

# ANNUAL IMPACT REPORT 2025



# FROM THE BOARD PRESIDENT

It is my privilege to serve as your CBOQ President for this year. As I think about this wonderful family we are part of as Canadian Baptists, I am reminded of the words of Paul to the Philippians: “I thank my God for every remembrance of you, always in every one of my prayers for all of you, praying with joy for your partnership in the gospel from the first day until now.” (Philippians 1:3-5) I am so grateful to be a partner with all of you in the ministry of the gospel of Christ.

This past year has been a good and productive one for our family of churches. Last June, we “sharpened our pencils” for our annual Assembly at the beautiful campus of Brock University. We welcomed old and new friends, celebrated milestones and gave thanks for churches whose ministries have made a huge impact over the years and are now transitioning to new opportunities. During our gathering, we heard of the creative and innovative outreach efforts of our churches. We are a family rich in a diversity of worship styles, languages and cultures that identify us and make us distinct.

This past year, your board presented a new strategic plan based on five goals:

- **ENCOURAGE** and **EQUIP** churches to listen, discern and respond to the Holy Spirit.
- **IGNITE** transformation through innovation and mission.
- **CULTIVATE** ministry leaders through diverse pathways.
- **FOSTER** a deeper connection among our CBOQ family and with our ministry partners.
- **ENSURE** intentional stewardship and strategic use of resources. We are excited about where these ideas will lead us under God’s guidance.

Over the past year, I have had the opportunity to visit a number of our churches in different Associations. These congregations are having a significant influence in their communities by giving witness to the Lord we proclaim. I am very hopeful for our future when I hear about the imaginative ways these faith communities are doing the work of God’s kingdom. I am grateful to the CBOQ board and staff for their hard work and commitment on behalf of our churches. Our Executive Minister, Leanne Friesen, continues to provide strong and visionary leadership. This year we also welcomed Adam Cree as our new treasurer, and he has provided us with good and sound financial guidance.

I circle back to Paul’s words again in Philippians 1, that it may be our prayer for the coming year: “*I am confident of this, that the one who began a good work in you will continue to complete it until the day of Jesus Christ.*” Looking forward to seeing many of you back at Brock University in June 2026.

**REV. DALE ROSE,**  
*CBOQ President*



# FROM THE EXECUTIVE MINISTER

What has been the impact of our ministry? In my two decades as a pastor in a church, that always felt like a hard question to answer. There were many days that I wished I could somehow receive a report card from God with some clear letter grades of how things were going! In this role as Executive Minister of CBOQ, it still feels like a challenging question. As I have said the last two years in this report, how does one truly measure impact? Sometimes considering impact can leave us discouraged. Other times it can be a practice in convincing ourselves we have made a difference. Sometimes – and those times are really special – we have some tangible indicators of the impact our ministry has had.

What has been the impact of CBOQ's ministry this year? In this report, we will share the numbers that we hope paint of a picture of how CBOQ has supported our churches, developed leaders and sought to expand our mission. We do so realizing that we will never know the full impact of our ministry until we stand before our Lord and Saviour. We also share with joy and gratitude for the glimpses we get in this lifetime of the influence our ministries can have.

As you read, I pray you will see how our CBOQ family is living into its calling and purpose, and how God is blessing us as we do that. I also hope that you will join us in feeling grateful for the ways your continued support through finances, prayer and human resources is making a difference through CBOQ.

Finally, I pray you will feel assurance from God that your own ministry makes a difference. We are part of a family of nearly 300 impactful churches, each seeking to faithfully live into their mission. CBOQ is here to help you continue to do that, and it is an honour to be part of this family of impact.

**REV. LEANNE FRIESEN,**  
*Executive Minister*



# CBOQ STRATEGIC PRIORITIES

1

## **ENCOURAGE AND EQUIP CHURCHES TO LISTEN, DISCERN AND RESPOND TO THE HOLY SPIRIT**

We need to make space to listen to God and discern the work of the Spirit. This helps us be healthy as leaders and make wise decisions as churches.

2

## **IGNITE TRANSFORMATION THROUGH INNOVATION AND MISSION**

We remain passionate about sharing the hope of Christ with our communities around Ontario and Quebec. However, the cultural reality of ministry has changed and old assumptions regarding ministry and church will not sustain us into the future.

