

CHURCH PLANTING WITH THE
CANADIAN BAPTISTS OF WESTERN CANADA:
Why? Who? How?

Church Planting
CANADIAN BAPTISTS OF WESTERN CANADA



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Why Explore New Expressions with the CBWC?

At CBWC we are strategically pressing into ways to demonstrate the gospel of the Kingdom of God. Canada needs contextual, creative churches who are intentional in their expressions of worship, prayer, equipping and sharing Jesus to facilitate encounters with the King who brings light into dark; justice where there is injustice, generous mercy and shalom for the world.

Join with us in partnerships and affiliations to catalyze this deep value by shared work and greater impact. Partnerships benefit us all as we celebrate stories of grace and encourage one another in stories of challenge. Together we share resources, coaching, mentoring, training, difficulties and joys. Our goal is to work together to bring the greatest impact into the world around us, establishing new communities of worship, faith and presence in our neighborhoods, towns and cities.

OUR VISION AND MISSION

Our Mission:

Reaching people for Christ by extending the ministry of the local church.

Our Vision:

Inviting faith. Acting in mercy. Cultivating leaders.

To grow and participate in God's Kingdom, we work actively to bring individuals to a saving knowledge of Jesus Christ, to strengthen congregations and to plant more churches.

Critical to this increase is the development of strong lay and pastoral leadership that responds to the needs of others. Acting in compassion and mercy, we will have the opportunity to introduce people to Jesus Christ.

WHY CHURCH PLANT?

Planting churches originate from missional impulse—the desire to love God and neighbours with all we are by sharing Jesus and His good news. New works invite those who may have otherwise ignored the churches in their neighborhood to explore new connections, belonging and eventually faith in Jesus Christ. Relational discipleship is integral to new works that share in God's mission.

WHY JOIN THE CBWC?

The Canadian Baptists of Western Canada are an association of churches with shared Baptist values existing to **achieve Kingdom growth, cultivate and nurture Christian leaders, and alleviate suffering and poverty.**

The family of over 150 Canadian Baptist churches shares the commitment of proclaiming the Gospel message to the people of our communities. Coordinating our efforts, we accomplish many things for the Lord's Kingdom that would be beyond the reach of an individual congregation.

The CBWC provides support for churches, new expressions, camps and various agencies in British Columbia Alberta, Saskatchewan, Manitoba, Northwest Territories and the Yukon. Here are 17 of the many reasons to affiliate with the CBWC:

1. **Access to Resources offered by CBWC staff:** Under the direction of the Executive Minister, Canadian Baptist staff members are available to provide support and guidance. The three geographical regions—BC-Yukon, Alberta-NWT, and the Heartland (Saskatchewan and Manitoba)—each have a Regional Minister who is actively involved in providing spiritual help and support to all our churches and ministers. In addition, CBWC staff is also available to support churches in specific areas such as clergy care, conflict management, strategic planning, financial management and outreach.
2. **Access to Resource Networks:** To help individual churches overcome the challenge of starting and sustaining ministries, CBWC coordinates networks of churches and leaders such as these:
 - i. Youth Leadership Team
 - ii. Children and Families Ministry
 - iii. Justice and Mercy Network
 - iv. Women in Focus
 - v. Church Health and Vitality

These networks make resources (such as curriculum, workshops and speakers) available to churches, coordinate partnerships among churches, and provide ongoing guidance and encouragement.
3. **Education and support:** Carey Theological College is the pastoral and lay training arm of the local church. Located in Vancouver, it equips individuals, groups of people and clusters of churches online and where they are located. Satellite campuses and church-based learning clusters are located across our regions. Online learning is available to everyone who has access to a computer.
4. **CBWC Assembly:** The Canadian Baptist Assembly is held annually for these purposes:
 - i. To encourage fellowship and challenge among our churches and agencies
 - ii. To coordinate vision and mission of our churches
 - iii. To edify members through spiritual input and worship
 - iv. To make policy decisions regarding ongoing issues, and

