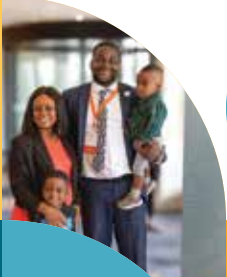




ANNUAL IMPACT REPORT





Vision

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

Mission

Canadian Baptists of Ontario and Quebec 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

Table of Contents

4	Letter from the Board President
5	Letter from the Executive Minister
6	2024-2025 Board Members
7	Financial Overview

STRATEGIC PRIORITY ONE

8	Female Clergy Retreat
10	Regional Associates
13	Avalanche and Blizzard

STRATEGIC PRIORITY TWO

14	Communications: Impact Through Engagement and Connection
15	Assembly 2024
16	Growing in Leadership: Embracing Baptist Distinctives
17	Strengthening Connections

STRATEGIC PRIORITY THREE

20	Building Community Around the Table
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STRATEGIC PRIORITY FOUR

22	Kwasind 80th Anniversary Celebration: Strengthening Community
23	Leading Edge Workshop: Equipping New Pastors for Ministry
24	A Transformative Journey for CBOQ Kids

STRATEGIC PRIORITY FIVE

26	Shaping our Communities with the Help of Grants
27	Banwell Ministry Expansion Project
28	Empowering Treasurers: Insights from CBOQ's Workshop
29	Grants, Mortgages, Fellowship Fund, and Subsidies
29	Financial Trends & Ask



From The Board President

We are a family of churches, transformed by Christ, revealing God's kingdom. This is who we are, and this is who God is calling us to be and become.

This year, 2024, has been a significant one for our family of churches.

This has been the first full year under the leadership of our Executive Minister, Leanne Friesen. God has blessed us through Leanne and her leadership.

This year, we have also seen significant restructuring in our staff team as we moved to a Regional Associate model for the church life and leadership team. It has been a joy to see each of our Regional Associates begin to

serve our churches and associations in new ways, supporting our ministries and improving our connections to one another.

Our annual Assembly in June, with its theme of *All Hands On Deck*, was a significant time of worship, meeting, and connecting together. Many people commented that it was one of the best Assemblies we have enjoyed in recent years. Building on that, in 2024, we have also made the decision to change our venue for our next Assembly, so that even more of our CBOQ family will be able to join us.

These are just a few highlights from 2024... you will read more in the pages that follow.



In the meantime, as we enter 2025, let me leave you with this blessing and benediction from Ephesians 3:20-21:

Now to Him who is able to do immeasurably more than all we ask or imagine, according to His power that is at work within us, to Him be glory in the church and in Christ Jesus throughout all generations, for ever and ever! Amen.

Rev. Eleanor J. F. Emmott

Rev. Eleanor Emmott, CBOQ President

From The Executive Minister

Dear CBOQ Family,

As I read this year's Annual Impact Report, my heart fills with gratitude. I feel grateful for our dedicated staff who have facilitated such important ministries. I feel grateful for our churches and pastors like you who serve God in heartfelt and meaningful ways all over our two provinces. I feel grateful that we get to be part of helping support the work that you do. As your Executive Minister, I am so thankful to get to the end of 2024 and be able to say, with joy and praise to God, that CBOQ is a healthy "family of churches, transformed by Christ, revealing God's Kingdom."

I love the numbers in this report, but I also smile as I think of the numbers that we did not count during this year of ministry that speak volumes about what God is doing in CBOQ. I remember looking out on the Friday

night of Assembly and seeing white flags waving in praise to God. How many flags were flying? I do not know – but I know that God was with us. I recall being sent a photo of four of our pastors out in a boat together a few weeks later, with the message "All hands on deck!" How many pastors got together this year to share a coffee, pray together – or go fishing together? I will never know – but I know God was with them. When I visited North Dresden Baptist Church this fall for their Anniversary, they told me they have about a dozen in the service each Sunday. But they also have a clothing closet that they run for the community each week. "How many come to the clothing closet?" I asked. "I don't know," Pastor Gord said. "Hundreds." How many people in that region are wearing clothes received in love from North Dresden?

I do not know – but I know that God is doing something beautiful in that area.

How many lives have been touched by the Spirit of God through your churches this year? We do not know. But I do know God is using us, and I am grateful.

May the numbers we know encourage you as you read this report, and may you also rejoice in all that we do not and cannot count, trusting the God whose immeasurably mercy is always at work in us.



