

# ANNUAL IMPACT REPORT

# 2023



**CANADIAN  
BAPTISTS**  
of Ontario  
and Quebec

# 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.

# STRATEGIC PRIORITIES

1

Deliver core programs,  
resources and consultation

2

Strengthen Baptist  
identity and polity

3

Innovate and share new  
church models and expressions

4

Cultivate leaders,  
prioritizing future pastors

5

Sustainable financial model  
and supporting resources

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# FROM THE BOARD PRESIDENT

As I look back on this year, I see the amazing grace of God and His involvement in all that has transpired. The story of us in 2023, and by that, I mean the CBOQ Board and our CBOQ family of churches, is a story of dependence on God.

In January 2023, Psalm 143:8-10 was my prayer for myself personally, the CBOQ Board of Directors, and our CBOQ family:

*“Let me hear of Your unfailing love each morning, for I am trusting You. Show me where to walk for I give myself to You. Rescue me from my enemies, Lord; I run to You to hide me. Teach me to do Your will, for You are my God. May Your gracious Spirit lead me forward on a firm footing.”*

At that time, we were preparing our farewell to Tim McCoy, CBOQ’s Executive Minister for the past 13 years. The EM Search Committee sought God as we discerned who He had as the next Executive Minister. The Committee was reminded through Isaiah 65:1 that God is ready to respond to those who call on His Name.

And so, the EM Search Committee did call on the Name of God. And God, in His faithfulness, led the Committee to Leanne Friesen and led Leanne Friesen to us. In the wondrous way that only God can work, His Holy Spirit worked among us to bring Leanne to the position of Executive Minister by a unanimous vote at Assembly 2023. Thanks be to God! To Him be all the glory!

At that same Assembly, a revised by-law was passed, which had taken much time, energy, discussion, and discernment by the By-Law Review Missional Team. These by-law revisions included amendments to the preamble to include the language of the CBOQ Covenant, the definition of the Constitution, and the addition of the Membership Review Process.

In the months since Assembly, we have continued

to work together as a family of churches. Under the leadership of our new Executive Minister, CBOQ is working to make an impact through the local church, transforming the lives of individuals, families, and entire communities.



We are working under the new by-law as it guides how we operate as an organized family of churches. The Membership Review Process Missional Team is hard at work on the details of how this process can be implemented to strengthen our association and accountability while maintaining local church autonomy.

God has been faithful to us in 2023 as we have called on His Name to help us navigate through significant changes. And as a family of churches, we have this grand privilege to work together with God and one another to share the best news that there is, the Gospel of Jesus.

As we look ahead to the year to come, may we look ahead with the confident hope expressed in Romans 15:13:

*“I pray that God, the Source of hope, will fill you confidently with joy and peace because you trust in Him. Then you will overflow with confident hope through the power of the Holy Spirit.”*

CBOQ family, let us continue to trust God with confident hope. Let us continue to look to God as our Helper and Guide. May the Holy Spirit continue to lead us forward on a firm footing as we, a family of churches, transformed by Christ, continue to reveal His kingdom to a waiting and watching world in need.

**Evelin Wharram, CBOQ Board President**

# FROM THE EXECUTIVE MINISTER

## “But how do I measure it?”

It's a question that every pastor and church leader has asked as they contemplate the value of what their church does. Some endeavours have easy markers. A runner can measure how many miles they ran. A business how much money they earned. A college how many students graduated. But churches? Pastors? Ministries? How do we measure this work?

As we come to the time to create our Annual Impact Report at CBOQ, we are also faced with this question. In these pages, you will see our efforts to share what we sense God has done through us and you in 2023. We share exciting things like how many new pastors were ordained, how generously our churches gave, how many grants were offered and how many youth attended our Next Generation programs. These numbers are often exciting. As CBOQ, we also experience the reality that many of you feel in your churches of seeing areas where there seems to be more “struggle” than “impact.” We'll share some of those numbers, too.

We know, however, that numbers don't tell the full story. We don't have numbers to show the impact of a long conversation between one of our staff and a

discouraged pastor. We don't have measurables for how many teenagers internalized the words they heard at Blizzard or Avalanche. We can't count how many new relationships were formed at Assembly or how many people's lives were directly impacted by a church that received a grant. Like you, we don't always have measurables. What we do have is the opportunity to reflect on the places where we have been privileged to do God's work in 2023.

It's a joy to share those stories with you in this report, and to continue to serve you – our family of churches, transformed by Christ, revealing God's kingdom.



*Leanne Friesen*

**Rev. Leanne Friesen, Executive Minister**

# TIM MCCOY, GOOD AND FAITHFUL SERVANT OF THE GOSPEL

In every great work of God, there comes a time when He changes things up to accomplish the work He is doing, and nowhere is that more apparent than in those He places in leadership. Joshua took up the reins from Moses, Elisha received Elijah's cloak, and Paul trained Timothy for the next generation of church ministry.

So it is with CBOQ. At this year's Assembly, we said a bittersweet farewell to Tim McCoy, who faithfully served as our Executive Minister for 13 years, guiding us through some of the most tumultuous times in our history. However, in late 2022, the Holy Spirit told Tim that he had accomplished what God called him to do at CBOQ and that it was time to pass the mantle on to another.

In Tim McCoy, God blessed CBOQ abundantly with a leader who faithfully walked in the love of Christ in caring for our churches and encouraging them to move beyond their own walls to share God's goodness and love to the broader communities of people who need to intimately know Jesus.

Tim excelled at building and cultivating relationships, a skill the Lord has used greatly during his time with CBOQ, both as Youth Director and Executive Minister. Tim cared for people in a unique way and always had time to listen to anyone and build a personal connection with them. As a CBOQ Director and pastor shared, "Tim had a way of giving people such full and complete attention when speaking with them that it made them feel like they were the only person in the room. He was always patient and gracious and never seemed to be in a hurry or like he needed to be somewhere else. He had an incredible humility that clearly came from the Holy Spirit and his deep faith in God's purpose for his life."

Through this Christ-centred and people-focused approach, Tim led CBOQ in spearheading many

exciting and fruitful projects during his tenure. Many of the programs and ministries we take for granted today might not have existed without Tim's leadership and willingness to listen to and follow God's leading in His purposes for CBOQ.

For Tim, his time as Executive Minister has been motivated by a desire to develop and encourage churches to think in terms of mission and ministry. His favorite verse in the Bible is Acts 20:24: "But I do not account my life of any value nor as precious to myself, if only I may finish my course and the ministry

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that I received from the Lord Jesus, to testify to the gospel of the grace of God." As Tim said in a 2018 interview, "I feel like God has given me the gift of a life and livelihood that includes the opportunities to share the good news to all I have the chance to influence and guide."

While he's moved on from his position as our Executive Minister, Tim knows that God is far from done with him, and he is patiently awaiting the next adventure the Lord already has planned for his life. Meanwhile, he is surely continuing to trust the Lord's goodness and faithfulness in every season. ☮

# | 2023-2024 BOARD MEMBERS



**Evelin Wharram, *President***

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Evelin joined the CBOQ Board in 2015 and is a member of First Baptist Church Kingsville (Western Association). She is wife to Wayne, mother to grown daughters Jessica and Vanessa, and smitten grandmother to Lyla. She is a semi-retired small business owner who has come to love governance work and the CBOQ during her time on the Board.

