church: Understanding the Value of the Small Evangelical Church of Canada* is an advantageous study that Canadian Baptists of Ontario and Quebec are proud to be partners of. This project was initiated and supported primarily by the Evangelical Fellowship of Canada, and spear headed by Rev. Dr. Ron Johnston of the Small Church Network, and Pastor of New Dundee Baptist Church. CBOQ has partnered on this project through a fraction of the funding and Rev. Dr. Marc Potvin, Pastoral Leaders Development Associate, has served as a member of the Partners Committee. Churches within our family of churches and some ministry experts were surveyed.

In the past we have often garnered statistics from studies conducted in the United States. This is the first Canadian study on the evangelical small church ever done. The study began in 2019 and is scheduled to be published in late January 2023. Due to CBOQ partnering with EFC and other denominations, CBOQ will profit not only from the large study results but also from our stand-alone data. The benefits of having even more relevant information will be numerous. CBOQ staff are excited by the impact this valuable tool will have to better equip us as we resource churches, cultivate leaders, foster partners, and strengthen relationship, all to the glory of God. We are grateful for those who had the vision for this project and brought it to life.



## 25 Churches

part of 3-year Revitalization journey  
to reimagine mission within their  
communities



## Canadian Baptist National Youth Ministry Forum

In October, the CBOQ Next Generation department together with the National Canadian Baptist Youth Team hosted a forum. 50 influential youth ministry leaders from across Canada with a variety of backgrounds and experiences, were invited to discern challenges and opportunities related to reaching and discipling the next generation in our churches. 20 of the 50 who were invited, were CBOQ youth leaders. Those attending were our counterparts from Canadian Baptists of Atlantic Canada, Union d'Églises Baptistes Francophones du Canada, Canadian Baptists of Western Canada, and Canadian Baptist Ministries.

Working together to discuss such important topics, including discipling today's youth, tangible tools and needs of youth ministry, leadership, intersection of theology and culture, and ethnocultural inclusion and diversity, allows us to step forward with greater impact. A draft presentation from this forum was presented to delegates. Now it is in the process of becoming a significant resource for the wider Canadian Baptist church community that will be launched for further use late Spring, 2023.

CBOQ Next Gen. are grateful for those who were delegates at this gathering, along with Rev. Renee MacVicar, Rev. Dr. Anna Robbins, Rev. Dr. Carson Pue, and Rev. Dr. Tim Tang for offering their perspectives as the keynote facilitators. We ask that you join us as we continue to pray for the next generation in our CB churches, that we would pass on the truths of God to them, share the praiseworthy deeds of the Lord, and make known the wonders he has done in the past, in our own lives, and into the future.





## Be Inspired. Be Equipped.

Be Inspired. Be Equipped. Is the tag line for the Toronto Children's Ministry Conference (TCMC) and this is the main purpose. TCMC is for people who are dedicated to the spiritual growth of children – parents, church volunteers, ministry leaders, and anyone who has passion for ministering to children. It happened in 2022 in cooperation with CBOQ, Tyndale, Wycliffe, Anglican Diocese of Toronto, and Blessing 4CM.

The conference brings people together from various denominations to meet others in children and family ministry, to share ideas and to hear wisdom and training from experts. 2022 was offered in person and online. This year, CBOQ staff and volunteers were a strong force in organizing the event. 16 CBOQ churches participated, and 6 workshop speakers were representing CBOQ. Registrations totalled 192 in person and 86 online. We hope this continues to grow. Rev. Tanya Yuen, Children and Family Ministry Associate has received feedback from across Ontario, including Sudbury and Niagara. If people meaning to attend became sick, they could switch their registration to online and a digital package was offered to those attending in person too. This new model could help ministry leaders inspire and equip in a broader way. We are excited to see what that future will bring.