3

## **CULTIVATE MINISTRY LEADERS THROUGH DIVERSE PATHWAYS**

We are experiencing a pastoral leadership crisis, with many anticipated retirements in the next decade and few replacements. Leadership will have to come from a greater variety of ministry streams, and effective means of developing each of these modes to ministry is needed.

4

## **FOSTER DEEPER CONNECTION AMONG OUR CBOQ FAMILY AND WITH OUR MINISTRY PARTNERS**

We believe churches and leaders are healthiest in community. In recent years, many of our churches and leaders have grown disconnected. We have also experienced confusion around our understanding of Baptist Polity. We see a opportunity for greater connection between churches which speak different languages.

5

## **ENSURE INTENTIONAL STEWARDSHIP AND STRATEGIC USE OF RESOURCES**

As donations change and sometimes decrease, we must be wise in developing revenue sources, while also being good stewards of the income we currently receive. To be wise stewards of our resources, we want to focus on impact and not just output.

# LOOKING AHEAD WITH HOPE

As we reflect on the ministry impact of 2025, we are reminded that the work of CBOQ is never about numbers alone, although numbers help us see the breadth of God's activity among us. It is also not only about programs, events, or initiatives. At its heart, our shared ministry is about people: pastors, churches, youth, leaders, families, newcomers, volunteers, and all those who encounter the love of Christ through the ministries of our Baptist family.

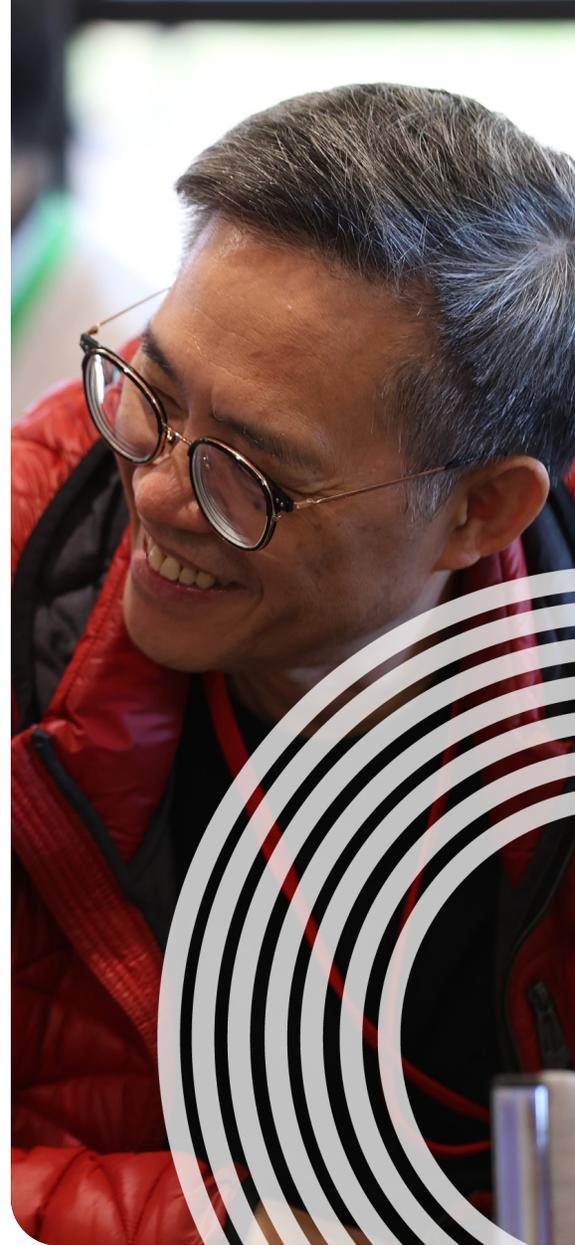
This year, we saw churches listening intentionally to the Holy Spirit and discerning new directions. We will see this really expand in 2026 as we launch the Discernment Pathway resources. We witnessed innovative mission work taking root as congregations responded creatively to the needs of their communities.

We celebrated new leaders stepping forward, seasoned leaders continuing in faithfulness, and diverse pathways that are forming pastors and emerging leaders across generations. We saw connections deepen between churches, Associations, pastors, youth, and families through visits, retreats, shared worship, and collaborative moments.

And we stewarded resources with care, transparency, and purpose being sure that every gift, every decision, and every investment supported the mission God has entrusted to us.

