



W
CANADIAN
Baptist
Women
OF ONTARIO AND QUEBEC

2024

Annual
Report

Belonging. Becoming. Brought Back
2 CORINTHIANS 5:17-18

Thanks to all our donors
and volunteers for their

Generous Support



We want to extend a very special thank you to all our dedicated volunteers who gave so deeply and generously of themselves to the ministry of CBWOQ this past year. We offer our heartfelt thanks, also, to our many donors and supporters: women's groups, individuals, churches, our partner organizations, and foundations who make this work possible.

contact us



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Speaker: Dr. Cynthia Long Westfall

Belonging. Becoming. Brought back. [re]claim the gift

2 Cor. 5:17-18a



Last date to register April, 23rd

3 & 4
May

Location:
McMaster Divinity
College, Hamilton

Register at www.baptistwomen.com



CBWOQ STAFF

Helena Bergen, Executive Director

Abby Lamshead, Ministry
Coordinator for Young Women &
Administrator

Tracey Bagley, Director of
Leadership & Discipleship

Message from our *Executive Director*

In many ways, 2023 was a pivotal year for CBWOQ; it was a year in which we saw so much evidence of God's providential hand at work.

In January, we added a new part-time role to our staff team. Through this, we were able to offer brand-new programming that brought many women together - women hungry for a deeper experience of God in their lives.

It was also the year we returned to being together in person. We chose to do this cautiously, with an afternoon AGM & Worship Gathering. The joy was palpable, and women expressed disappointment that there wasn't more time to be together.

In our AGM, we appointed Heather Rumble-Peterson as our new Board President - an incredibly timely appointment as it turned out she was the right person to guide the Board through some crucial governance work.

At our Gathering we also shared the new vision, mission and ministry priorities for CBWOQ - the result of a months-long discernment journey. Based on these, we created a plan of action to revitalize the ministry of CBWOQ in a way that is open and invitational to all women to join God in what he is doing all around them.

"Apart from me," says Jesus, "you can do nothing" (John 15:5). But, because we have seen and experienced that he is with us, we go forward with great expectation that our labours will be abundantly fruitful and effective.

Gratefully serving Christ,
Helena Bergen

Belonging. Becoming. Brought Back



God has richly blessed Baptist Women over the years with inspiring stories of faithfulness and devotion to the movement of His Kingdom throughout Ontario and Quebec and places where Canadian Baptists work around the world. This past year was no different, bursting with stories of hope, mission, and impact throughout the landscape of CBWOQ.

In 2023, we began to lean into two of our strategic priorities – revitalization and hands-on-mission, finding newer and more efficient ways of employing the best practices of ministry and mission. This year, we are leaning into our third strategic priority – stewardship. You will read highlights of how our collaborative ministry continues to bear fruit throughout these pages.

We are so grateful for your prayers and your support. It is a privilege to continue to journey in ministry and mission in partnership with you as God continues to blow fresh wind and fire into the life of CBWOQ.

In one accord,
Heather Rumble Peterson
President

Report from *our President*

Our 2023-2024 Board of Directors

Heather Rumble Peterson, President
Noreen McMaster, Vice President
Hilary Vanderwater, Secretary
Sandra Mok, Finance Committee Chair
Jackeline Reidstra, Director
Gloria Stafford, Director
Jennifer Yousif, Director
Jane Masenda, Director
Sonia Pehlivanian, Director





My position as Director of Leadership and Discipleship within CBWOQ exists to partner with our CBOQ churches to encourage, equip and accompany women on their faith journey. The gift of joining with other women through CBWOQ is to become connected to our larger family of Jesus followers. These occasions for belonging provide opportunities for us to grow spiritually and to become transformed by the love of God in intergenerational communities. All women are welcome to join! Those who are in leadership are invited to learning workshops that focus on soul care, leadership tools and community building through times of prayer.

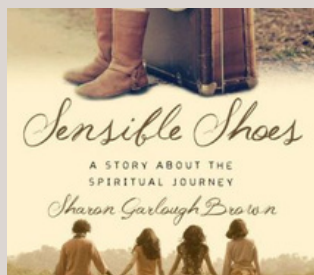
Annual Report: *Tracy Bagley*



Ministry Initiatives

Details

Outcome



Part book club, part sacred faith journey. This fictional book about the faith journey of 4 women introduces spiritual practices within a spiritual formation group.