“And he gave the apostles, the prophets, the evangelists, the shepherds and teachers, to equip the saints for the work of ministry, for building up the body of Christ”

- Ephesians 4:11-12



## 31 Church Plants

Currently active. There were 14 church plants in 2020 and 24 in 2021

## 17 Contacts

Exploring a new church plant

## MANDATE THREE:

# CULTIVATE LEADERS

CBOQ staff were delighted that 2022 opened opportunities to cultivate leaders in person and online. As the Church Life and Leadership Team prepared to host a legion of events including a series to assist lay leaders in Discerning Your Call, the Next Generation Team was also prioritizing leadership development for future pastors.

Discerning Your Call was hosted by Marc Potvin, Pastoral Leaders Development Associate, and Paul Lam, Church Life and Leadership Associate. This series was designed to help candidates explore many questions such as:

- ▶ Are you wondering if God is calling you to vocational ministry?
- ▶ What could vocational ministry look like for you?
- ▶ Is there someone you know in your church who you sense God may be calling to vocational ministry?

## In Progress!

Missional team for new Pastoral Leadership Development Pipeline

## Stephanie's Testimony: "Clearing the Path"

"As a child my family did not go to church. I was routinely put on a bus and sent to Sunday School so that my Mom and Dad could sleep in. I do not remember anyone ever making an effort to try to welcome me or get to know me in any meaningful way. I did not know it then, but this experience was the first step in discerning my call.

I remember our Pastor, Leanne leading huddles at Mount Hamilton Baptist Church for a beautiful group of women. It was during these huddles when I felt a push, an urging to pursue ministry in some way. I did not know what it meant, although I was certain that God was carefully leading me to something or somewhere amazing.

At the time, I was a stay-at-home Mom with two young children and a COVID pandemic to contend with. I did not necessarily have the time or finances to commit to learning theology, but my interest and passion for it was strong.

Shortly after the lockdown restrictions, Pastor Leanne discovered a Discerning Your Call group lead by the Church Life and Leadership team at CBOQ. The timing was perfect. Thanks to the sessions being moved to online, I found it much easier to participate while maintaining my at-home schedule. During one of the sessions, the Youth Ministry team of Tanya and Alvin were invited to contribute.



Afterwards, Tanya sent me information about a certificate program in Children's Ministry Training. God was at work! As a former ECE teacher and long-time Sunday School teacher, this seemed like an ideal fit for me and helped solidify the direction and path God was leading me to follow.

Pastor Leanne has been an invaluable part of guiding my path. She is a wonderful mentor and is remarkably easy to talk to. With her support, I learned that listening to God and hearing his voice was a way of putting me on the path he wanted me to follow. When I stepped back, I realized that everything I had thought was falling into place, was rather all part of his plan.

I was blessed with opportunities that made realizing my potential all that more achievable. Each opportunity was slowly easing me toward a place I knew I belonged at a comfortable pace and integrated easily with my life as a wife and mother. I am currently interim Youth Pastor, leading Sunday School at Mount Hamilton Baptist Church and am just so thrilled to be doing so. It combines my experience with my newfound training.



Like baby steps, this provides me experiences I need to make decisions about my future in the church. The call to vocational ministry happens easier for some than others and no two journeys are ever the same. In moments of doubt and fear, I always find comfort in the power of prayer.

These quiet moments that I share with the Lord have reinforced his plan and made his voice louder for me. Like everything else it is a process where the result may not be immediately attainable or even recognizable, but with the two departments at CBOQ working together, God made sure that the path was clear.

Now, because of timing, experience, interest, the help of supportive leaders, and most of all God's guiding voice, I go to bed each night fulfilled by the knowledge that I am doing exactly what I was meant to do. I am not sure what the future holds, but for now, I am making a difference in the lives of children, while heeding God's call to ministry."



## Children and Family Ministry Certificate Training Program

Over 12 months, participants have each been mentored by a veteran children's ministry leader, participated in online training modules, both synchronous and asynchronous, gained knowledge from guest Trainers from across Canada, attended a multi day retreat and they have had greater opportunity to network and access children's ministry resources. CBOQ staff facilitated the journey of this cohort and have invested in them. They wish to congratulate them and pray God's blessing over them as they continue to minister and grow as leaders.