All of this is possible because we are a family, a family of over 290 churches, committed to walking together, learning together, discerning together, and serving together. Each prayer offered, each dollar given, each volunteer hour, each leadership investment, each pastoral conversation, and each act of generosity contributes to a movement far greater than any one church or ministry could accomplish alone.

As we look ahead to 2026 and beyond, we do so with confidence. This is not in ourselves, but in the God who continues to guide, inspire, and sustain us. We follow the One who has begun a good work among us, trusting that He will continue to complete it.



# BOARD MEMBERS

2025 - 2026



REV. DALE ROSE  
PRESIDENT



REV. GEORGE MAH  
1ST VICE PRESIDENT



MARY ELLEN BELIZE  
2ND VICE PRESIDENT



REV. ELEANOR EMMOTT  
PAST PRESIDENT



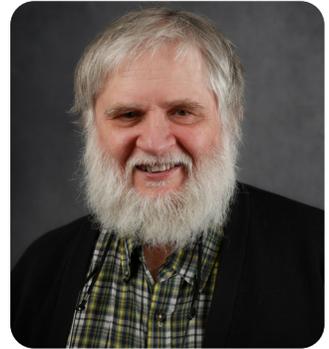
REV. EDMOND BOHOUSOU



REV. RYAN MARTHINSEN



KEVIN CARLYLE



JOHN DAVIS



LINDA LEWIS



REV. KEVIN LOTEN



TENI ARABA



JANE MANUEL



REV. DAVID McCLEARY



REV. KEVIN OATES



JOANNE WALKER



SHARON WONG

# DISCERNMENT

*Encourage & Equip Churches to Listen, Discern and Respond to the Holy Spirit*

**12** Churches engaged in the Church Life Cycle Pilot Consultation

**25** Participants attended the church board training seminar pilot project

**08** Churches received Revitalization Consults

**23** Pastors participated in Regional Pastoral Prayer Times

In 2025, CBOQ continued to invest in helping churches hear God's voice clearly and follow His leading with courage and clarity. Discernment is not a one-time act, but it is a posture that shapes how congregations make decisions, respond to change, and embrace their mission. In 2026, churches across our CBOQ family of churches will engage in intentional processes to understand where God is guiding them next, with CBOQ staff walking closely alongside them.

Nelson Chang, one of our Regional Associates, together with the Church Life & Leadership team and our Executive Minister, has been developing resources to support discernment at every stage of the Church Life Cycle from early exploration, to revitalization, to long-term planning. Through prayer gatherings, consultations, training opportunities, and the creation of a new Discernment Pathway, churches will be better equipped to move forward with clarity and hope. In 2025, these resources were actively under development, with a full rollout planned for 2026.



# THE DISCERNMENT PATHWAY

## *A Structured Process for Decision-making with Spiritual Intentionality*

In light of our Strategic Goal to ENCOURAGE and EQUIP Churches to Listen, Discern and Respond to the Holy Spirit, this year, CBOQ developed the Discernment Pathway, a structured process designed to help churches navigate seasons of decision-making with spiritual intentionality.



**Listen**  
Attending to the Spirit's leading



**Discern**  
Scripture and community wisdom



**Pray Together**  
Congregational prayer and holy listening



**Move**  
Next steps with clarity and unity



**Reflect**  
Mission, context, and calling

The Discernment Pathway is currently being developed to support churches as they prayerfully navigate important decisions. Once available, it will offer a structured process with a shared language for decision-making, and a way for churches to discern God's direction together, moving beyond individual preferences toward collective spiritual clarity. This pathway will also serve as a key tool to help churches discern where they are within the Church Life Cycle and identify faithful next steps.

This new tool strengthens CBOQ's commitment to walk closely with churches. It will not give answers, but it will help prepare our churches to hear God's invitation to listen to the leading of the Holy Spirit.

## STRATEGIC PRIORITY 2

# INNOVATION & MISSION

*Ignite Transformation through Innovation and Mission*

Innovation is not simply a trend—it is a posture of faithfully responding to the Spirit's leading in a changing world. In 2025, CBOQ supported churches and ministries as they experimented with new approaches, launched mission initiatives, refreshed ministry models and reached people in creative and Spirit-led ways. This year saw meaningful innovations across churches, youth ministry, camp ministry, and leadership environments that are expanding the reach of the Gospel.