Leanne Friesen

Rev. Leanne Friesen, Executive Minister

2024-2025 Board Members



Eleanor Emmott
President



Dale Rose
1st Vice President



Teni Araba



Mary Ellen Belzile



Kevin Carlyle



John Davis



George Mah
2nd Vice President



Evelin Wharram
Past President



Kenneth Hollington



Linda Lewis



Kevin Loten



Jane Manuel



David McCleary



Kevin Oates



Joanne Walker



Sharon Wong

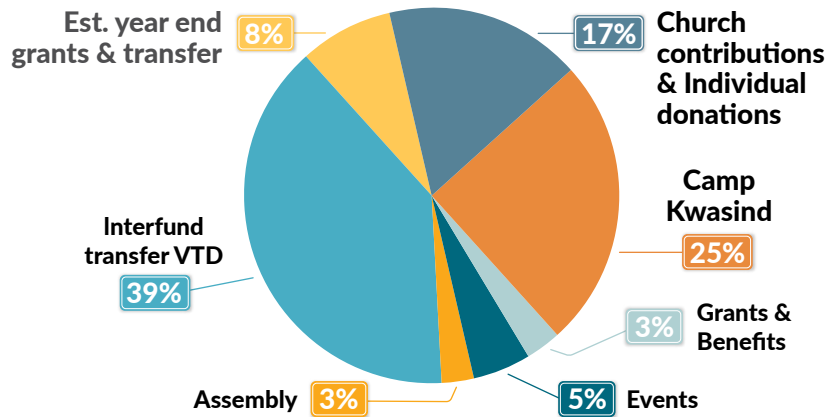
Financial Overview

Financial Report

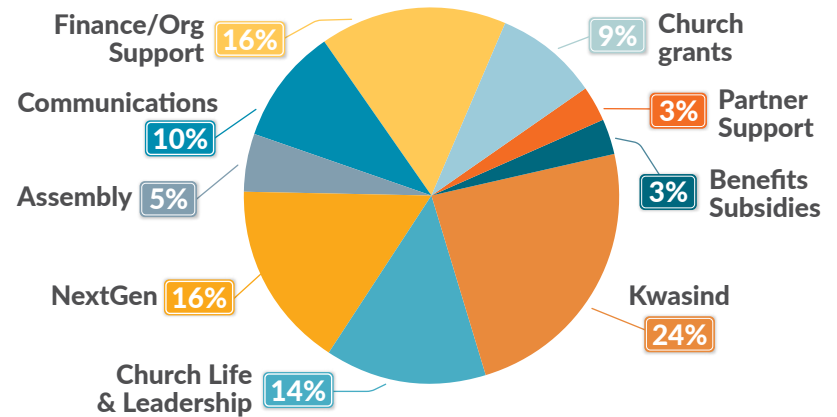
We are incredibly grateful for our churches and donors who give generously to support the ministries and programs of CBOQ. Revenue was 94% to budget and expenses were 92% to budget as of November 30, 2024. Due to the mail strike, there was a -4% variance in church contributions vs the previous year-to-date 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. Throughout 2021-2024, we gave back over 70% of your 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 decreasing church contributions and the need to fund operating costs through investment income. The Board and Investment Committee adjusted the long-term asset mix and chose an institutional investment firm in 2022. Many of these new investments support environmentally friendly buildings, renewable energy, hospitals and transportation systems. **The investment portfolio exceeded the target growth of 6-8% with a 10.4% return in 2023 and 16.7% return in 2024 YTD (as of November 30).**

Operating Funding*



Operating Expenses*



* As of November 30, 2024

Core Programs, Resources & Consultation

Female Clergy Retreat

The CBOQ Female Clergy Retreat, held October 21-23, 2024, at Fair Havens Camp & Conference Centre, was a powerful reflection of CBOQ's strategic pillar of Strengthening Leadership. The retreat provided a much-needed space for female clergy to rest, heal, and refresh, while also deepening their relationship with Jesus. It was a time for personal growth and spiritual renewal, reinforcing the commitment to nurturing strong leadership within the CBOQ community.

Over the course of the retreat, attendees connected with one another, shared experiences, and engaged in insightful workshops, including one led by Dawn Grunau, a seasoned pastor passionate about helping others discover their calling.



The evenings were filled with praise, worship, and devotion, creating a sacred atmosphere of God's presence.

The retreat not only offered time for reflection but also equipped women with the tools and affirmation they needed to return to their ministries with renewed strength and purpose. By fostering a supportive environment, the retreat empowered these leaders

to continue their work with greater confidence and spiritual depth.

This retreat served as a powerful reminder of CBOQ's dedication to strengthening leaders within its community, ensuring that female clergy are supported, encouraged, and equipped to lead with passion and wisdom in their churches and beyond. 🌍

Continue to provide responsive support with core programs, updated resources, and consultations.

- Increase resource awareness and utilization through targeted communications and user-centric design.
- Provide consultations and resource updates.
- Host programs and events.
- Offer grants and subsidies.



63% of churches engaged in CBOQ events from January to October 2024, with **45% of churches** participating in multiple events.

Events include Evangelism weekends, female clergy retreat, Leading Edge, church visits, and resources available on the website.