These groups have encouraged women in their personal faith walk as well as fostered friendships across our larger CBWOQ family. Two women have begun Sensible Shoes groups in their own churches.



Monthly gatherings to provide soul care for the leader, focus on leadership development, providing leadership tools and resources.

We are becoming a community of leaders supporting one another.

For The Soul of a Woman
SOUL DAY - NOV 11, 2023



Soul Day was held in November in Hamilton. For the Soul of a Woman was a day that created space for women to connect to God and one another.

It was an incredible day. We would love to host one in your area for your women

Workshops and programs

Both our Lenten and Mentoring workshop were well attended and meaningful for participants. In Complete, our transformational discipleship program, a group of fifteen women journeyed together as a year-long cohort.

One woman commented the workshop was informative, enjoying the breakout groups where she met interesting people.

2023 AGM and *Worship Gathering*



It was clear at our 2023 Baptist Women's Worship Gathering & AGM that women were hungry for an in person, corporate experience after a few years of COVID restrictions. The Worship Gathering & AGM held Saturday, April 29 at Highland Baptist Church in Kitchener, was 2.5 hours long with approximately 100 women + online attendees.

Women enjoyed the flow of the worship, the AGM, and the message about the vision and plans for the future by Helena Bergen, CBWOQ's ED, as a continuous act of worship. One woman said they loved, "the genuine beautiful spirit throughout the entire session." The commissioning of the board by Rev. Della Bost was also a memorable moment, moving and full of the Spirit. Highland Baptist Church afforded us the opportunity to donate to their Children's Needs Distribution Centre which helps local children in need. Our women joyously contributed underwear and socks to this cause.

The Worship Gathering & AGM was small, short but filled with God's presence. Thank you to all the women who came and made it a time of worship, joy and fellowship!

Debbie Iversen
Interim Administrator & Events Coordinator

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2023-2024 *Uptick Co-hort*

Uptick is a one-year intensive leadership training program for young women leaders

Uptick continues to be a thriving community with 5 young female leaders being developed this year. In addition to the five churches represented by these women, we have been able to incorporate teachings from alumni and top tier ministry leaders representing a further dozen churches. Discipleship and leadership go hand in hand and we are elated to see so many coming around the next generation of kingdom leaders to lift them up in prayer and practice.

As one Upticker says, "Uptick is a place where I felt encouraged, valued and heard. Uptick felt like a safe space to express myself even when I wasn't totally sure what I was saying or if it was "correct". Gracious and highly relational leadership is demonstrated and expected here and it pushed me to be a better leader where I serve."

It is our hope to offer challenge and invitation to those who are entrusted to the Uptick experience so that they can engage in their particular area of ministry with the necessary tools to build up others and draw more people towards Christ.

Meghan Matthews,
Uptick Lead Coordinator



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A Financial Snapshot

Historically, CBWOQ has had a vibrant and impactful ministry supported by a funding model that was dependent on the generosity of groups of women organized under the leadership of executive teams in our associations. Unfortunately, for the past several decades, this structure has been experiencing a steady decline as membership is aging out. Many of the associations have already disbanded. This has had a direct impact on the organization. In fact, the amount received in 2023 from associations contributions (\$134,955) reflects a 50% decrease compared to what was received in 2012 (\$270,463).

With the exception of 2013 and 2017, when significant estate funds were received, the organization has been operating in a deficit budget for over one decade. Each year, we are dipping into our investments and depleting our reserves faster than we can attract new partners to make up for the shortfall on the associations side.

To face these challenges head on, the Board committed to a strategic planning exercise in 2022. At our spring AGM and Gathering in 2023, we unveiled our new directions and priorities. But, we have often likened CBWOQ to a big ship that requires time and careful navigation to change its course.

The assurance we have is that we are not going down like the Titanic! At least, not yet... In recent weeks, we were notified of a sizeable estate for which we were named a beneficiary and we were once again reminded that our Wonderful God is THE One manning this ship. As further strategic actions are being undertaken in 2024, we have hope that over the next few years we will see the trajectory change. We pray for your continued support and trust as we navigate these uncharted waters.

Sandra Mok
CBWOQ Director & Finance Committee Chair



“We were once again reminded that our Wonderful God is THE One manning this ship.”