These innovations, whether through discipleship, community engagement, or next generation ministry, are helping churches move beyond routine and into renewed mission. Our grants empowered congregations to launch or expand mission initiatives, pilot new ministry models, and respond to community needs with creativity and compassion.



# 44

## MAIN GRANTS

# 31

## MICRO GRANTS

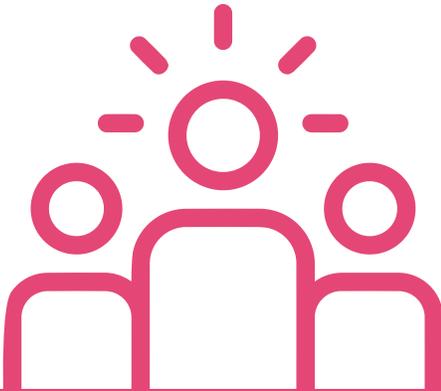
### Grant Highlight

Omeme Baptist Church

A Canada Day outreach led to 24 children attending VBS (18 new to church) and 11 youth now connected through Surge Youth Group. With CBOQ support, Omeme Baptist offers free, inclusive programs serving families of all backgrounds in a small community.

# YOUTH INNOVATION

*A New Regional Retreat Model sparked Missional Momentum*



## What Changed?

New retreat schedule | Redesigned worship flow | New discipleship model

## What Emerged?

Space for reflection | Prayer & silence | Authentic conversation

### Ascent (First Regional Retreat)

**08**

Churches / Groups

**131**

Students / Leaders

### Avalanche Jr. High Retreat

**25**

Churches

**322**

Students / Leaders

### Blizzard Sr. High Retreat

**40**

Churches

**579**

Students / Leaders

### At all retreats:

- 53 young adult volunteers (i.e. under age 30)
- 15 older adult volunteers

Scan for Highlights



This year marked a significant milestone for our Next Gen Department with Ascent, the first youth retreat launched under a newly refreshed model. This model was designed to give students deeper opportunities for formation, leadership exposure, and relational connection.

## WHAT CHURCHES REPORTED

- Stronger spiritual conversations
- Meaningful leadership development moments
- Deeper connection between youth groups
- Space for students to reflect on faith and identity
- More intentional opportunities for discipleship

“

One leader shared:  
“For some students, Ascent was the farthest and longest they had ever been away from home. Throughout the weekend, they opened up, asked questions about faith, and connected with leaders in ways we haven’t seen before.”



This new approach to retreats signals a broader movement toward innovative ministry models that meet today’s youth where they are: emotionally, socially, and spiritually. Ascent’s success has already sparked conversations about future retreats that will continue shaping the next generation.



This model is now informing future discipleship and retreat planning across CBOQ.

“

Leaders described Ascent as  
“The most spiritually open space our students have experienced.”

# 5:1 CIRCLE

## *Building the Next Generation through Meaningful Relationships*

As CBOQ leans into our strategic plan, we are excited to champion the 5:1 model, a relational approach to Next Generation ministry grounded in research by Dr. Chap Clark and the Fuller Youth Institute.

Their studies show what many of our churches have long believed: the long-term faith commitment of young people is shaped significantly by the depth of meaningful relationships they experience within their church community.

**“The long-term faith commitment of young people is shaped significantly by the depth of meaningful relationships they experience within their church community.”**

The 5:1 Model is simple but powerful: for every young person in a congregation, there should be five adults (beyond parents/guardians) who are intentionally investing in that young person’s spiritual life.

These relationships are not formal mentoring programs or structured curriculum-based ministries. Instead, they are organic, authentic, and deeply personal, designed to create a community of support, encouragement, and faith formation that can last a lifetime.

### **WHAT THE 5:1 MODEL REFRAMES**

This model is particularly important because it reframes how we think about youth ministry. Many churches, especially small congregations, assume that meaningful next generation ministry requires large programs, youth rooms, or weekly gatherings.

**“5:1 shifts the focus from programs to people.”**

It asks congregations to look ahead 10, 15, even 20 years, and ask: How can we invest in the young people God has entrusted to us so their faith continues to grow long after they leave our building?

The 5:1 Model works in large and small churches, thriving and struggling ones, congregations with full youth programs and those with none.