Increase resource utilization to **30%** by 2025



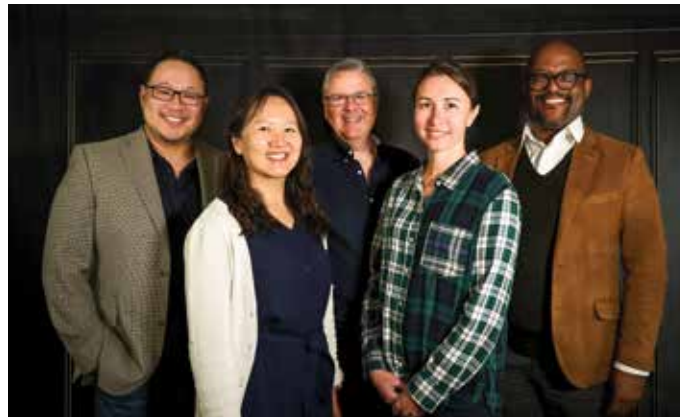
Increase in the number of churches that feel equipped to fulfill their mission from God.

Regional Associates

Strengthening Connections and Support Across CBOQ's Churches

In 2024, the Canadian Baptists of Ontario and Quebec (CBOQ) marked a pivotal shift in how it supports its churches and pastors through the introduction of Regional Associates. This strategic move by the Church Life and Leadership Team is designed to enhance CBOQ's ability to serve its diverse congregations and strengthen unity in mission across the region.

The Regional Associates will be key to providing personalized, proactive support for churches, offering visits to engage with leadership, boards, pastors, and congregations.



These types of connections help CBOQ to listen to the specific needs of each church, ensuring that support is tailored and responsive. This new model ensures a closer, more relational connection between CBOQ and local ministries, addressing the limitations of previous methods

where churches had to reach out for assistance.

By focusing on pastoral care and collaboration, the Regional Associates will foster stronger relationships within the broader CBOQ family. 🌐



In 2024, **CBOQ introduced Regional Associates**, marking a pivotal shift in supporting churches and pastors.



These visits will allow CBOQ to **listen to the specific needs** of each church and ensure tailored, responsive support.



Regional Associates will provide personalized, proactive support through annual visits to **engage with leadership, boards, pastors, and congregations.**



This new model focuses on **pastoral care and collaboration**, fostering **stronger relationships and unity** across CBOQ's diverse congregations.



Hosted pastoral appreciation events for Pastor Appreciation month in each of our associations with an RA, and we look forward to events in all regions in the new year!



Marlies Faith and Family
80 participants from 10 churches/families joined with a larger group of 200+.



Next Gen Pastors Retreat
18 participants.

REFUGEE SPONSORSHIP PROGRAM

26

Successfully completed 1-year sponsorship for **26 refugees** in 2024 through CBOQ churches and partners.

34

34 new refugees receiving support within 2024.