**Eleanor Emmott, *1st Vice President***

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Eleanor is the Pastor of Central Baptist Church in Sarnia (Middlesex-Lambton-Huron Association) and has been serving on the CBOQ Board since 2020. She is married with three young children, and enjoys reading, hiking, and discovering family stories.



**Dale Rose, *2nd Vice President***

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Dale is a retired CBOQ pastor who is currently doing interim ministry at Kingsway Baptist Church (Toronto Baptist Ministries) and helping churches in transition. He joined the CBOQ Board in 2017 and enjoys cycling, golf, old timers hockey, reading, and keeping up with his three grandsons.

**Craig Rumble, *Past President***

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Craig is Pastor of Markham Baptist Church (Toronto Baptist Ministries) and has been serving on the CBOQ Board since 2020, with previous membership from 2013-2017. He is the proud father of Braelyn, and enjoys spending time with his two rescue dogs, Oscar and Felix, as well as hiking, canoeing, and photography.





### Mary Ellen Belzile

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Mary Ellen joined the CBOQ Board in May 2023 and attends Aylmer Baptist Church (Elgin Association). She loves spending time with friends and family, especially her four young grandchildren, and taking day trips to discover small towns in and around Southwestern Ontario.

### Kevin Carlyle

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Kevin has been a CBOQ Board member since the summer of 2023. He has been a member of Mimico Baptist Church (Toronto Baptist Ministries) since 2017 and currently serves on their Board of Directors. Kevin works in a national executive role in the transportation sector. His other interests include community charity work, property management, and travel.



### John Davis

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John attends Burtch Baptist Church in Brantford (Oxford-Brant Association) and joined the CBOQ Board in 2023. His interests include church history, local history, and family history, as well as legal and constitutional history.

### Kenneth Hollington

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Kenneth is part of First Baptist Church North Bay (Northern Association) and has been CBOQ Board member since 2022. His interests include Bible study and archaeological, Israel/Hebrew, and creation ministry research, as well as engineering, computers, aircraft, and flight simulators.



### Linda Lewis

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Linda has served on the CBOQ Board since 2022. She loves helping in the life of her church, Ohsweken Baptist Church (Oxford-Brant Association), and enjoys serving her community through cooking community suppers for the elderly. Her interests and hobbies include Indigenous history, painting, and knitting, and she also serves on the Board for Camp Oneida.

### Kevin Loten

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Kevin is the Pastor of Chartwell Baptist Church in Oakville (Toronto Baptist Ministries) and has been in full-time ministry since 1995. A CBOQ Board member since 2020, he is married to Louise with two amazing kids, Alexandra and Jake. He loves classic cars, music, hockey, and getting lost in the great outdoors.





### Jane Manuel

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Jane joined the CBOQ Board in 2022 and attends Fourth Avenue Baptist Church (Ottawa Association). She has had a rewarding career in public service and the Canadian Armed Forces reserves. Jane is a proud grandmother who loves music, camping, swimming, and riding motorcycles.



### David McCleary

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David is an ordained CBOQ pastor who is currently transitioning to a new Baptist church home. He has been a CBOQ Board member since 2020 and lives in the Toronto area with his wife, Anna, and three kids, who allow him to play golf once in a while. David has a lifelong interest in martial arts and recently started studying jiu-jitsu.



### Kevin Oates

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Kevin has been a member of the CBOQ Board since 2022 and is the Pastor of Goodwood Baptist Church (Trent Valley Association). He is married to Margaret and has two daughters who are involved in missions overseas in Thailand and Taiwan. He enjoys reading and cooking.



### Joanne Walker

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Joanne has served on the CBOQ Board since 2021 and attends Hope Community Christian Church in Cumberland Beach (Georgian Bay Association), where her husband is the Lead Pastor. She has been blessed with three adult children, four adult stepchildren, and six grandchildren. She enjoys kayaking, biking, hiking, and skiing, and is currently trying to become a runner.



### Carl Walters

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Carl pastors at Goshen Baptist Church and Eden Baptist Church (Canadian Baptists of Norfolk Association) and joined the CBOQ Board in 2023. He has been married to Beth for over 30 years. Having grown up in the CBOQ family, he loves his family and serving the church.



### Sharon Wong

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Sharon joined the CBOQ Board in 2023 and attends Brampton Community Baptist Church (Toronto Baptist Ministries), where her husband is the English Pastor. She enjoys travel, cooking, and spending time with her grandchildren.



## Program Participation

Assembly Attendees

397

Delegates at Assembly

304

New To CBOQ Pastors Orientation

36

Reignite

93

Youth Ministry Certificate Training Program

6

Children And Family Ministry Certificate Training Program

5

Lay Pastors Training Program

7

CBOQ Youth Centre Court

376

CBOQ Nextgen Centre Court Jr.