**Angelina Hung**  
Logos Baptist Church  
Miliken



**Connie Ma**  
Logos Baptist Church  
Miliken



**Derek Wong**  
Malvern  
Baptist Church



**Joanne Lee**  
Markham Chinese  
Baptist Church



**Laura Gaffan**  
First Baptist Church  
Kingsville



**Stephanie Willet**  
Mount Hamilton  
Baptist Church

## Youth Ministry Certificate Training Program

Over 18 months, participants have each been mentored by a veteran youth ministry leader, attended multi-day retreats, gained knowledge from guest Trainers from across Canada, and they have had greater opportunity to network and access youth ministry resources. CBOQ staff facilitated the journey of this cohort and have invested in them. They wish to congratulate them and pray God's blessing over them as they continue to minister and grow as leaders.

Congratulations to the 2022 graduates from the Youth Ministry Certificate Training Program. CBOQ celebrates your accomplishment and your dedication to sharing the good news of Jesus with the next generation.



**Clarenz Caba**  
Greenhills Christian  
Fellowship-Peel



**Dan Best**  
Chartwell Baptist Church  
Oakville



**Emily Neal**  
Camp Kwasind



**John Austria**  
Greenhills Christian  
Fellowship-Toronto



**Victoria Doran**  
Previously at Markham  
Baptist Church

## Children and Family Leaders

CBOQ churches that found themselves in need of some guidance and reached out to Children and Family Ministries Associate, Tanya Yuen, received training and/or workshops for ministry leaders. Each church was given a custom experience to help best meet their need. Those who attended often included pastors, parents, volunteers, paid ministry leaders, deacons, and teachers. The outcomes of these discussions, Q & A sessions, presentations, interactive learning times, and training included options for redeveloping and launching Sunday School, addressing challenges with curriculum and teaching, inspiration, and encouragement in serving in children's ministry.

**“Your in-depth information and guidance as to how best to handle our children's SS and other church activities were really very helpful. The Leadership has shared the outcome of the meeting with the entire congregation last Sunday, and they were all happy and excited.”**

– Rev. Israel Obieje, North York Baptist Church



## Benchmarked

other denomination gap year/  
certificate programs

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

– Proverbs 22:6

## Leaders In Training

Fourteen students completed the Leader in Training (LIT) Program at Camp Kwasind in 2022. The LITs learned a variety of skills throughout their time in the program.

The most notable are how to communicate the gospel effectively to campers and peers highlighting the importance of the death and resurrection of Jesus, how to lead a “Time with God” session (these are our daily cabin devotion times), and the importance of the ‘be with’ principle which is a skill we teach our staff and LITs to focus on intentional physical and mental presence with campers and peers.

In addition to these skills our LITs got a taste of what it is like to serve on summer staff at Camp Kwasind through their practicum in which they served in cabin lines, on program, waterfront, and our facilities teams. They also learned how to plan and lead electives, wide games, and campfire.

Participants actively engaged in leadership trainings focused on how to expand their repertoire of leadership skills including public speaking, time and conflict management, self-advocacy and what it means to be a sacrificial leader. Congratulations to the 14 students that completed the program in 2022!



## Grand Opening of the Kwasind Centre

This Spring, after years of dreaming and planning and waiting, the Kwasind Centre was officially opened! This facility is a 6500 sq. foot piece of the puzzle that is bringing greater accessibility to camp, increase capacity for meals during camps and events, expand the investment into leadership development and mental health, create broader safety. The facility boasts a larger dining room, and expanded kitchen, an upgraded water room and a new back-up generator, as well as an accessibility washroom and elevator. This is just a snapshot of what this incredible facility has to offer. Camp Kwasind is grateful to God and so many generous donors who gave to see this dream come true! See you at camp!





## Ordinations

Congratulations to the new ordinands! May God bless you as you continue to journey with your congregations and fulfill God's mission in your communities!