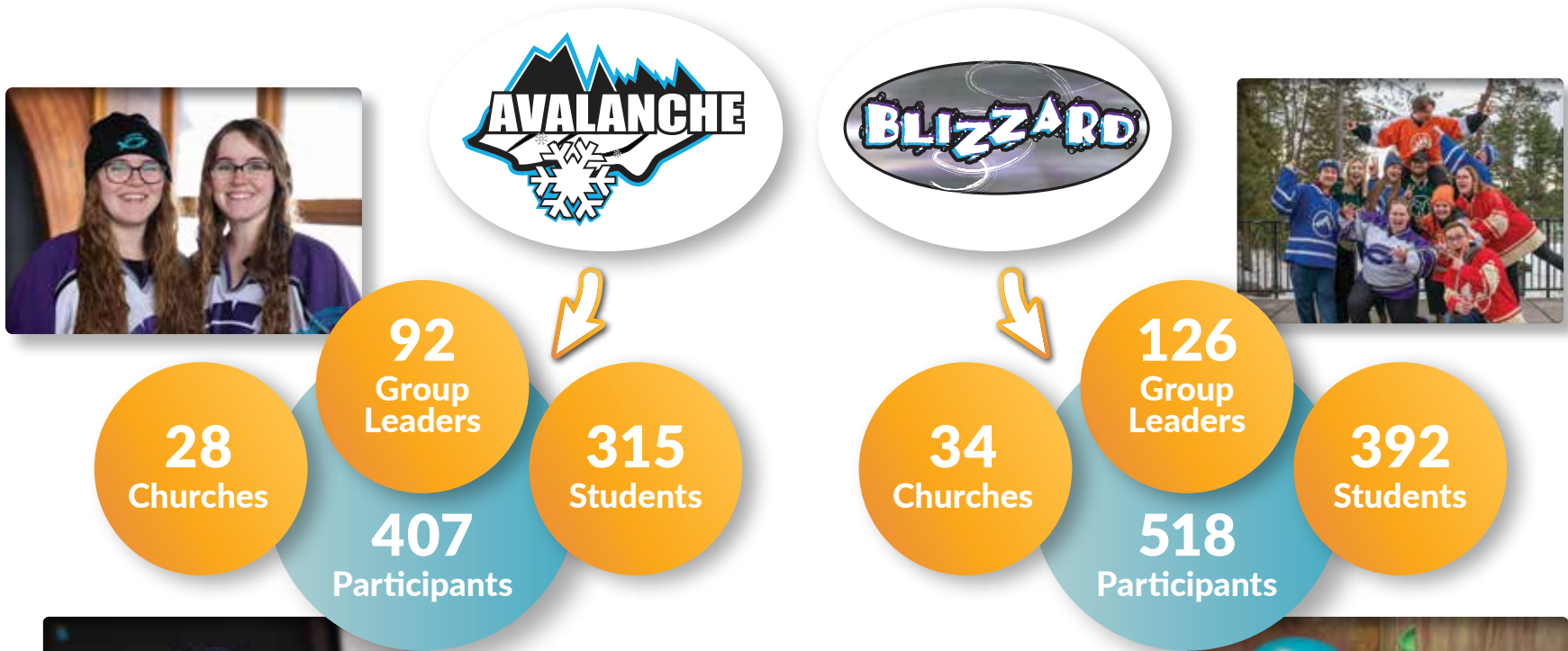
89

89 refugees awaiting government review of applications through the CBOQ sponsorship program.

31

31 new refugee applicants submitted in 2024.





"One of my students is on his way to Jesus one step at a time. He encountered God in a way where he had professed to be Buddhist and now reading the Bible as a result leading up to Blizzard."

Richard E



Strengthen CBOQ Baptist Identity & Polity

Communications: Impact Through Engagement and Connection

The communications team at CBOQ has played a pivotal role in deepening connections within our Baptist community and advancing our mission. Over the past year, we have modernized our communication strategies to better serve churches, resulting in increased engagement and impact.

A key milestone was the launch of our redesigned website, which saw a **300% increase in traffic**. This was driven by improved Search Engine Optimization, targeted marketing efforts, and promotions surrounding Assembly events. We also saw strong engagement with resources such as the **Advent materials**, which had high download-to-view ratios, signaling their relevance to pastors.

Our social media presence has grown, with a **75% increase in Facebook interactions** compared to the previous year. This reflects our ongoing commitment to sharing inspiring stories and content that resonate with our audience. Looking ahead, we plan to expand our podcast offerings and **increase multilingual resources in Cantonese, Mandarin, French, and Spanish**, ensuring we can reach an even broader and more diverse community.



300%



75%



SUCCESS
Assembly
2024
HIGHEST ATTENDANCE

The success of **Assembly 2024**, with its highest attendance in recent years, further emphasized the importance of connection and unity. The event was met with praise for fostering a sense of belonging, highlighting the strength of our Baptist family.

As we refine our strategies, we remain focused on supporting our pastors, churches, and leaders, strengthening our collective impact in our local communities. 🌐





All Hands on Deck

Assembly 2024

317	DELEGATES
10	YOUNG ADULT DELEGATES
105	FIRST TIMERS
172	ASSEMBLY MEMBER CHURCHES/ASSOCIATIONS REPRESENTED
76	PEOPLE ACCESSED FULL SUBSIDY
484	ATTENDED THE CBOQ BBQ
20	ACCESSED THE CHILDREN'S PROGRAMMING
186	ATTENDED PASTORS HALF DAY
517	ATTENDED THE PLENARY SESSIONS
133	CHURCHES THAT REGISTERED ONLY FOR ONE DAY IN 2023
172	REGISTERED FOR 3 DAYS THIS YEAR.

Review core documents with updates to Assembly.

Clarify who we are and how we work together as a Baptist family within CBOQ.

Develop a plan for message roll-out with Partners, Associations, and Churches.

Integrate identity into training, events, and communications.

Growing in Leadership: Embracing Baptist Distinctives

The pastors' appreciation events in **Middlesex-Lambton-Huron, Midwestern, Elgin, ARMB, and Western** gathered around our Baptist Distinctives to focus on four essentials for leadership today. Taking key themes from the book *"Designed to Lead"* by Geiger & Peck, our pastors considered how they might grow in **character, doctrine, pastoral care, and mission**. On each day, pastors appreciated being encouraged to "watch their life and doctrine closely" (1 Timothy 4:16).



Regional Associate **Rev. Cid Latty**, who guided each discussion, shared, "It was great to



see pastors seeking to intentionally grow, learn, and support each other. All this was only possible because we allowed our Baptist Distinctives to shape us. In doing so, our 'autonomy' was tapered by our associating."

As part of our Fall Ministry Package this year, each of our churches received a **Baptist Distinctives Poster**. 🌐

Holistic roll-out and integration by 2023/24.

Joy in being part of our CBOQ family and appreciation for our identity and diversity.

Strengthening Connections

— by Kristina Gummatova

As the Communications Assistant at CBOQ, I play a role in strengthening our Baptist identity and polity. I am excited to be part of a team that connects people to our shared story, goals, and values. Here is how my work contributes to our mission:



Baptist Bridges Podcast:

I help facilitate the podcast that brings people together to discuss what it means to be Canadian Baptists and how we are living out our faith. My role is behind the scenes—filming and editing—but I love seeing how these conversations bring fresh perspectives and remind us of the foundation we are built on.