143

Avalanche Jr. High Retreat

338

Blizzard Sr. High Retreat

528

Camp Kwasind

1265

Campers Who Made a Decision To Follow Jesus At Camp Kwasind

256

## Resources and Publications

Canadian Baptist Magazine

10,500

CBOQ Sunday Resources

942

CBOQ Calendar

780

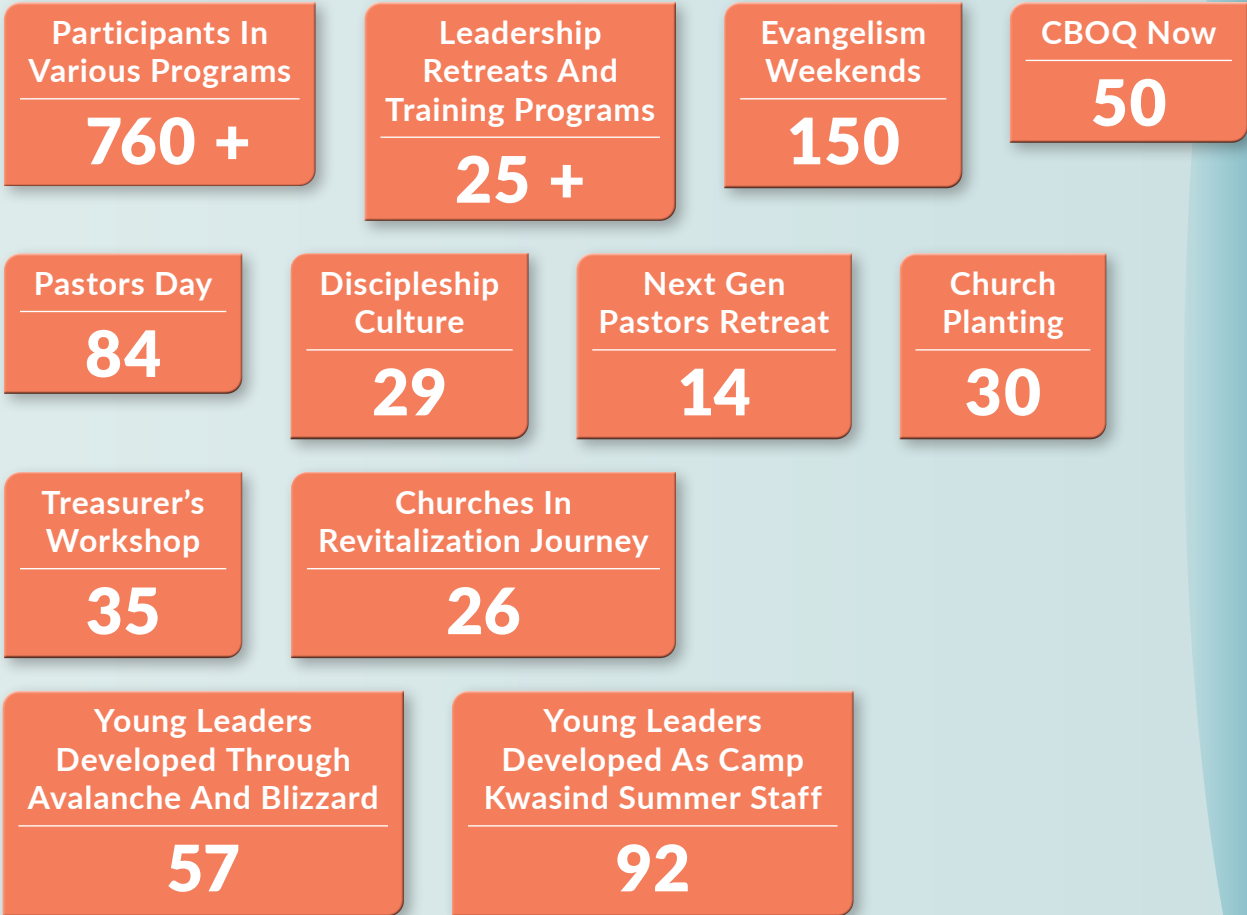
E-Newsletter Subscriptions

4,082

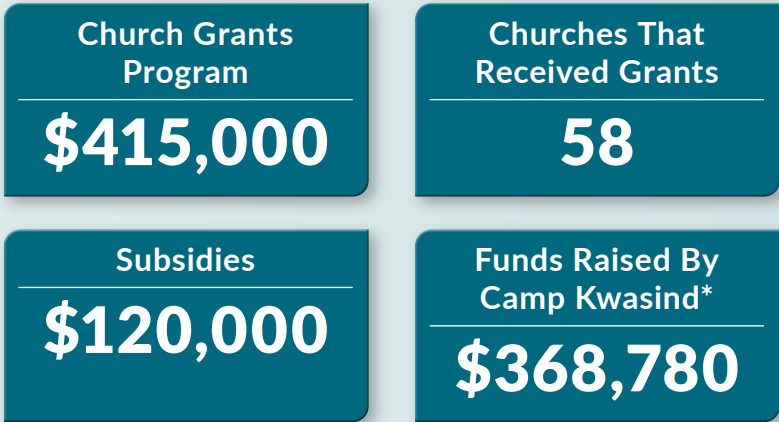
Next Gen Resource Kits and Materials

95

## Leadership Development



## Financial Sustainability



\*from private individual donations to support camp operations and special projects

# FINANCIAL OVERVIEW

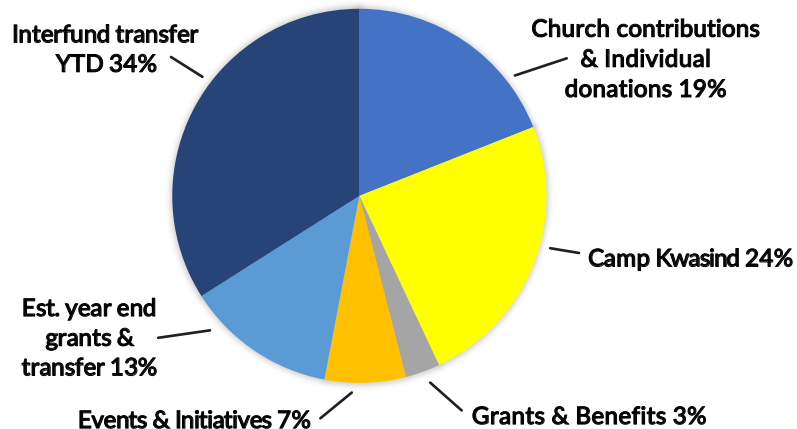
## Financial Report

We are incredibly grateful for our churches and donors who give generously to support the work and programs of CBOQ. Revenue was 92% to budget and expenses were 93% to budget as of November 30, 2023. Many CBOQ churches continued to experience financial pressure in 2023, leading to a -11% variance in church contributions vs the previous year-to-date November amount. We know that many churches have faced challenges these past few years, so your faithful and sacrificial giving means so much more to us. In 2021 and 2022, we gave back an equivalent of >70% of church contributions to support member churches,

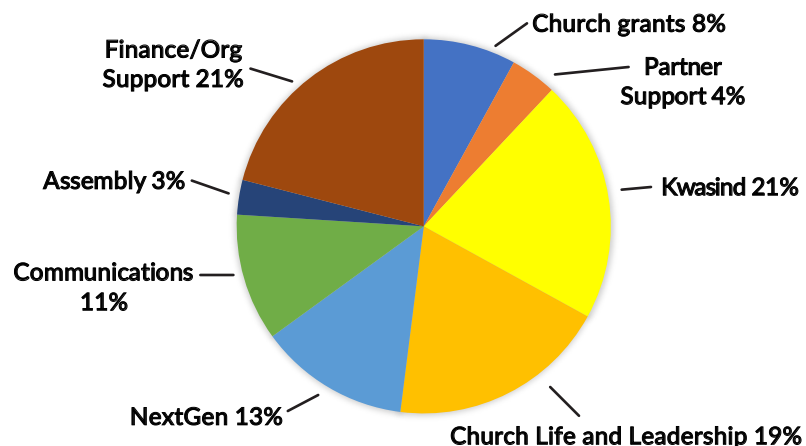
pastors and ministry partners through grants, benefits and subsidies.

One of the Board's key strategies is to ensure financial sustainability for CBOQ in light of the decreasing church contributions and the need to fund operating costs through investment income. The Investment Committee re-evaluated the asset allocation strategy in order to balance growth and risk. Many of these new investments also support environmentally friendly structures, renewable energy, hospitals and transportation systems. In 2023, the investment portfolio exceeded the goal of 6-8% growth.

### Operating Funding\*



### Operating Expenses\*



\*As of November 30, 2023

# DELIVER CORE PROGRAMS, RESOURCES AND CONSULTATION

## Reignite

How do we interpret God's movement in our churches and neighbourhoods? This is the vital question that was explored at Reignite 2023, a one-day conference for all ministry leaders, whether senior, associate, bi-vocational or chaplains. Reignite is an event that stimulates missional and theological thinking about issues that affect ministry and our world, with the goal to allow God's Spirit to guide us in envisioning the future for our churches and ministries. This year's theme was "God at Work: Interpreting God's Movement in your Church and Neighbourhood."

"What is God's invitation to us as ministry leaders?" We considered the possibility that God is calling us to shift our leadership and the direction we are leading God's people.