**Rev. Ruth Bartlett**, BA, MTSD, MDiv

Ordained 3/6/2022

Calvary Baptist Church, Toronto

**Rev. Kwan Chan**, MDiv, BSc

Ordained 4/10/2022

North Toronto Chinese Baptist Church,  
North York

**Rev. Ellen Yin-Wah Chan**, MDiv

Ordained 10/9/2022

Stouffville Grace Baptist Church

**Rev. Ada Chung**, BEd, MDiv

Ordained 10/9/2022

Stouffville Grace Baptist Church

**Rev. Hannah Fairbanks**, BA, MDiv

Ordained 4/30/2022

Immanuel Baptist Church, Toronto

**Rev. Wayne Huen**, MDiv

Ordained 4/10/2022

Bridle Trail Baptist Church, Unionville

**Rev. James Knight**, BTh, MDiv, BA

Ordained 6/5/2022

Donway Baptist Church, Toronto

**Rev. Janet Kwok**

Ordained 10/8/2022

East Toronto Chinese Baptist Church,  
North York

**Rev. Leo Lam**, MDiv

Ordained 10/9/2022

Stouffville Grace Baptist Church

**Rev. Karen Lam**, MTS

Ordained 10/9/2022

Stouffville Grace Baptist Church

**Rev. Richard Langston**

Ordained 4/3/2022

Heart Lake Baptist Church, Brampton

**Rev. Lloyd Lindsay**, BA, MTS

Ordained 6/26/2022

Queensway Baptist Church, Brantford

**Rev. Peter Moore**

Ordained 11/27/2022

Lakefield Baptist Church, Lakefield

**Rev. Steven Wai To Ng**, MDiv, Dip

Ordained 5/29/2022

Markham Chinese Baptist Church

**Rev. Jonathan Nip**, BRE, BEng, MDiv

Ordained 6/5/2022

Scarborough Chinese Baptist Church

**Rev. Karen Wong**, MDiv, BSc

Ordained 6/5/2022

Montreal City West Baptist Church, St-Laurent

## MANDATE FOUR:

# STRENGTHEN RELATIONSHIPS AND IDENTITY

## CBOQ Assembly

Scarborough Chinese Baptist Church graciously hosted the CBOQ 2022 Assembly. In addition to this being our annual general meeting, a time to conduct important business, this is also when we gather and bless one another with stories of answered prayers and ideas to help meet our challenges.

Isaiah 43:19 says **“See, I am doing a new thing! Now it springs up; do you not perceive it? I am making a way in the wilderness and streams in the wasteland.”** This year the theme was ReNew. Assembly was greeted by Rev. Julian Wong, Senior Pastor of Scarborough Chinese Baptist Church. Rev. Wong opened our time together with favourable remarks about how God has been doing amazing things through CBOQ churches. Our large sessions were emceed by Jada Smith from Immanuel Baptist Church, Toronto, and Rev. Bob Davies, from Kanata Baptist Church.

President and Professor of Systematic and Spiritual Theology at Ambrose University and Seminary in Calgary, Dr. Gordon T. Smith was our keynote speaker. Gordon encouraged us to consider one of the most engaging conversations we are having in modern days, that of the hospitality of Christians.







## Welcoming New Churches

At Assembly 2022, we celebrated two new member churches: Stone Bridge Baptist Church and Community on the Mount. Pastor Iva from Stone Bridge participated in many CBOQ Pastor events during the pandemic and enjoyed fellowship, encouragement and support from peers. Her church leadership appreciated the pastoral development and clergy care that is provided to our pastors. Community on the Mount started as an outreach organization by Pastor Joe and adapted to a church model in order to offer their growing community a place for worship, discipleship and evangelism. We praise God for these two churches as they fulfil their mission from God within their communities in Markham, Ontario.

## Core Documents

Core Documents Team on track to getting revisions to Assembly for approval

## Listening Sessions

had 96 participants from  
60 CBOQ churches

## Making a Connection

Many church plants are transient. They meet where they can, often in gymnasiums, living rooms, community centres. But as a church plant grows, so does the need for a more permanent place to gather for worship and discipleship. Greenhills Christian Fellowship, Durham (GCFD) is a church plant that has been searching for a building for several years. Congregational Development Associate, Cid Latty, has been aware of this need. He also became aware that Whitby Baptist Church (WBC), a faithful and aging congregation, with an interim pastor, has been asking “God, what do you have next for us?”