CBOQ Assembly Videos:

I work on creating videos for the CBOQ Assembly, a key annual event. It is a chance to tell the stories of our churches, their communities, and the impact of CBOQ.



Visiting CBOQ Churches:

Traveling to visit our churches is one of my favorite parts of my role. I take photos and videos to highlight what is happening in our congregations and share them on social media. It is inspiring to see the diversity in how our churches worship—all for the glory of God.

Monthly E-newsletters:

I help prepare and send out monthly e-newsletters to keep the CBOQ community informed. These updates include blogs, event highlights, and resources to support churches in their ministry

In all of this, our goal is simple: **to ensure that people feel connected.** Strengthening our Baptist identity is not just about looking back; it is about celebrating who we are today and the direction in which God is leading us.







Innovate and Share New Church Models & Expressions

Building Community Around the Table

A NEW EXPRESSION OF CHURCH AT EDMISON HEIGHTS

In this year's Annual Impact Report, we shine a light on Edmison Heights Baptist Church where Pastor Ken Wiles and his congregation are showing a new and innovative model of church expression, replacing pews with tables. As we know,



Coronavirus brought feelings of isolation and distance amongst congregations throughout the region, spacing of chairs kept that distance alive. Approaching 2024, Pastor Ken and “the

Elders and Deacons Boards felt that [they] needed to promote a greater sense of community and connection”. So, they set up tables in the church, initially this was only intended to be a 3-month trial but with the congregation response being so positive, it remains today. Pastor Ken remarks how this change has fostered more engagement in worship, promoting a more intimate partaking in the Lord's supper, “Rather than distributing the elements from the front of the church, [they] put a tray of bread and a small jug of juice on each table.”, one person distributing the elements to their neighbours, a living example of fellowship and love. Community building has benefited, from January to March post-service lunch was attended by 95% of service attendees, notably, “Even those who were more introverted and reluctant to share at first, now really enjoy these times of discussion around what they have discovered from the morning message.” A simple change can make such a profound impact, we thank Pastor Ken and Edmison Heights Baptist Church for this good news story! 🙏



Collaborate with Partners on resources for building understanding and ministry with marginalized communities.



Facilitate church information sharing on hybrid and new ministry successes.



Focus on church revitalization in more member churches.



Grow church plants and expressions in number and sustainability.



Church Planting

Through 2024, CBOQ has continued to seek to support new leaders and opportunities to CBOQ. Twice this year, Cid Latty gathered individuals interested in planting churches to offer support and encouragement. We currently

see new church initiatives throughout CBOQ which range from a house church plant in London led by Phil Butler, an online ministry led by Jordan and Sonya Tetley in the Elgin region, and a Sudanese congregation meeting at Stanley Park.

15% church engagement by 2025.

Churches inspired by God's story amongst our family of churches.

Cultivate Leaders, Prioritizing Future Pastors

Kwasind 80th Anniversary Celebration: Strengthening Community



The Camp Kwasind 80th anniversary celebration was a heartfelt reflection of our enduring legacy, boundless memories, and the lasting impact this special place has had on generations of campers, staff, and families. Since 1944, Kwasind has been a

place where faith is nurtured, friendships are built, and lives are transformed. This milestone celebrated not only the camp's history but also the enduring impact it has had on generations.

Throughout the evening, alumni and current staff shared powerful stories, including Elliot, who spoke about how his experience as a camper shaped his journey in faith. The celebration also honored long-time volunteers, including Peter Lacey, who



was presented with the Champion of Camp Kwasind plaque for his years of dedicated service.

The event featured campfire songs led by alumni and staff, with a special time

of worship, where everyone joined in singing Goodness of God. Matt Wilkinson, Executive Director, guided a responsive time, reminding all attendees of their role as lights in God's story.

A big thank you to Shannon Carkner for her excellent MCing, Matt Wilkinson, the Next-Gen team, and the many volunteers who made the evening memorable. This celebration reaffirmed Camp Kwasind's ongoing commitment to fostering a supportive, faith-filled community that continues to transform lives. 🌱



LEADING EDGE WORKSHOP: Equipping New Pastors for Ministry

In 2024, the CBOQ hosted its first “Leading Edge” workshop, designed to support pastors in their first 1-2 years in ministry, particularly those new to Canada or recently transitioned into a new church setting. The full-day, online workshop took place via Zoom and attracted **24 participants**, providing vital training and support for those navigating the early stages of pastoral ministry.

24

The workshop covered essential topics such as:

- **Boundaries in Ministry:** Focused on boundary basics, case study discussions, and practical self-care strategies.
- **Ministry in a Canadian Context:** Explored intercultural competency, managing personal biases, and trust-building within diverse communities.
- **Pastoral Administrative Skills and Planning:** Provided insights into sermon planning, time management, and ministry priorities.
- **Building Trust and Managing Conflict:** Offered strategies for resolving conflicts and understanding hidden covenants.
- **Pastoral Self-Care:** Focused on soul care and identifying burnout signs.