As part of the Strategic Plan, CBOQ will begin working with congregations in 2026 to cultivate a 5:1 ethos. This includes training, resources, stories, and ongoing support to help churches imagine and implement relational ministry in ways that fit their context. Over time, we hope to see 5:1 become a natural and expected part of congregational life across CBOQ.

**“5:1 isn’t a program—it’s a culture of intentional discipleship. Every young person deserves a circle of adults who know them, pray for them, and walk with them.”**

### **WHY 5:1 WORKS**

- Works in churches of all sizes
- Builds long-term faith formation
- Increases belonging, mentorship, and discipleship

**Scan for  
more information**



# LEADERSHIP DEVELOPMENT

## *Cultivate Ministry Leaders through Diverse Pathways*

A thriving church requires thriving leaders. In 2025, CBOQ invested deeply in strengthening and expanding the leadership pathways that support pastoral, congregational, youth, and children ministry across our CBOQ family. Leadership formation took place through formal education, hands-on ministry experiences, credentialing, and environments where emerging leaders were encouraged, mentored, and equipped.

This leadership pathway aims to connect pastoral development with youth and young adult leadership formation, ensuring that churches are supported by leaders at every stage of growth.



### CREDENTIALING

- 10** Accredited
- 08** Ordained
- 35** In Progress

### EQUIPPING PASTORS

- 153** Education Events  
*(Regional educational events by Associations & CBOQ)*
- 135** Church for All Ages participants  
*(A hybrid workshop to train/equip churches for an intergenerational ethos)*

### TRANSITIONS & ONBOARDING

- 26** New to CBOQ Pastors' Orientation (NCPO) attendees
- 13** Leadership & Pastoral Training Program (LTP)
- 15** Pastoral Retirement Seminar attendees
- 53** Students engaged with Leading Edge First Steps
- 26** Leading Edge Foundations Pastoral Participants

### Leading Edge

**Leading Edge First Steps** is a program designed to introduce Bible college and seminary students to the potential for ministry in CBOQ through luncheons, visits and intentional exposure to denominational life. Through relational connection with our Regional Associates and other staff, students are invited to explore vocational discernment, understand pathways to accreditation, and imagine a future of ministry within our family of churches.

**Leading Edge Foundations** is a program 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. This program is comprised of 2 day online training via zoom and asynchronous learning modules via Engage Spaces. This program provides vital training and support during the early stages of pastoral ministry.

### TRAINING METRICS

- 9 Youth scholarships for undergrad studies
- At least 2 leaders are serving in other CBOQ initiatives
- Next Gen Pastors Retreat: 21 Attendees
- Centre Court: 13 churches, 158 participants including staff
- "I Wonder" Wednesdays: Regular Zoom meetings where Children's ministry leaders gather to discuss various aspects of Children and Family Ministry

# NCPO SPOTLIGHT

## *The Changing Faces of Pastoral Leadership*

This year's **New to CBOQ Pastors' Orientation (NCPO)** offered a powerful snapshot of who God is calling into leadership today. With 26 new pastors joining the CBOQ family, the diversity of backgrounds, cultures, experiences, and call stories made this cohort truly remarkable.

### **A Pastoral Family Growing in Diversity**

Two-thirds of this year's NCPO participants were born outside of Canada. Many bring multilingual ministry experience, cross-cultural perspectives, and global vision that is strengthening the missional reach of our churches.

#### **Pastor Shameika**

##### *Montreal Chinese Baptist Church*

Coming from the United States, I brought a vibrant mix of pastoral leadership, intercultural ministry experience, and a passion for building bridges across communities. My transition into ministry within a culturally Chinese context in Montréal highlights the global, adaptive, Spirit-led leadership emerging across CBOQ.

After graduating from Palmer Theological Seminary with an M.Div., I relocated from Philadelphia to Montréal to join my husband. Originally from Seattle, I am passionate about how work gets done in churches and how it enlivens or hinders our faith—especially in areas of culture and tradition.

#### **Ronald Charles, Central Oakville Pastor**

##### *An Academic Voice for the Church*

During my time at the retreat, I was very impressed not only by the quality of the teachings and reflections, but also by the honesty of the conversations. The topics were excellent and the care to allow a multiplicity of voices and understanding was refreshing. In beautiful surroundings, with good food to nourish our bodies, and meeting great people for formal and informal discussions, the retreat was a rejuvenating time for me.