On September 28th, 2023, 93 ministry leaders gathered for Reignite 2023. 70 participants gathered across 5 in-person locations: Centennial Park Baptist Church in Grimsby, Hope Community Church in Cumberland Beach, Montreal City West Baptist Church in Montreal, Spring Garden Church in Toronto, and Westview Baptist Church in London, and 23 participants joined the conference virtually. The event was offered at no cost to ministry leaders.



Jared Siebert, a New Leaf Missional Network founder and church planter, began the exploration by helping us to examine the place where we are now and then discern where God may be asking us to go. Sarah Han, an assistant professor of practical ministry at Tyndale and leading voice in practical contextual theology, led us in reflecting on the question: "What is God's invitation to us as ministry leaders?" We considered the



possibility that God is calling us to shift our leadership and the direction we are leading God's people.

Participants left the conference enriched, challenged, and encouraged through the speaker's presentations and discussion times with each other. Reignite continues to be a valuable experience and resource to our CBOQ ministry leaders, as we together seek to join God at work in our churches and neighbourhoods. ☸

## God is On the Move in Quebec

We are the Canadian Baptists of Ontario and Quebec. And. That 'and' means Quebec is very much a part of the Canadian Baptist family. Out of 308 churches in the CBOQ, 18 reside in Quebec. With the majority in Ontario, churches in Quebec might sometimes feel overshadowed, whether due to distance, a different culture, or even a language barrier. But those churches are just as valued. While ministry and partnership has happened over the years and continues today, long-distance relationships have their challenges. Enter Karen Wong.



Born of Chinese descent and raised in Quebec, Karen grew up with a multi-cultural, diverse Canadian perspective. She became a Christian in university and answered God's call to full-time ministry. After completing her Master of Divinity, she returned to Montreal to serve in North America's least evangelized community. She has pastored for the last 15 years, teaching God's word, reaching youth, and equipping disciples to live out the Gospel.

Now, she is continuing to do just that in her role as Church Life and Leadership Associate with CBOQ. Karen is based in Quebec, which gives churches access to a local representative from CBOQ.

Churches in Quebec face unique challenges as they

### How can people pray for Quebec and its churches?

- Pray for people to be courageous and share their faith, not to give up
- Pray for churches to respond to their neighbourhoods
- Pray for churches to pass the leadership baton and train the next generation, not only in age, but also cultural differences

minister in their communities. Often, people arrive in Quebec, stay for a little while and then leave due to language barriers, since anglophones are the minority. This French language challenge exists with hiring pastors, too. On a political level, Bills 21 and 96 exist as secularism laws that essentially threaten freedom of expression and freedom of religion. According to French Baptist Union's Jean-Christophe Jasmin,

**Quebec is considered the largest unreached people group in North America with an estimate of about 99.3% of the population that is not Evangelical.\***

Karen understands these challenges and provides an invaluable connection between CBOQ and churches in Quebec, as well as the Ottawa area. Over the last few months in her new role, Karen is grateful for the privilege to walk alongside churches, helping them think through challenges, navigate the unique cultural space of Quebec, and explore what revitalization might look like in their context.

Karen says that while it can be discouraging at times, she feels hopeful: "The pastoral letters are all about encouragement. We're not walking into something that is new. We just have to be faithful to what God has given us." ☪

**Please continue to pray for Quebec and all that God is doing there.**

\*<https://ca.thegospelcoalition.org/article/10-things-didnt-know-quebec/>

### God is certainly on the move in Quebec. Here are some snapshots of the amazing things He is doing:

- Mansonville Baptist Church had SIXTEEN baptisms this summer
- Lakeside Heights Baptist Church celebrated their first baptisms in years (one person walked off the street to be baptized!)
- Westmount Baptist Church holds monthly worship nights and had baptisms this fall, including a man and his mom who were Muslim and now started bringing their whole family to church!

# Avalanche and Blizzard

## Growing Faith and Celebrating Togetherness with Jesus

Among the many things we do within the church, few are more important than discipling, equipping, and empowering the next generation of believers to grow in their faith and become leaders now and into the future. However, that's also challenging for many churches, and that's where CBOQ's Next Generation Ministries comes in, supporting local youth and children's ministry pastors and other leaders, and providing opportunities



for youth to come together from all the CBOQ churches to experience teaching, fellowship, and ministry.

To accomplish that mission, CBOQ Next Gen has been running annual youth retreats since 2001.

However, this year's Avalanche and Blizzard retreats were particularly exceptional and joyful as

they marked the return to full, unrestricted in-person fellowship for the first time in three years after they were adapted into fully remote and hybrid online formats due to the COVID pandemic.

This year, Avalanche took place January 20-22, for junior high school kids in grades 6 to 8, and Blizzard was held February 10-12, for high school students from grades 9 through 12. Collectively, the two weekend retreats brought over 800 youth and youth leaders together to meet Jesus and encounter Him in a whole new way.

In addition to creating space for youth and youth leaders to experience Jesus, the Next Gen youth retreats allow the adult leaders to have a closer role in pastoring their kids, creating deeper connections within their ministries while also exploring new elements and models of youth ministry that can help inspire their home church youth fellowships. Avalanche and Blizzard also lead many youth who may rarely see what goes on beyond their local church into a fuller appreciation of how we're all part of the body of Christ and how the Kingdom of God extends far beyond each individual youth ministry.



*Our students had a fantastic time. The sessions were great, the activities were engaging and gave three of our students their first taste of Canadian winter activities. Three of our students are new Canadians after being refugees for 10 years and they were amazed to see all of the Christians in Ontario that share their faith.*

Michael Tabet –  
Lakeside Church (Guelph)

This year's Avalanche featured guest speaker Karra Busse from InterVarsity Christian Fellowship joined by Sanctus Worship. Blizzard welcomed Rev. Dr. Lisa Pak, Director of Global Engagement for Finishing The Task, with Life Support leading worship. These

*continued on Page 16...*



Spirit turned the Saturday night prayer time into a 45-minute concert of prayer and worship, where nearly half of the young people present came forward to receive prayer.

The younger pre-teens who attended Avalanche experienced a high-energy, life-giving atmosphere. One memorable highlight was the fun storytelling “Roadtrip” theme that had people come out of a large suitcase prop to share their

### Continued from: Avalanche and Blizzard

plenary sessions are augmented by a full schedule of team and faith-building activities, including small group discussions, large group games, and electives such as rock climbing, sports, and prayer walks.

Many young people come out of Avalanche and Blizzard with a changed perspective on their relationship with Jesus, often leading toward baptism or a deeper commitment to their faith. At this year’s Blizzard retreat, some of the youth decided to get baptized as a result of their experience, and the Holy

own experiences and explore what it means to be a community, both within their church and as part of the greater body of Christ.