This workshop is part of an ongoing two-year cohort, with follow-up in-depth content available in the Engaged spaces throughout the year. Sessions will continue to be held in May and November, providing new pastors with continued support, resources, and a space for growth as they navigate the complexities of ministry.

The first session was a success, and we look forward to supporting these leaders as they continue their ministry journeys.

- Baptist pastoral internship subsidy for seminary students.
- Continue to invest in NextGen leadership development.
- Support continuing education via accreditation renewal.
- Broaden the reach of THRIVE via new delivery models to church boards.
- Ensure CBOQ Board and Committees reflect the diversity of member churches & communities.

A Transformative Journey for CBOQ Kids

This year, CBOQ Kids had the privilege of sending four pastors from different regions on a unique journey to the Children's Spirituality Summit in Chicago. The road trip itself was as impactful as the summit, providing valuable time for facilitated conversation that deepened relationships and allowed the group to learn from each other. The pastors prepared for the summit by reading a book together, setting the stage for meaningful discussions during their travels.

Laura Gaffan, one of the participants, reflected on the experience, highlighting the profound impact the summit had on her. "The content of the Summit was unlike anything I've experienced before," she shared. "The speakers were engaging and informative, offering cutting-edge research on children's spiritual formation, and providing tools I could implement immediately in my ministry." Laura was inspired not only by the intellectual depth of the summit but also by the practical resources that would help children grow in their relationship with God.

The journey to and from Chicago was a

key part of the experience, as the group built lasting friendships with fellow children's ministry leaders. "Without children, we are not the full body of Christ," Laura added, expressing gratitude for CBOQ's investment in children's ministry and the lasting impact this opportunity will have on her work. "I am deeply grateful



to see this vision come to life, creating an immersive learning road trip experience that empowered our children's pastors with inspiration, connection, and practical tools for their vital ministry." Tanya Yuen | Children and Family Ministries Associate

"Great! Great people, great topics and information, great food, and reminding us of what a great family we have in God's kingdom."

Mathew B

"The retreat was an awesome time to equip my professional toolbox, connect with others who are in similar vocations, and praise God for the miracles that occur within the church community."

Derek W

Dominican Republic Team: Harmony Baptist with **nine individuals**.



Today's Teens Conference.

Youth Ministry Certificate Training Program: **six graduates** in June, each with a personalized youth ministry handbook for their respective churches.

Horizons: **one graduate, two current students.**

Student-led Microgrant: North Burlington Baptist producing the play "The Bible in 30 Minutes".

Scholarships: **eight recipients.**

Retreat Staff:

- 📋 **Avalanche:** **35 volunteers** including ten slingshots, nine team captains.
- 📋 **Blizzard:** **46 volunteers** including 17 slingshots (including five from Canadian Baptists of Atlantic Canada as exchange), nine team captains.

20

Toronto Children's Ministry Conference 2024: **20** CBOQ churches are sending pastors and volunteer teams.

7

Children and Family Ministry Certificate Training Program: Current cohort of **seven leaders** began in **Next Gen Pastors Retreat:** **18 participants.**

18



Growth in the number of new Baptist pastors per year.



Younger generation and families serving at church and on boards/committees.

Sustainable Financial Model & Supporting Resources

Shaping our Communities with the Help of Grants

In 2024, grants have helped our churches experience continuous growth in their ministries, and we're so glad to be witness to some of their amazing glory stories, allow us to share a couple with you.

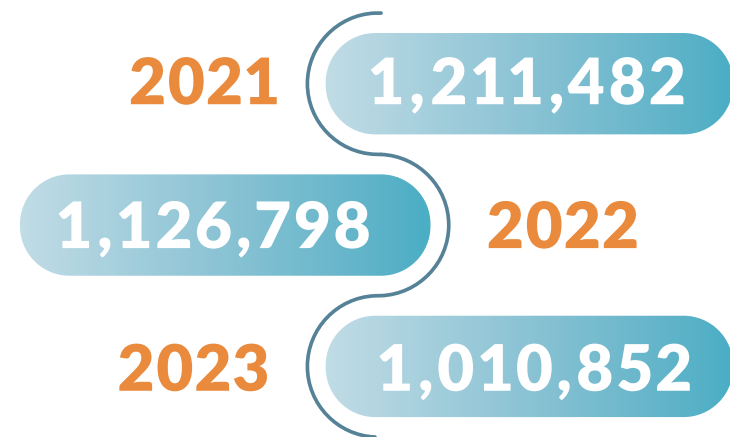
In Thorold, Ontario, Living Water Community Church saw tremendous levels of participation in their kids ministry, which hosts an array of community building programs and activities. One of these standout programs is the Kidz Club mid-week program which saw a record number 35 registrants, including 15 new registrants. This has also resulted in many of these children attending Living Water with their families on weekends.