### **Why These Stories Matter**

This year's NCPO class signals an unmistakable truth: God is calling leaders from many cultures, languages, generations & professional backgrounds to serve within CBOQ.

Their stories embody the heart of Strategic Priority 3, which is cultivating diverse pathways for leadership and investing in those whom God is raising up for such a time as this.

As these new pastors step into pulpits, classrooms, community ministries, and pastoral roles, they represent the next chapter of our collective story—one marked by resilience, cultural richness, and deep faithfulness.



**Scan for  
Highlights**

# LEADING EDGE

## Cultivating Leaders at Every Stage

One of the most significant developments within Strategic Priority Three: Cultivate Leaders Through Diverse Pathways is the expansion of Leading Edge, a multi-year initiative designed to support pastors through every stage of their ministry journey. Launched as a pilot in 2024–2025 through the Church Life and Leadership (CLL) Team, Leading Edge is becoming a central component of our long-term commitment to strengthening pastoral leaders across CBOQ.

Pastoring is a calling filled with deep joy, meaningful relationships, and spiritual significance, but it also comes with steep learning curves, unique pressures, and practical complexities that many pastors encounter once they are serving in a congregation. Recognizing this, Leading Edge Foundations equips pastors with skills and knowledge crucial for healthy, effective ministry that may not have been fully covered in formal theological education.

## 26 Pastors took part in Leading Edge Foundations in 2024–2025

In our 2024–2025 pilot year, 26 pastors who were new to CBOQ took part in this learning hub. They gathered several times throughout the year for practical sessions on ministry topics such as boundary-setting, building effective church boards, navigating congregational expectations, and understanding the dynamics of congregational leadership. The aim is not to replace theological training but to help fill in any gaps that arise when pastors face the day-to-day realities of church life.

Building on the pilot's success, Leading Edge will roll out fully in 2026 as a multi-stage pathway that supports pastors from their earliest weeks of ministry, through to retirement. While each pastor's journey is unique, many stages share common themes: beginning well, leading effectively, navigating conflict, caring for one's spiritual and emotional health, developing leaders, and sustaining ministry over decades.

The expanded Leading Edge program will include cohorts for new pastors, mid-career leaders, pastors entering renewal seasons, and those preparing for vocational transition or retirement.

## “THRIVING CHURCHES ARE LED BY THRIVING PASTORS.”

This initiative reflects belief that thriving churches require thriving pastors. Churches hiring new pastors are strongly encouraged to include Leading Edge participation in their job descriptions and onboarding processes, ensuring that pastors are grounded, supported, and connected to a community of peers from the outset. Leading Edge also fosters meaningful relationships among pastors. It is these relationships that reduce isolation, strengthen resilience, and create a sense of belonging within our wider CBOQ family. Through shared learning, prayer, and mutual encouragement, pastors discover they are not alone in facing the challenges and opportunities of congregational ministry.

Our vision is to build a culture of lifelong leadership development: one in which pastors continuously grow, learn, and support one another, and where churches benefit from healthy, equipped leaders who can guide their congregations with wisdom and confidence. Leading Edge is an investment in the future health of our churches, our leaders, and our shared mission. We are excited to see this initiative continue to flourish.

### What Leading Edge Provides:

- Practical ministry skills
- Peer support and shared learning
- Stronger leadership foundations
- Guidance for every stage of pastoral life

### Leading Edge Pathway:

- First Steps
- Foundations
- Flourishing
- Forward



# CONNECTION

*Foster Deeper Connection among our CBOQ Family*

Connection is at the heart of who we are as a family of over 290 churches. In 2025, CBOQ invested deeply in creating spaces large and small where pastors, leaders, churches, youth, and Associations could gather, encourage one another, and strengthen their shared sense of belonging. Through visits, retreats, Association gatherings, appreciation events, and shared learning environments, CBOQ helped cultivate relationships that build unity, deepen trust, and remind us that we serve God's mission together.

## ASSEMBLY 2025

**Gathering as One Family of Churches**

Assembly is the annual gathering of the Canadian Baptists of Ontario and Quebec (CBOQ) family of churches. Assembly brings together delegates, pastors, leaders, and members to worship, pray, discern God's leading, make decisions together, and strengthen relationships across our Baptist family.