Cid introduced these two distinct churches to one another and suggested they may be able to assist one another. Currently GCFD and WBC are sharing a building. GCFD meets downstairs and WBC meets upstairs. There is space for them both.

## “Are there missions we can do together?”

GCFD values this relationship and goes beyond the agreement they have, always making sure they leave the building better than they found it and being careful to replace anything they use. So far, these two churches are working well together.

These two distinct churches, WBC and GCFD, are having conversations that explore questions like, “Are there missions we can do together?”. CBOQ walked with them through the first phase and Cid will continue to walk with the church plant. Both churches are open to God’s leading and discovering how they can be reaching out.

## Sister Churches

In 2022, CBOQ churches were once again asked to commit to praying for one other CBOQ church. The name of a sister church was sent to each church so that every ministry of the local churches in our family would be prayed for. We trust that God hears and acts. And we are excited to see the answer to so many prayers.



**CHURCHES PRAYING FOR CHURCHES**

**“I keep asking that the God of our Lord Jesus Christ, the glorious Father, may give you the Spirit of wisdom and revelation, so that you may know him better. I pray that the eyes of your heart may be enlightened in order that you may know the hope to which he has called you, the riches of his glorious inheritance in his holy people...” – Ephesians 1:17-18**

## New to CBOQ Pastor's Orientation

New to CBOQ Pastor's Orientation (NCPO) is a two-part orientation for new and new-to-CBOQ pastors. The first part utilizes a virtual learning platform that allows pastors to learn at their own pace in the comfort of their ministry settings. The second part is a two day, in person retreat. NCPO Part 1 consists of eight learning modules offering a comprehensive introduction to Canadian Baptists of Ontario and Quebec and its associated ministries. Part 2 features the staff of the Church Life and Leadership team and other guest speakers for worship, learning, connecting, solitude, reflection, and prayer. Spouses are welcome at part 2. One of the key learning pieces of NCPO was Boundaries Training offered by Marc Potvin. Boundaries training is a helpful tool to assist our pastors to navigating the challenges of ministry in hopes of curbing moral and ethical failures before they occur.

The goal of NCPO is for new CBOQ leaders to have ample opportunity to learn how CBOQ and its partners can resource, encourage, and enhance their ministry effectiveness at the local level. The mix of seasoned pastors and those new to pastoral ministry is invaluable for learning and sharing ideas.

This great event at Fair Havens, was as always, the right place for us to deliver our Baptist identity and polity. The orientation is a mandatory part of our CBOQ pastor's accreditation process.

It is a required step toward ordination through a CBOQ congregation. And of course, this is always a wonderful opportunity to build lasting relationships with colleagues in our family of churches.

This year Peter and Shawna Moore attended and experienced this impact. Here are some of the things Peter had to say following the retreat:

**"... I want to thank all of you for the incredible work, pastoral care, and teaching that went into our orientation retreat.**

**Upon leaving the retreat Wednesday, my wife and I were a little sad, as we felt so sincerely embraced by the team and our fellow pastors, plus their partners.**

**Leaving the retreat, we felt that CBOQ was now an attainable, vital part of our ministry since we connected with you in a learning environment, but better, a mentoring, loving environment. You are not some mysterious entity in Toronto. You are my friends, my brothers and sisters in Christ who want nothing more than to see us do well in ministry, sharing the love of Jesus in whatever context we are in.**

**Thank you for creating the environment in worship where I could just be me. Just Peter, the new guy at Lakefield Baptist Church, who feels fully loved and supported by my new friends at CBOQ and my colleagues in ministry."**



## OVERVIEW OF FINANCES

### Financial Report

Revenue was 82% to budget and expenses were 92% to budget as of November. We are grateful for the CBOQ Foundation's grants, transfers and trusts at the end of 2022. Many CBOQ churches continued to experience financial pressure in 2022, leading to a -9% variance in church contributions vs last November year to date.