These retreats are a key part of a teenager’s faith development and sustainability. While the results are always up to God, through Avalanche and Blizzard, CBOQ’s Next Gen Ministries are engaging in the critical work of planting and watering, and God is using these gatherings to give His growth in developing and forming the faith of our next generation. ☪

*This year’s Avalanche was a fantastic experience! Stepping away from our regular lives at the retreat had a deep impact on several of our youth, some of whom have never experienced Christianity before.*

Andy Barber –  
Mississauga City Baptist Church



*Saturday night’s communion was incredible; we had youth feel the presence of Jesus and participate in communion for the first time! This led to amazing conversations in our small groups. We know God was moving!*

Ryan Kamerman –  
Living Water Community Church Thorold



# STRENGTHEN BAPTIST IDENTITY AND POLITY

## CBOQ Assembly

CBOQ Assembly 2023 was held at the Hilton Mississauga/Meadowvale. We were joined by 304 delegates from 162 of our churches. It was wonderful to be together once again in person at Assembly to make important business decisions during our annual general meeting, as well as to share our victories and discuss solutions to our challenges with one another.

This year's theme was "Associating, Belonging, Called", derived from associating together, belonging to our CBOQ family, and being called to serve in our respective communities. Plenary speakers Sam Chaise, Rhonda Y. Britton, and Leanne Friesen each spoke on the components of our theme for this year's Assembly. Additionally, learning sessions were held on a variety of topics by several informed speakers.

There were a number of matters addressed during the annual general meeting. As is customary, we navigated through our routine proceedings covering organizational motions such as nominations and budgeting, all of which were passed. Additionally, Logos Baptist Church Oakville was welcomed as a new member.

## Important Motions Passed During Assembly 2023

There were three noteworthy motions passed at Assembly 2023, which arose specifically for the year 2023. The initial motion involved a comprehensive update of our by-laws, a success that owes much to the diligent efforts of the By-law Review Committee. Their extensive work and adept handling of questions contributed significantly to its smooth passage.

The second motion, introduced by the Board,



addressed issues pertaining to women in ministry. It stated: "That CBOQ Assembly affirms the priesthood of all believers, with both women and men as being equally called and gifted for pastoral ministry and church leadership; That CBOQ Board and Staff leadership will model this value in belief and practice by giving equal employment consideration to qualified men and women to all leadership roles, including invitations to preach, teach and serve in all capacities at CBOQ sponsored events; That CBOQ churches, boards, and clergy are expected to show honour and respect to women who are in pastoral and church leadership roles in CBOQ; and that the CBOQ Assembly strongly encourages all churches to recognize the spiritual gifts of all believers and faithfully call both men and women into all areas of leadership within the church, including the role/office of pastor." This proposal garnered widespread support and passed with an almost unanimous vote.

The third motion, originating from Campbellford Baptist Church, sparked considerable debate. The proposal put forth was: "As Canadian Baptists of Ontario and Quebec, let it be known that we welcome

*continued on Page 18..*

# Leanne's Ratification as New Executive Minister

At Assembly 2023, we simultaneously bid farewell to Rev. Tim McCoy and welcomed Rev. Leanne Friesen as the new Executive Minister of CBOQ. Leanne was ratified in her new role by unanimous decision and greeted by an enthusiastic standing crowd, an important moment in shaping the future of women in pastoral ministry and leadership roles. Upon her ratification, Leanne discussed her background in ministry, having served as a Lead Pastor for 18 years. She also shared her vision for the future of CBOQ, creating a supportive family of churches and meeting the real needs of each congregation.



## Continued from: CBOQ Assembly

all people to share in worship within our many local church congregations. However, we neither affirm nor endorse any sinful lifestyle identified in the Word of God.” This prompted discussions on topics such as the role of local church autonomy in Baptist churches, the definition of sin, and the potential methods of

enforcing the motion. Despite a close vote and a notable number of abstentions, the motion was ultimately passed.

While we were thrilled that 150 of our churches participated in Assembly, we also missed the 150 who did not attend. After Assembly, our staff reached out to all churches that did not attend to understand how we could better help them join us in future years. ☮



# Unleashing the Power of Connection

In an era dominated by digital media, the role of effective communications cannot be overstated, especially for charities. Over the past year, the CBOQ Communications Department has emerged with a social media strategy that connects with our member churches and resonates with our CBOQ mission.

We love sharing your compelling stories, Sunday snapshots, and event details and highlights. We are committed to staying connected, fostering engagement, and telling the stories of your churches as you fulfill your mission from God in your community.

**Stay up to date with the very latest by connecting with us on social media!**



@CBOQcommunity

Organic Reach:  
↑ 182.9%

New Page Likes: 176  
↑ 141%

New Followers: 203  
↑ 206%



@cboq

Organic Reach:  
↑ 7,200 views

New Followers: 226



@cboqcan

New Followers: 192  
Videos Posted: 293

# INNOVATE AND SHARE NEW CHURCH MODELS AND EXPRESSIONS



## CBOQ's Program for Grandparenting Faith

In the evolving landscape of children's ministry, CBOQ has taken bold steps forward in recognizing and supporting a vital and overlooked demographic – grandparents. In 2023, the Grand-tastic Adventure program was launched. This innovative initiative goes beyond conventional children's ministry by actively involving and equipping grandparents in nurturing the faith of their grandchildren.

Tanya Yuen, Children and Family Ministries Associate, sheds light on the inspiration behind Grand-tastic. "Many churches approach CBOQ with a common question: "Can you help us?" Many of our churches lack a dedicated children's program but have grandparents who faithfully bring their grandkids to church. Grandparents have expressed worries about the spiritual well-being of their grandchildren, especially when the parents are no longer engaged in church activities."

The Grand-tastic Adventure program stems from the understanding that if we want to develop

CBOQ's Grand-tastic Adventure program marks a groundbreaking initiative in the realm of children's ministry. By acknowledging and equipping grandparents, CBOQ is not only addressing the immediate needs of churches with aging congregations but also investing in the long-term spiritual growth of the next generation.

godly children, it is essential to invest in the development of not only godly parents, but also godly grandparents. Tanya highlights that intentional spiritual grandparenting involves more than just occasional interactions with grandchildren at church events. It is about embodying and modelling one's faith consistently and maximizing opportunities for spiritual conversations with the younger generation.

Grand-tastic Adventure is a comprehensive resource that assists grandparents in navigating the spiritual journey with their grandkids. One of the most notable features of Grand-tastic Adventure is the availability of downloadable print resources. These materials include ideas on how to put together a Grand-tastic Adventure kit, complete with simple tools and practical suggestions for intentionally nurturing the faith life of grandchildren. The emphasis on practicality ensures that grandparents can seamlessly integrate spiritual activities into their everyday interactions with their grandkids.

CBOQ's Grand-tastic Adventure program marks





### Continued from: **Grand-tastic Adventure**

a groundbreaking initiative in the realm of children's ministry. By acknowledging and equipping grandparents, CBOQ is not only addressing the immediate needs of churches with aging congregations but also investing in the long-term spiritual growth of the next generation. As churches and individuals explore the resources provided by Grand-tastic Adventure, they are sure to discover new and meaningful ways to engage in the beautiful journey of faith with their grandchildren. 🌐

## Church at the Table

In Brantford, Ontario, Friendship House has brought a fresh perspective to church services with a new ministry initiative called Church at the Table. "When I became the Executive Director at Friendship House, we kept hearing from our friends that they didn't feel comfortable in most churches. So, we started talking and praying about having a church service for the street community," shares Shawn Erb.