**547**

**Registered**

Participants from across Ontario and Quebec gathered for worship, learning, and shared decision-making

**127**

**Registered for Pastors Day**

Pastors gathered for encouragement, connection, and renewal ahead of Assembly

### Stewardship

In 2025, Assembly moved to Brock University to support more intentional stewardship of resources while maintaining a welcoming and meaningful gathering. It resulted in a:

**\$65K**

**Improvement over 2024**

**\$89K**

**Less than the projected hotel cost**

### PARTICIPANT STRUCTURE

- 35 CBOQ staff
- 31 Exhibitors and Ministry Partners
- 17 Board Members
- 16 Young Adult Delegates
- 14 Children

# RELATIONAL CONNECTION WITH OUR REGIONAL ASSOCIATES

## CHURCH & PASTORAL CONNECTION

**130**

Churches visited by  
Regional Associates

**176**

Pastors visited  
one-on-one (in-person)



## ASSOCIATION ENGAGEMENT

**15**

Association visits

**24**

Association Executive  
meetings attended



## CARE & CELEBRATION

**18**

Special events attended  
*(Funerals, Inductions, Church  
anniversaries, Ordinations)*

**156**

Pastors recognized through  
14 events held for Pastor  
Appreciation Month



# PASTOR APPRECIATION MONTH

*Thank you, Pastors*

Pastor Appreciation Month in October is a meaningful time for the Church Life and Leadership team as we pause to honour, affirm, and encourage the pastors who serve across CBOQ. Pastoral ministry is both joyful and demanding. Many pastors carry unseen burdens while continuing to lead with faithfulness, compassion, and courage. This month allows us to acknowledge their dedication and to express our gratitude in intentional and prayerful ways.

Our team carries a unique perspective in this season. Every member of Church Life and Leadership has served in pastoral ministry. We know what it means to walk with a congregation, to hold stories of hope and struggle, to make difficult decisions, and to carry the weight of leadership with a full heart. Because we share that lived experience, our care for pastors flows from a place of genuine understanding. We know the beauty of this calling, and we also know its cost.

These times of intercession serve as a reminder that shepherds need shepherds, and that no pastor is meant to journey alone. Pastors are encouraged to contact their Regional Associate for information about these prayer gatherings.

Pastor Appreciation Month also invites pastors to renew their commitment to ministerial fellowship. Staying connected to colleagues and to the Regional Associate creates a circle of support, encouragement, and shared wisdom. Ministry can feel isolating, but fellowship strengthens the heart and sustains the calling. We encourage every pastor to be rooted in these relationships and to take part in the networks available across their region.

As a team, we hold deep gratitude for all who shepherd Gods people. Pastor Appreciation Month gives us the opportunity to celebrate our pastors with joy and to reaffirm our commitment to walk alongside them in every season of ministry.



Our Regional Associates embody care throughout the year. They listen, pray, visit, and stand with pastors in moments of challenge and celebration. During this month, we were also grateful for the opportunity to host luncheons for pastors in various regions as a simple way to say thank you and to create space for connection and encouragement. Pastor Appreciation Month simply highlights the ongoing commitment they carry every day. Recently, the RAs have also begun hosting regional prayer gatherings dedicated to sessions for pastors.



**Scan for  
Highlights**

# INTEGRATED YOUTH & KWASIND CONNECTION IMPACT

**1,351**

Total Registrations

**367**

First-time campers

**312**

First-time faith decisions

**31**

Leaders-in-Training (L.I.T)  
Program Participants

- L.I.T participants completed our 4-week leadership program
- 100% finished their practicum in cabins, program or on waterfront teams
- 20+ churches witnessed L.I.Ts return home ready to serve in worship, youth ministry, and outreach

**900+**

Retreat and Rental Ministry participants

**22%**

Rental Ministry Growth

“

As leaders observed:  
“**Students who came from small groups suddenly realized they are part of something much bigger.**”

Youth ministry continues to be one of the strongest relational networks across CBOQ. In 2025, thousands of students and leaders connected across churches through retreats, events, and camp.



## STRATEGIC PRIORITY 5

# STEWARDSHIP

*Ensure Intentional Stewardship and Strategic use of Resources*

CBOQ continues to manage resources with responsibility and mission-driven purpose, ensuring that funds are invested in church support, leadership development, and ministry impact.

These stable giving patterns demonstrate strong commitment from our churches, who continue to invest in shared mission and denominational support.