During the past three pandemic years, CBOQ has increased and sustained financial support to member churches through grants, subsidies and loan payment deferments. In 2021, we gave back an equivalent of 70% of church contributions to support member churches and pastors. This year, we're on track to exceed that. We praise God for our churches and partners who invest time, prayer and resources to help us equip churches in revealing God's kingdom to transform their communities.

### Responsible Stewardship

The CBOQ Investment Committee started preparing for market volatility in mid 2021. We went through an asset mix model review and institutional fund manager evaluation to find the right balance of growth versus risk. Since the fund manager change in July 2022, the investment portfolio has outperformed the market benchmarks.

Their infrastructure and real estate funds are committed to environmental and social responsibility. Their investments include renewable energy projects, property upgrades to improve energy efficiency, and working together with Indigenous communities to build infrastructure. The committee's goal is to invest wisely so that the proceeds can be used as blessings to our churches and ministry partners through grants, subsidies and support programs.

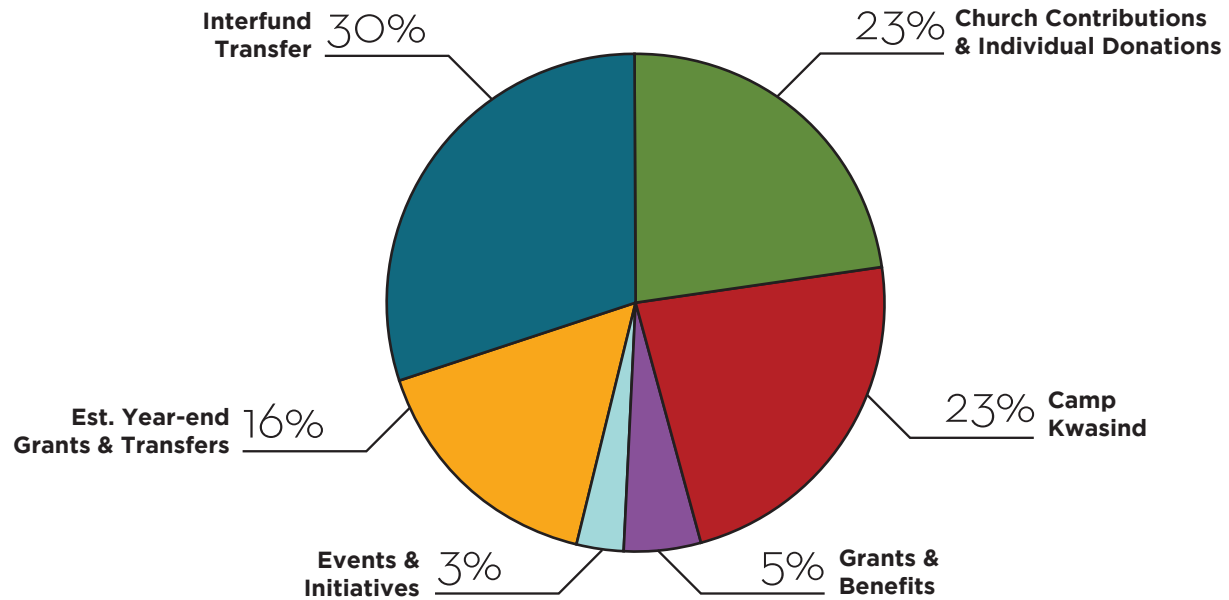
### Certificate Loans: Invest in Building God's Kingdom

How can you earn interest and build God's kingdom with one investment? Your investment into our Certificate Loan program is used to fund church mortgages. Many of our churches don't qualify for bank mortgages when they need repairs, wheelchair lifts, renovations or more space. Similar to GICs, this is a good way to preserve capital, earn interest, and bless churches in need.