The inspiration for Church at the Table draws from his personal experiences, notably from serving as a chaplain with the Salvation Army in downtown Hamilton. When Shawn attended a program at Philpott Memorial Church, the concept of an inclusive worship experience designed specifically

## A testimonial from a Grand-tastic Grandparent:

The remarkable program proved to be an exceptional tool in fostering meaningful connections with both my grandchildren and the children in my church class.

Firstly, during individual birthday luncheons with our granddaughters, we employed the insightful question and discussion cards. The results were truly astonishing. Our outgoing middle granddaughter engaged in a profound sharing session, unveiling her character, compassion, family relationships, and prayer concerns. It marked one of the most enriching conversations we've ever had with her. On the other hand, our reserved youngest granddaughter responded well to the cards, especially opening up when prompted with, "How can we pray for you?" Her heartfelt responses, especially regarding her new school experience, touched us deeply, and we were honoured to pray for her right in the restaurant. As we anticipate our eldest granddaughter's birthday, we eagerly look forward to sharing these impactful cards with her.

Secondly, as a teacher at church, I incorporated the cards into my class with both boys and girls. The children responded with remarkable openness, sharing their thoughts and feelings. The picture cards featuring encouraging statements were a hit, captivating the class to the extent that I had to reproduce sets for each participant. The magnifying glass activity was equally effective, with nearly every child returning the following week with reports on how they had seen God in their everyday lives.

This program stands out as one of the most incredible relational tools I've ever had the privilege of using.

for the street community took root.

A CBOQ grant played a pivotal role in providing the necessary equipment to kickstart the initiative, turning Shawn's vision into a tangible reality.

The weekly gathering, held every Friday, invites

*continued on Page 22...*



**Continued from: Church at the Table**

individuals who utilize Friendship House services, such as the food bank and clothes closet, to come together in a relaxed setting around tables. The Church at the Table experience unfolds organically, blending worship, fellowship, and nourishment. In addition to

This transformative model of church not only addresses the unique needs of the street community, but also serves as an inspiring example for other communities seeking to make worship a truly accessible and welcoming experience for all.

scriptural teachings, participants engage in singing and prayer, facilitated with ribbons for those who may struggle with reading, ensuring inclusivity in the musical experience. The service also provides opportunities to showcase the talents

and creativity within the community. During a recent visit, an attendee shared an original song, and another participant proudly exhibited artwork, adding a personal touch to the worship experience.

As Friendship House continues to break down barriers and redefine the concept of church, Church at the Table stands as a testament to the power of innovation and creativity. This transformative model of church not only addresses the unique needs of the street community, but also serves as an inspiring example for other communities seeking to make worship a truly accessible and welcoming experience for all. 🌐

## A New Wave of Missional Energy: Inaugural Church Planter's Retreat

As CBOQ continues to cultivate innovative leaders and share new church models and expressions, we celebrate a historic development in 2023 with our first ever Church Planter's Retreat. From September 22-23, potential and current church planters gathered with CBOQ staff at Crieff Hills Retreat Centre. This new event launched at full capacity, with about 40 people in attendance, including spouses and kids. There was an inspiring family atmosphere throughout the overnight retreat that included worship and prayer, teaching and learning, discussion groups, and fellowship.

Over the last few years, there has been tremendous growth within CBOQ in the area of church planting. CBOQ is connected with about 30 leaders who are involved or interested in church planting, and the majority of them were either born or have their heritage outside of Canada. It is clear that God is doing something new in CBOQ and in the wider Canadian landscape, as we observe fewer people becoming pastors in the traditional sense, and growing numbers of church planters, evangelists, and missional people who are bringing their zeal for God's mission from their global contexts here to Canada.

We recognize that church planting can be lonely and challenging work. Sometimes, church planters, with their missional worldview and innovative ideas, can feel like the odd ones out, especially since they are often in contexts where they are swimming against the tide. CBOQ understands that church planters have unique needs and face unique challenges, and we are investing in serving them as they fulfill their unique calling from God. This retreat was an important step in providing encouragement, training, and community for these missional leaders.

It was truly empowering for them to gather with others who deeply understand their struggles, and

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to share stories and pray with brothers and sisters in Christ who are walking the same path. Building connections between often isolated church planters was a valuable result of the retreat, and one that will continue to bring enrichment and encouragement long afterwards. One participant came to the retreat, so exhausted and discouraged by the rigours of ministry that he was ready to give up on church planting and on being

part of CBOQ. Through this transformative time of connection with God and other church planters, he experienced fellowship, laughter, love, and care, and left with a sense of renewed vision and purpose. Instead of giving up, he left gratefully saying, "I found a home here."

This first Church Planter's Retreat was so successful that plans are underway for the next one in 2025, which will be a larger scale event with a longer duration. We were pleased to provide the 2023 retreat free of charge to church planters. So we extend our thanks to you, our family of churches, because together you provided the resources to invest in this fruitful, hopeful event, and ultimately invest in kingdom leaders. ☪



## Embracing Change in CBOQ Membership

Change is an inevitable facet of life, and in our CBOQ family of churches, we recognize 2023's new beginnings and bittersweet goodbyes.

We extend a warm welcome to the newest addition to our CBOQ family, Logos Baptist Church in Oakville. We embrace with excitement their unique gifts, perspectives, and contributions to our shared mission.

From 2018-2022, we saw 22 churches close and 18 churches depart. We acknowledge the closure of Bethel Baptist Church in Toronto in 2023. Is your

church struggling? Please have a church leader reach out to CBOQ for help.

We also acknowledge the departure of several churches from CBOQ. Fort William Baptist Church in Thunder Bay, Fonthill Baptist Church, Jerseyville Baptist Church, Winchester Baptist Church, and Vankleek Hill Baptist Church have made the decision to chart a new path. We received these departures with regret at our CBOQ Board meetings this year, but continue to seek the Lord's blessing for these congregations as they live out their calling as our brothers and sisters in Christ.

# CULTIVATE LEADERS, PRIORITIZING FUTURE PASTORS

## New to CBOQ Pastor's Orientation

CBOQ welcomes new pastors through our New to CBOQ Pastor's Orientation (NCPO). Whether they are new to ministry or new to CBOQ, ministry leaders participate in this two-part orientation program that is a mandatory part of the CBOQ accreditation process. Through NCPO, new CBOQ leaders learn about CBOQ and how we can equip them for God's mission in their church and community. NCPO Part 1 takes place virtually, through an online learning platform that covers basic information about CBOQ and its partners, allowing pastors to learn at their own pace in their own settings. NCPO Part 2 is an in-person, three-day, two-night retreat that welcomes the new pastors and their spouses to connect with each other and the CBOQ Church Life and Leadership (CLL) staff team.

**Starting in 2022, we have had to expand from holding the NCPO Retreat once annually, and now offer it twice a year to welcome the growing numbers of new pastors, many of whom are coming into ministry with CBOQ from outside of Canada.**

This year, our retreats were held in April at Five Oaks Education and Retreat Centre and in October at Fair Havens Conference Centre, with both events at full capacity. There were a total of 36 new to CBOQ pastors and 11 spouses in attendance, with an exciting cultural diversity. We celebrate that God is bringing leaders to CBOQ from all over the world!