In Mount Royal, Quebec, New Canadian Baptist Church used their grant to subsidize the cost of their kids camp, Camp Tropnika, making the good news accessible and inclusive to all of God's children, regardless of income. Kristina, who arrived from Ukraine a few years ago, participated last year's camp, inviting an acquaintance and her daughter, who after the camp

started attending youth church meetings, and attended church on Blessing Day.

Through the works of the kids ministries at Living Water Community Church and New Canadian Baptist Church, rest assured that the lives of so many congregants are being transformed through Christ centred fellowship. ☪

Church giving from 2021-2023



Banwell Ministry Expansion Project:

One of the ways CBOQ provides resources to support member churches is through our Mortgages and Loans program. Through this program, CBOQ helps our churches finance building projects by providing a mortgage/loan at a competitive interest rate and with flexible repayment terms. We are thrilled to partner with Banwell Community Church to help the church complete construction of an Outreach Centre equipped with a gym, kitchen, and multi-purpose

rooms. This construction project is part of the church's strategy of being a Hub and an integral part of their community in the rapidly growing city of Windsor. We are seeing God at work at Banwell Community Church as this initiative demonstrates growth and innovation to meet the needs of their community. The church has done a wonderful job of fundraising and planning. CBOQ is grateful to support the church with prayer and with funding through our Mortgages and Loans program. ☪

- ▶ Ensure a sustainable financial model with supporting resources (people, systems, policies, processes).
- ▶ Optimize revenue levers to meet operational needs.
- ▶ Support staff engagement, development, retention, and succession planning.
- ▶ Update systems as required for compliance, data integrity, and reporting.
- ▶ Improve process efficiency and data analytics capability.

Generosity in church and individual donations.

Comprehensive revenue contributions balanced vs operational expenses, with a 2-year reserve.

Financial Performance:

- Since the **start** of the new strategic plan in 2022, the finance team has consolidated assets with the CBOQ Foundation and optimized the asset allocation mix with an institutional fund manager to achieve an **annualized return of 13%** since inception.
- Within the past year, the **Accounting and Donation management systems** were updated to improve efficiency and reporting.
- **Cost-cutting initiatives** were implemented annually through renegotiation of contracts and/or re-evaluation of requirements.

13%



Empowering Treasurers: Insights from CBOQ's Workshop

In November 2024, CBOQ church Treasurers gathered for an insightful and informative online workshop hosted by Adam Cree, Director of Finance and Administration. The session, designed for both new Treasurers and those seeking a refresher, offered valuable updates on several key topics. Participants were walked through the intricacies of pension and benefits administration, ensuring that everyone understood the latest changes and best practices. The workshop also highlighted essential CBOQ resources

available to Treasurers, emphasizing the tools and support to streamline church financial management. Attendees appreciated the helpful reminders on financial responsibilities, compliance, and record-keeping, all aimed at strengthening church operations. As always, Adam's expertise and clear guidance left Treasurers feeling equipped and confident in their roles. The workshop was a great success, providing much-needed knowledge and fostering a sense of community among CBOQ Treasurers. 🌐



Grants, Mortgages, Fellowship Fund, and Subsidies:

Subsidies helped...

- 6 Six people for Accreditation to take Baptist history and Polity.
- 5 Five women to attend the Female Clergy Retreat
- 1 One person for Lay Pastors Training Program
- 3 Three people to attend New to CBOQ Pastors Orientation Retreat
- 3 Three people with Benevolent needs

Grants

- Continual support through grants and financial funding for churches and pastors.
- 16 new churches applied this year.

Category	#	\$
Local Missions	28	176,399.98
Planting	11	162,999.94
Micro	35	35,050.00
	74	374,449.92

Financial Trends & Ask:

As of October 31, 2024, non-designated church giving to CBOQ is \$629,000, which is \$21,000 less compared to October 31, 2023. We are grateful to our churches and donors who have supported the work and programs of CBOQ. We continue to see a trend of declining giving from our churches, with an average annual decrease of 8% from 2021 to 2023. Donations and contributions are critical to help us support and equip our

churches to carry out the mission God has given them. As a reminder, we ask all CBOQ churches to contribute at least 2-5% of their receipted donations to CBOQ.

- We know that many of our churches experience financial challenges, and we strive to provide support in a variety of ways. In 2024, we will provide more subsidies to our churches to attend Assembly, more grant funding for new

ministries and church planting, and more subsidies to help pay for pastor health benefits compared to 2023.

- CBOQ's investment portfolio has performed very well in 2024 with a return of 16.7% as of November 30. Since mid-2022, we have achieved an annualized return of 13%. These strong investment returns have played an important role in funding CBOQ operations. ☹

Conclusion

As we reflect on 2024, we are deeply encouraged by the strides we have made in strengthening our connections and enhancing communication within the CBOQ community. The year marked a significant shift in how we engage with our churches and pastors, focusing on personalized and proactive support, particularly through the introduction of Regional Associates. This strategic move has fostered deeper relationships and has been integral in providing tailored support to the diverse needs of our congregations. By ensuring that every church has direct, relational access to CBOQ, we are building a more unified and collaborative Baptist family.