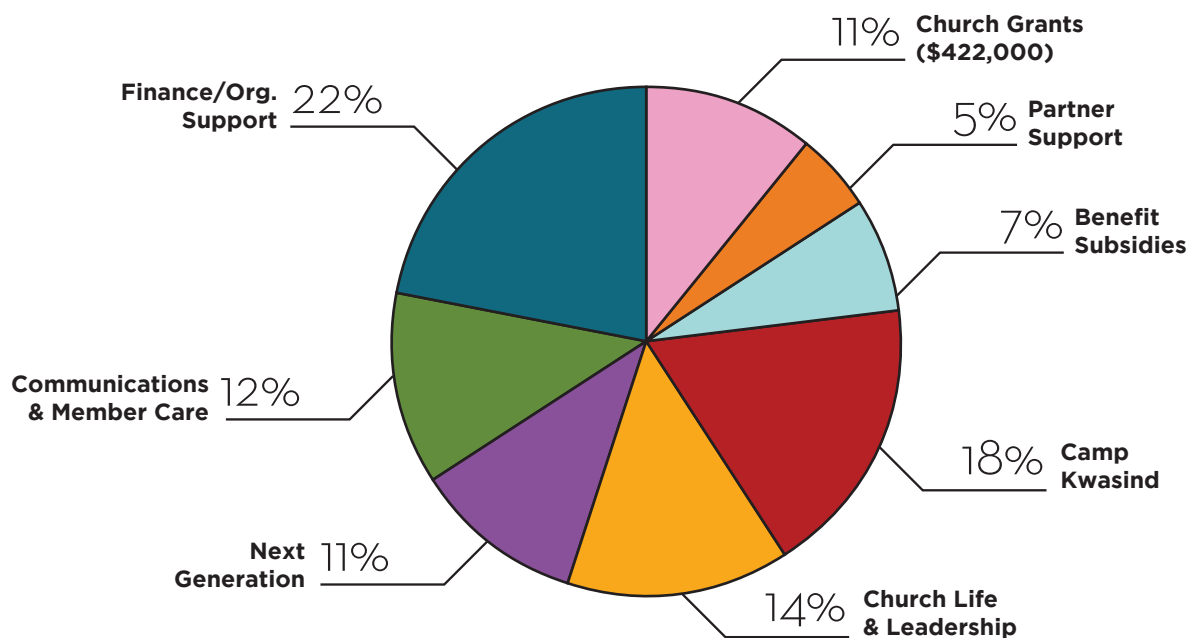
Will you invest in helping to build and further the kingdom of God through our family of churches? What better way to be a good steward of God's blessings by giving back to Him and enjoying good interest rates at the same time? Find out more at [baptist.ca/certificate-loans](https://baptist.ca/certificate-loans).

## Operating Funding\*

\*As of November 2022



## Operating Expenses\*





## 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 are able to provide care, resources and assistance to your fellow Canadian Baptist congregations.

## Giving as 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.

## Giving to Kingdom Work

CBOQ is deeply grateful for the generous donations made by churches, companies, kingdom organizations, and kind-hearted individuals. It is through the backing of CBOQ's family and friends that we continue to fulfill our mission from God to resource and support our member churches. We thank you for your faithfulness!

If you would like more information about donating or about how funds are utilized, please contact **finance@baptist.ca** or visit our website at **baptist.ca/donate**

**THANK YOU!**



“Every good gift and every perfect gift is from above, coming down from the Father of lights, with whom there is no variation or shadow due to change.”

– James 1:17



## Here to Serve

For your reference, here is a list of our directors. It is our pleasure to serve you!

### **Tim McCoy**

Executive Minister

### **Koon Wah Leung**

Senior Director of Operations

### **Ken Foo**

Director of Church Life and Leadership

### **Matt Wilkinson**

Director of Next Generation Ministries  
& Executive Director of Camp Kwasind

### **Cathy Millar**

Associate Director of Communications  
and Events

### **Adam Cree**

Associate Director of Finance  
and Administration

*For a full staff list and contact info,  
please visit **[baptist.ca/staff-directory](http://baptist.ca/staff-directory)***





  
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