Sandra Mok

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Statement of Financial Position

CANADIAN BAPTIST WOMEN OF ONTARIO AND QUEBEC CONDENSED STATEMENT OF OPERATIONS AND CHANGES IN FUND BALANCES

For the year ended December 31,

2023

2022

REVENUE

Association donations	\$134,955	\$145,964
Donations for special projects and legacies	48,087	49,716
"Live" magazine	29,050	32,279
CBM donations	22,625	23,043
	<u>\$ 234,717</u>	<u>\$ 251,002</u>

EXPENSES

Salaries and administration	\$ 222,043	\$ 195,344
Communications	39,371	41,685
CBM	25,540	31,248
Programs and events	14,684	16,417
Refugees and community mission	10,965	14,078
Other mission	3,874	10,375
Bank charges and interest	2,917	3,219
	<u>\$ 319,394</u>	<u>\$ 312,366</u>

RESULTS OF OPERATIONS BEFORE OTHER ITEMS

	\$ (84,677) \$	\$ (61,364) \$
Investment income	24,297	33,245
Unrealized gains (losses) on investments	39,258	(67,988)
Investment fees	(9,297)	(9,875)
	<u>\$ 54,258</u>	<u>\$ (44,618)</u>

RESULTS OF OPERATIONS

FUND BALANCES: BEGINNING

FUND BALANCES: ENDING

\$ (30,419) \$ (105,982)

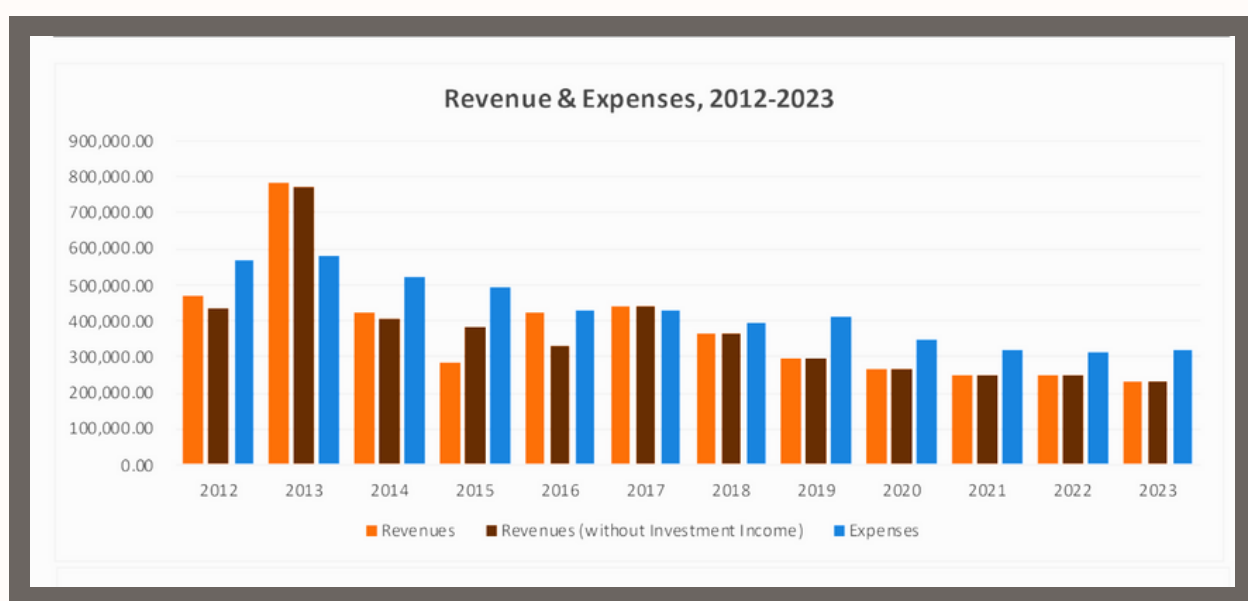
794,107 900,089

\$ 763,688 \$ 794,107

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CANADIAN BAPTIST WOMEN OF ONTARIO AND QUEBEC CONDENSED STATEMENT OF FINANCIAL POSITION