## Church Giving to CBOQ



\$1,198,240

2025

\$1,043,959

2024

\$1,010,852

2023

## STRATEGIC FINANCIAL STEWARDSHIP INITIATIVES

### SYSTEMS & EFFICIENCY

- Launched a new donor and church management system to improve connection with churches, pastors, and partners

### COST-SAVING MEASURES

- Implemented cost-saving measures, including:
  - A new phone system
  - Renting office space to another Christian organization

### INVESTMENT PERFORMANCE

- Managed investment portfolio returns with a **13.6% annualized return** since optimizing asset allocation and hiring an institutional fund manager in 2022

# TREASURERS WORKSHOP

*Strengthening Local Church Financial Health*

**83**

Registered

**71**

Churches Represented

## PROGRAM DESIGN & CONTENT

### WORKSHOP FEATURES

- First-ever evening workshop
- 15-minute breakout groups for peer learning

### TEACHING INCLUDED

- Statutory filings
- Pension plans
- Benefits changes
- 2026 Health plan updates

**This annual workshop ensures churches are equipped to steward their own financial responsibilities with excellence.**

## FUNDRAISING

*Building a Healthy and Diverse Donor Community*

### ACQUISITION & ENGAGEMENT

**4000+**

Households Reached

**15**

New Donors Acquired

### REVENUE

**\$32,172**

Unrestricted Donations (YTD)

**2025 marked a significant step forward with CBOQ's first ever donor acquisition initiative.**

### RETENTION

**40.4%**

Donor Retention Rate

**40**

Returning Donors

*\*Note: These statistics do not include fundraising efforts for Camp Kwasind.*

# GENEROSITY THAT STRENGTHENS THE MISSION

**“From everyone who has been given much, much will be demanded; and from the one who has been entrusted with much, much more will be asked.”  
- Luke 12:48**

This past year, we witnessed again how God moves through the generosity of His people and how our shared mission is strengthened when we give out of gratitude, conviction and hope.

The most notable development in 2025 was the launch of our first-ever donor acquisition mailing, an initiative rooted in the belief that when we extend an invitation with clarity and purpose, God opens new doors. This mailing reached more than 4,000 households across Ontario, reaching people we had never been in contact with before, and the response was encouraging. Many individuals, newly introduced to our ministry, offered their support with open hands and open hearts. Their gifts remind us that God continues to grow our community in ways we could not anticipate.

At the same time, long-standing CBOQ donors, some faithfully giving for more than a decade, continued to sustain our work with steady, prayerful generosity. Their consistency is a quiet testimony to what partnership looks like over time with a shared belief in the ministry we undertake together. Because of this dependable support, we have been able to plan wisely, provide stability across our ministries and respond to emerging Church needs with confidence.

Our churches and organizational partners also played an essential, mission-anchoring role. Many congregations renewed or increased their support, that allows us to steward resources responsibly and consistently.

This year reflects a healthy and Spirit-led fundraising ecosystem. New donors, drawn in through our acquisition mailing, expanded and energized the base of support. Long-time donors and Church partners continued to provide reliable giving and continue to step forward at key moments with transformative gifts that help propel the ministry forward.

We give thanks for every act of generosity, both large and small, one-time or recurring, because each gift reflects a heart responding to God’s call to generosity, compassion and shared mission. As we look ahead, we remain prayerful and grateful, trusting that the same God who has provided faithfully this year will continue to guide and strengthen us in the year to come.

# WELCOMING REFUGEES: STEWARDSHIP AS COMPASSION

The Refugee Sponsorship Program continues to be a powerful expression of stewardship and mission.

Behind each number is a story of safety, hope, and belonging. CBOQ churches continue to reflect the compassionate heart of Christ through their sacrificial stewardship of time, resources, and care. As we look toward 2026, CBOQ has laid the essential groundwork to expand this ministry even further but we can only do so with the continued generosity and partnership of those who believe in this mission. Your giving helps open doors for refugees, strengthens churches, supports leaders, and extends Christ's love where it is needed most.

# 59

Refugees were  
welcomed

# 31

Newly  
sponsored

# 104

Remained  
in process



## OUR VISION

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

## OUR MISSION

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

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## TOGETHER, WE ARE CBOQ!

**Thank you** for your partnership in the Gospel.  
**Thank you** for your faithfulness.  
**Thank you** for your impact.

*By God's grace, we will continue to bear faithful witness in our  
churches, our communities, and our world.*