Our 2023 program followed a new format with an increased amount of course content delivered in Part 1 through the online learning modules, so that during Part 2, more of the retreat time can be spent on care



and connection. This change has been well-received. Participants were enriched through times of worship, learning, community, solitude, reflection, and prayer. One highlight was the closing time of worship and communion, where the Holy Spirit's presence and power was felt among this gathering of new members of the CBOQ family.

One participant said that "the program in both parts was very rich in content, allowing us to get into this [orientation] process with confidence and a sense of belonging." And another commented after the retreat, "It was a privilege and joy to meet all the CLL staff in person. All of them showed the love of God which dwells in their hearts. Their own testimonies and passion to serve the Lord brought edification and encouragement. Another big blessing was to share with other pastors from different backgrounds and have fellowship in different activities." 🌍





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## Ordinands

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We are delighted to introduce and celebrate the ordination of nine individuals, each uniquely gifted and called to serve. With joyous hearts, we acknowledge the ordination of the following:

- Mike Ariza** – Boon Avenue Baptist Church  
**Edmond Bohoussou** – First Baptist Church Montreal  
**Steven Chung** – Renforth Baptist Church  
**Lily Hung** – Mississauga Grace Baptist Church  
**Wei-Neng Hung** – Mississauga Grace Baptist Church  
**Brian Shemilt** – Mansonville Baptist Church  
**Edwin Wang** – Logos Baptist Church Mississauga  
**Ruth Wilkinson** – First Baptist Church Port Hope/  
Calvary Baptist Church Cobourg  
**Michael Wong** – Logos Baptist Church Milliken

As these dedicated individuals embark on their ordained ministries, we celebrate their commitment to spreading the message of faith, hope, and love within their respective congregations and communities. May their journeys be filled with divine guidance and blessings as they serve with passion and purpose. ☪

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## Cultivating Future Leaders and Equipping Next Generation Pastors

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In the pursuit of our mission to cultivate leaders and prioritize the development of future pastors, this year has been marked by significant milestones and strategic initiatives. 2023 was a year of strategic investment into the development of young leaders as well as those who pastor and minister to children and youth, and it is evident that our efforts have taken root, creating an impact on the next generation.

*continued on Page 26...*

## A Transformative Journey Toward Discipleship Culture

Jesus made discipleship central to His mission and work and called His church to make disciples of all nations. Yet, many pastors and church leaders struggle to make disciples in the local church context. The challenges of discipleship are on the hearts and minds of the Church Life and Leadership Team, who have responded to the challenge with an initiative called Building a Discipleship Culture.

Hosted by the Discipleship Culture Team, a group of passionate pastors and leaders, including Paul Lam, Church Life and Leadership Associate, this program seeks to revitalize the spirit of discipleship within CBOQ churches, offering two formats to engage leaders. Building Discipleship Groups is a monthly training series for lay leaders and pastors to start a discipleship-



oriented small group ministry in the local church, while the Discipleship Culture Cohort is a monthly cohort experience for pastors to grow in their own personal spirituality and leadership.

In 2023, the Discipleship Culture Cohort had 9 participants. These pastors were deeply enriched through finding a safe space to experience mutual support, friendship, and spiritual growth. Building Discipleship Groups had 20 participants, who were encouraged to actively contribute and establish new discipleship ministries in their respective congregations. The learning continues, and we invite you to take part in this journey of transformational discipleship.

### **Nurturing Tomorrow's Shepherds: A Year of Strategic Investment into the Future Pastors Pipeline**

A significant highlight of the year was the Compassion "Mission Trip" Experience to the Dominican Republic. A team of 15 individuals from two different churches embarked on a transformative journey, accompanied by Alvin Lau, Youth Ministries Associate.

Camp Kwasind continues to be an environment for young leaders to learn and thrive. 92 young leaders served as our summer staff at Camp Kwasind. During their time with us, they received training in Christian leadership skills and learned how to actively engage in ministering to the next generation. The Leaders in Training (LIT) Program at Camp Kwasind witnessed its largest cohort to date, with 18 young leaders successfully completing the program. The LIT program, deeply rooted in experiential learning, prepares participants for leadership roles with hands-on experiences and mentorship.

CBOQ's commitment to invest in emerging leaders is further exemplified by our provision of scholarships. This year, six graduating high school students each received a \$500 scholarship. This financial support, coupled with resources for leadership development, paves the way for them to transition into university life, knowing their CBOQ family believes in their potential.

A cornerstone of our endeavours in 2023 has been laying the foundation for what is soon to be launched and revealed in January 2024 - the Young Leaders Collective. This initiative stands as a testament to our commitment to invest in the development of young Christian leaders within the Canadian Baptist community, with a focus on those in grades 10-12. The Young Leaders Collective is designed to equip key young leaders to think theologically, engage our cultural more relevantly, and lead authentically in the ways of Jesus. This will happen through a

comprehensive framework including structured curriculum that comes with a high school course credit, access to executive level coaching, and dynamic networking retreats to nurture the potential of young leaders. Our approach acknowledges the unique challenges and opportunities faced by young leaders, offering a tailor-made platform for their growth and expressions of leadership in a Christian context that can be applied in their local communities.

### **Nurturing Today's Shepherds: Equipping the Pastors of the Next Generation**

CBOQ's investment in the next generation also involves investing in the pastors of the next generation. For the first time ever, we held a Next Gen Pastors Retreat, bringing together children's ministry and youth pastors for a time of worship, networking, and equipping. Held from October 2-4 at Camp Kwasind, 14 pastors from 12 CBOQ churches gathered for fellowship and practical, interactive training with guest speaker, Margaret Boersma. The Next Gen Pastors also spent time exploring the report "Create and Cultivate", a follow-up document to the Canadian Baptist Youth Leaders Forum 2022. This new initiative was enthusiastically received, and the pastors of our next generation left with new ministry tools, new connections, and great memories. ☺

**CBOQ empowers future leaders through valuable training. In 2023, our programs trained:**

- **6 participants** in the Youth Ministry Certificate Training Program
- **5 participants** in the Children and Family Ministry Certificate Training Program
- **2 students** in the Horizons program
- **7 pastors** in Parenting Faith

# Empowering Growth

## Middle East Baptist Church and the Lay Pastors Training Program

In the late 1980's, a group of Arabic-speaking believers began meeting together for worship, officially becoming Middle East Baptist Church in the early 1990's. Initially meeting at Kipling Baptist Church and then Mississauga Chinese Baptist Church, they eventually established their own location in Mississauga in the early 2000's.

In its early years, the church operated under a traditional model with staffed pastors, but in the early 2000's, the leadership transitioned to a multi-elder model, comprising individuals who could be either on staff or lay servant volunteers. This approach has been in place since then, with church leadership roles church filled by lay people with full-time jobs.

This leadership model operates with the mindset that individuals can balance a full-time job, serve in ministry,

Middle East Baptist Church is a melting pot of nationalities, with attendees from various backgrounds, including Arabs, Armenians, Assyrians, Kurds, and individuals from Iraq, Lebanon, Syria, Jordan, Palestine, and Egypt.

The Lay Pastors Training Program aligns with the church's philosophy of enabling individuals to pursue theological education while managing other commitments.

and pursue theological studies simultaneously. The church actively encourages its members to develop themselves for ministry roles, emphasizing shared responsibility for service and leadership.