As at December 31,	2023	2022
ASSETS		
	Total	T otal
Current		
Cash and cash equivalents	\$136,453	\$202,468
Accounts receivable	14,316	6,216
Prepaid expenses	9,945	9,068
	\$160,714	\$217,752
Life Insurance, Cash Surrender Value	26,841	25,952
Long-Term Investments	663,785	700,959
	\$ 851,340	\$ 944,663
LIABILITIES		
Current		
Accounts payable and accrued liabilities	\$ 46,733	\$ 57,025
	512	470
Government remittances payable	37,990	47,023
Deferred contributions	2,417	6,038
Unearned revenue	-	40,000
Current portion of long-term debt	\$87,652	\$150,556
FUND BALANCES	763,688	794,107
	\$ 851,340	\$ 944,663



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Looking to *the future*

Last spring, CBWOQ unveiled the new vision, mission and ministry priorities to bring revitalization to our organization and to the Baptist women we connect with across Ontario and Quebec. These arose from a discernment journey the Board had been on, starting in the prior year.

As we began to fill out the framework established by the new vision, mission and ministry priorities, we realized that some things needed to be laid down in order to redistribute our resources and move ahead, namely, our long-standing ministry of live magazine. At the end of the year we made the announcement to our subscribers and members and this spring we published a final commemorative issue.

The news was received with understanding yet with expressions of sadness and also thankfulness for all this ministry was. We plan to commemorate the live magazine ministry appropriately at our conference in May.

As we look to the future, our aim is to ensure that all Baptist women know about our amazing programs, events, and resources. We also aim to be a relevant and valuable presence in their lives and for our churches, and to speak to the issues that are close to their hearts.

We are excited at all the possibilities that lie before us. We will be able to keep our members and supporters even more current and up-to-date as we shift from a print publication every other month to sharing the latest updates in an email each month while enjoying the same quality content in a blog on our website. This shift in communications allows us to dedicate some of our staff hours to vital areas of ministry that we have not been able to up to this time.

With God's help and your continued partnership, we anticipate that we will, indeed, see a revitalized ministry among the women of CBWOQ.



We are excited at all the possibilities that lie before us...

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Vision, Mission & Ministry Priorities



Vision: Empowered women transforming the world as God's Beloved

Mission: inspiring women to (re)claim their intimate connection to God's calling

Revitalization



Aim: women know about and are excited to be a part of CBWOQ; it is relevant and deals with current issues.

Hands-on Mission



Aim: women are mobilized for on-the-ground ministry and discipleship.

Stewardship



Aim: CBWOQ provides compelling reasons to support the organization's mission and develops strong partnerships with its supporters.

CBWOQ Board Targets



1. Women will grow spiritually, Hebrews 6:1-3

2. Women will live the Great Commission, Matthew 28:19,20

3. Women will cultivate the next generation, Psalm 78:4,6

4. Leaders will be developed, 2 Timothy 4:11

5. Women will be informed, Romans 15:4

6. Women will practice stewardship, 2 Corinthians 9:11

7. Women will engage in social justice issues, James 2: 14-17

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Women's Discipleship in 2024-2025

SOUL DAY FOR
WOMEN- REGIONAL
Fall, Winter, Spring

WOMEN'S BOOK AND BIBLE STUDY GROUPS,
COMPLETE DISCIPLESHIP COHORT
Fall, Winter, Spring

WORKSHOPS: SPIRITUAL FORMATION, MISSIONAL
LIVING, INTERGENERATIONAL DISCIPLESHIP
Fall, Winter, Spring

SISTERS IN STRENGTH LEADERSHIP
GATHERINGS
Last Thursday of the month

MINISTRY FOR YOUNG WOMEN
(20S & 30S)
New-beginning Fall 2024

BWA WOMEN INTERNATIONAL DAY
OF PRAYER
November

THE GREAT CANADIAN BIBLE
STUDY
New Year

WOMEN'S CONFERENCE AND AGM
April, May



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Hands-on Mission

Bring them to Safety Refugee Sponsorship Initiative

Flourishing Friendships with First Nations & Non-First Nations Women

Grants for new initiatives and leadership oppourtunities



Partners in Local Community Development

Matthew House in Toronto, Windsor, Ottawa, Fort Erie

Oasis Dufferin Community Centre, Toronto

Friendship House, Brantford



Partners in International Mission



Scholarships for Women in Seminary, Bolivia (CBM)

Emmanuel Children's Project - Youth at Risk in Bolivia (CBM)

International Graduate Scholarship Grant (Canadian Baptist Women)

Thank you for your generous support of mission