Our communications efforts have also experienced notable growth, with a significant increase in engagement across various platforms. These results reflect our commitment to sharing stories and resources that resonate with our community. The success of initiatives like the redesigned website, our podcast

series, and multilingual resources has played a crucial role in reaching a broader audience and reinforcing our identity as a Baptist family united in mission.

Key events, such as Assembly 2024 and various leadership retreats, have further emphasized the importance of connection, belonging, and equipping our leaders. We have been intentional in integrating our Baptist distinctives into our communication strategies, ensuring that our message is not only heard but felt, across all generations and cultural contexts.

Looking forward, we are committed to continuing our focus on fostering relationships, enhancing communication platforms, and ensuring that our community remains informed, inspired, and united in our shared mission. We are excited about the future and the ongoing opportunities to serve, connect, and equip the CBOQ family for greater impact.

Baptist Distinctives:

Foundations of Faith for CBOQ



This poster highlights the core beliefs and principles that define our faith within the Canadian Baptists of Ontario and Quebec (CBOQ). Explore the key tenets that shape our identity, from the authority of the Scriptures to the autonomy of the local church, celebrating the heritage and convictions that unite us in our mission and ministry.



1 Jesus is Lord

Baptists believe that Jesus Christ, being eternally God, only begotten Son and the visible expression of the invisible God, effectively procured salvation for all creation through His death, burial and resurrection. He is the one assigned by God the Father to rule with authority over all of creation. Every area of the believer's life and the life of the church is to be subject to the Lord.



2 The Word of God is the Authoritative Rule of Faith and Practice

Baptists believe that God communicates His will through the inspired Word of God. For Baptists, the Bible is the final authority in matters of faith and practice. It is to be interpreted responsibly under the guidance of God's Holy Spirit within the community of faith.



3 The Priesthood of All Believers

The Bible affirms the value of each person as having been created in the image of God, and also declares each person morally responsible for his/her own nature and behaviour. Baptists believe that inherent in the worth of each person is also the right and competency of each individual personally to deal directly with God through Jesus Christ. This principle also suggests our responsibility to serve other believers in intercession and nurture: we are priests to each other. Baptists believe that no group or individual has any right to compel others—forcefully or politically—to believe or worship as they do. Rather, Baptists have historically been champions of religious liberty.



4 A Believers' Church

Baptists believe that Jesus Christ chooses to form His church by bringing together believers for the purpose of worship, witness, fellowship and ministry (both spiritual and social). Baptists recognize the church universal as all who truly profess faith in Jesus Christ as Lord and Saviour. They also profess their understanding of the church as being visibly expressed in local congregations. Each local church must thus be made up of believers who, upon their profession of faith and their baptism (almost always by immersion), are incorporated into the local church through the activity of the Holy Spirit. Baptists believe that Believers' Baptism and the Lord's Supper are the two ordinances required by the New Testament and are to be administered by the local church.



5 Mission and Evangelism

We have a story to tell that is mandated by our Lord in the Great Commission of Matthew 28:19-20. Our calling is to share God's message of love and salvation with each person. Each Christian has a duty to share their faith with others. Baptists continue to be very active in mission efforts, both in local and global contexts. We recognize that mission is not just evangelism, but also includes promoting justice, social welfare, healing, education and peace in the world. It is a holistic approach that expresses care for both the needs of the human soul and the social needs that affect all of life.



6 Church Autonomy and Association

Government in a local church is controlled by the principles of the priesthood of all believers, the Lordship of Christ, the authority of the Scriptures and the guidance and power of the Holy Spirit. Christ, present in the lives of congregational members, leads them corporately to discover and obey His mind and will. Such 'congregational government' calls for and expresses the equality and responsibility of believers under the Lordship of Christ. Baptist churches also recognize the need to temper the exercise of their autonomy in order to 'associate' by linking regionally, nationally and internationally for ministry, mission, support and fellowship.



7 Freedom and Equality

Emerging from our convictions about the priesthood of all believers, we affirm that in Jesus Christ all people are equal. Each one is free to be in relationship with God and to express a faith that is not coerced. Faith cannot be predetermined by someone else, but is the right of and responsibility of each individual as they seek a relationship with God based on their own personal commitments. A further extension of the principle of the Lordship of Christ and the priesthood of believers is to be found in the Baptist conviction that there must exist a separation between the church and civil governments.

A family of churches,
Transformed by Christ,
Revealing God's Kingdom.

These distinctives form the foundation of faith for CBOQ, guiding our beliefs, community life, and mission. They emphasize the supremacy of Christ, the authority of Scripture, and the priesthood of believers, fostering a community where every member's relationship with God is honored. Embracing these principles, CBOQ engages in global mission, promotes social justice, and values religious liberty, embodying a faith that is both personal and transformative. These distinctives define us as Baptists within CBOQ and inspire our continued journey of faith and service in unity and compassion.



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