To address the challenge of full-time studies, the church explored various means and discovered CBOQ's Lay Pastors Training Program (LPTP). While there are similar programs, the online nature of CBOQ's program appealed to the church community.

Initially, two individuals enrolled in LPTP, who then shared their positive experience with others at the church. Currently, four people from Middle East Baptist Church are undergoing training with the LPTP. The program's structured nature, with clear start and finish points, creates a tangible goal for participants to persist and complete their training, enriching their theological growth and equipping them for leadership and service in the church. In 2023, a total of 7 people were enrolled in the Lay Pastors Training Program.

# SUSTAINABLE FINANCIAL MODEL AND SUPPORTING RESOURCES

## How Your Donations Help

Did you know that **CBOQ gives back more than 70% of donations** to support our Baptist churches, pastors, and partners? Here's a snapshot of how we make your church and individual dollars work:



**\$415,000**  
on church grants program

- New ministries
- Revitalization
- Church plants
- Internships
- Communications enhancement
- Missional generosity
- Student-led initiatives



**\$184,000**  
in partner support

- Canadian Baptist Ministries
- McMaster Divinity College
- McMaster Archives
- Baptist Convention collaboration

Beyond these blessings, the CBOQ Board has allocated funds to provide mortgages and loans to churches that need renovations, repairs, or expansion. We also have a fellowship fund that provides benevolence to pastors

and their spouses, including retirees. All of our CBOQ programs, events, and consultations are run by our wonderful and caring staff.



**\$120,000**  
in subsidies

- Small churches that can't afford health benefits for pastors
- Benefits for pastors who are seeking placement
- Travel costs for CBOQ Assembly

Each year, we are thankful for faithful churches and donors who support CBOQ to equip churches and pastors to fulfill their mission within local communities. Donations and contributions have not recovered since the pandemic. We ask **churches to give 2-5% of their donation/tithe revenue** to enable CBOQ to continue serving our family of churches.

Churches and individuals can donate through:

- Online donation by credit card at [baptist.ca/donate](http://baptist.ca/donate)
- E-transfer to [donation@baptist.ca](mailto:donation@baptist.ca)
- Cheque payable to "Canadian Baptists of Ontario and Quebec"
- Pre-authorized debit for monthly giving
- In-kind donations of securities, annuity, or insurance policy by contacting [finance@baptist.ca](mailto:finance@baptist.ca)
- Legacy giving by including CBOQ in estate plans

Visit [baptist.ca/donate](http://baptist.ca/donate) for more details on how to give.

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## Kingdom Stewardship: Finance Initiatives and Updates

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This year, CBOQ continued to make strategic decisions to ensure a sustainable financial model, and we continued to invest in supporting our churches in their financial health. These goals were accomplished through the Treasurer's Workshop, the diligence of our Finance Oversight and Investment Committees, process enhancements, and financial support.

### Treasurer's Workshop

Treasurers play a vital role in the financial well being of our churches, yet the nature of their responsibilities can often lead them to isolation. The Treasurer's Workshop provides a platform for church treasurers across Ontario and Quebec to come together, share insights, and enhance their understanding of crucial topics. This year's workshop saw the participation of 35 dedicated treasurers.

Discussions at the workshop revolved around resources for churches, budget considerations, and pension administration. This collaborative environment fosters a sense of community among the treasurers and ensures they are well-equipped to navigate the financial challenges of their respective churches.

### Finance Committees

CBOQ recognizes the importance of a sustainable financial model to support its mission effectively. The FOC and Investment Committees play a vital role in achieving this goal by stewarding our resources. Quarterly meetings are held to review budgets, performance, and investments. Portfolio returns with our new institutional investment management firm have been strong relative to benchmark.

### Finance Team Enhancements

To further enhance financial management, the Finance team has successfully transitioned from an outdated accounting system to a modern one with

*"Wealth and honour come from You; You are the ruler of all things. In Your hands are strength and power to exalt and give strength to all. Now, our God, we give You thanks, and praise Your glorious name. But who am I, and who are my people, that we should be able to give as generously as this? Everything comes from You, and we have given You only what comes from your hand."*

1 Chronicles 29:12-14

robust reporting capabilities, improving our efficiency and data analytics.

Our Finance team has also undertaken a comprehensive review of contractual agreements and processes and have implemented several cost-reduction initiatives to help streamline operations without compromising essential ministry functions.

### Grants and Subsidies

CBOQ's commitment to our churches extends beyond financial stewardship. In 2023, CBOQ provided grants and subsidies to 58 of our member churches. These funds have been instrumental in supporting diverse ministry initiatives, including summer camp programs, church planting, and pastoral internships.

A key part of the grants program has been focused on technological advancement. Multiple churches have improved their communications technology by utilizing these funds to purchase video cameras, microphones, and enhancements to their websites. This approach aligns with our mission to equip churches with the tools they need to fulfill their mission from God. ☪

# Longfields Community Church: A Journey of Faith, Renewal and Community Impact

Longfields Community Church has not only embraced a new building, but has woven a rich tapestry of faith, resilience, and community impact, with the steadfast support of CBOQ. This is the story of their remarkable journey, exploring the challenges they've overcome, and the ongoing work they are undertaking to thrive in their community.

Twenty years ago, CBOQ provided the original mortgage that enabled Longfields Community Church to acquire land. The church met in a school for many years and over time, moved their gatherings to the Nepean Seventh Day Adventist church. Eventually they converted the old farmhouse on their property to their sanctuary. Despite the slanted floors, the building served as their place of worship.

Fourteen years ago, the church acquired a used building from a park that has an exploration and



education camp. The log structure, initially thought to be too small for a church, sat on the property for over a decade. Two years ago, with renewed determination, the church decided to repurpose the buildings and turned the log cabin into a unique space for worship and community engagement.

The journey involved dismantling the log structure, storing it for years and eventually repurposing it into a functional church space.

**On September 2, 2023, Longfields Community Church held their first worship service in their new building. It was a deeply meaningful celebration which took place in a building that is a true representation of renewal.**

CBOQ's support has extended beyond the initial mortgage, with a loan to help build the new structure. The church has 32 adherents and members with an average of 20 attending regularly on Sundays and others still engaging online.

The church has initiated a young adult group, attracting 10-15 individuals aged 20-30. Six children were dedicated in September when they opened their doors for worship. However, the challenges are not overlooked. Financial constraints persist and the need for outreach is pressing. Despite these challenges, the church remains optimistic. Weekly work parties are organized, and there's excitement about having their own building. The challenge now is to overcome financial constraints and reach out to the neighbourhood effectively. Plans for community engagement are on the horizon, and the congregation looks with hope towards the future of God's work in their community.

Longfields Community Church stands as a testament to faith, perseverance, and community impact. As they navigate challenges and celebrate victories, the church's commitment to reach their community remains unwavering. The story of Longfields Community Church is inspiring, and the presence of the Holy Spirit has been felt every step of the way. 🌍



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**Adam Cree**  
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**Ken Foo**  
Director of Church Life  
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**Koon Wah Leung**  
Senior Director of Operations

**Cathy Millar**  
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