- v. To provide information about the work we do together.
- 5. Efficiencies of Scale:** Working together as a family of churches, we can accomplish more than going forward alone. The gifts and experiences of one church will be an asset to other churches.
 - 6. Supplementary agencies:** Canadian Baptists of Western Canada directly support various agencies and ministries in western Canada. Here are a few of the groups we participate with:
 - i. Seven camps
 - ii. Chaplaincy services among prisons, the military and in hospitals.
 - iii. Special ministries such as Joy Fellowship (disabled and handicapped ministries) and the Mustard Seeds in Edmonton, Calgary and Victoria (compassion to the impoverished) were initiated by CBWC.
 - iv. Churches and groups hoping to sponsor refugee families
 - 7. National focus:** Through associations with our sister denominations across Canada, we share resources, support Canadian Baptists Ministries (see below) and strengthen God's Kingdom across Canada. We are affiliated with Canadian Baptists of Ontario and Quebec, Union d'Églises de Baptistes in Quebec, and the Canadian Baptists of Atlantic Canada.
 - 8. Canadian Baptist Ministries (CBM):** CBM is the international missions arm of four sister denominations. CBM ministers in some thirty countries around the world, as partners with local churches or denominations in evangelism, pastoral training and personal assistance.

CBM also has a relief mandate, providing practical assistance in times of famine, water shortages, or unforeseen catastrophe. In each case we work with the local churches to make sure that aid is directed to those who are most in need.
 - 9. Access to the Foundation:** The Canadian Baptists of Western Canada Foundation provides resourcing and financial services to CBWC ministers and churches including the following:
 - i. Foundation Fund deposit loan program
 - ii. Development Fund funding the priorities of the CBWC
 - iii. Planned Giving Services
 - 10. Opportunity Fund:** The Opportunity Fund provides churches and ministries with small amounts of funding for new and innovative special projects.
 - 11. Pastoral transition services:** During times of pastoral transition, the CBWC will come onsite to provide leadership for churches that are establishing search committees, evaluating local community needs, determining ministry priorities and reasonable salary packages. The CBWC Settlement Coordinator provides profiles of gifted and qualified candidates to the local church.

12. Credentialing ministers and ministry workers: The CBWC supports all churches to maintain standards of education and personal faith commitments of ministers and ministry workers. The Ministerial Credentials Committee seeks to ensure that all ministers and ministry workers know and adhere to our common *Ministerial Protocol Manual*. Credentialing includes issues such as these:

- i. Ordination procedures through an Ordination Examining Council
- ii. Government registration for licensing for conducting marriages
- iii. Maintaining active ministry information profiles of ministers and ministry workers, and
- iv. Licensing ministers and ministry workers in all our churches and agencies.

Credentialing services include the following:

- i. New Ministers Orientation
- ii. Baptist Identity Courses
- iii. Mentored Ministry, and
- iv. Ordination preparation Workshop in coordination with Carey Theological College.

13. Health and benefit packages: Through the services of the Canadian Baptists, churches are able to provide Health and Benefit packages for all staff in a church that work more than 0.5 FTE per week. This includes: health, dental and travel insurance for workers and dependants.

14. Pension and life insurance packages: The CBWC provides a pension plan and life insurance plan suited to all staff in our churches and agencies.

15. Ministers conferences: Conferences are coordinated to fulfill many of needs related to serving in pastoral and ministry situations. The annual Banff Ministers and Spouses Conference is available to all ministers, ministry workers and their spouses. This is a key conference for providing networking and professional development for all staff. Ministers conferences are also held in each region of the CBWC.

16. Accountability: From time to time in the life of a congregation, individuals or groups can take the church in a direction that may be Biblically unsound or simply against the will of the majority, without a clear voice or leader. In such cases and upon the request of the CBWC Assembly, denominational leaders will provide clarity and direction. In cases where a minister has violated ministerial protocol and ethical and moral guidelines, his/her credential will be removed. A process of restoration is available for those who wish to be restored.

17. Liability and risk management services: The CBWC provides ongoing liability and risk management service for churches and ministers to prevent and/or prepare for various legal challenges. A Liability and Risk Management Manual has been provided to all churches and agencies within the denomination. The CBWC continues to provide regular legal and counselling help in this area.

Who is the CBWC?

OUR STATEMENT OF FAITH

While not a denomination that emphasizes creeds or formulas, the Canadian Baptist of Western Canada affirms wholeheartedly the revelation of God given in the scriptures of the Old and New Testaments and confess the faith therein set forth. We here explicitly assert the doctrines which we regard as crucial to the understanding and proclamation of the Gospel and to practical Christian living:

1. The sovereignty, love, and grace of God, the Father, the Son and Holy Spirit in creation, providence, revelation, redemption and final judgment.
2. The divine inspiration of Holy Scripture and its entire trustworthiness and supreme authority in all matters of faith and conduct.
3. The value of each human being as created by God. The universal sinfulness of humankind since the fall, which alienates all from God and subjects all to condemnation.
4. The full deity and humanity of the Lord Jesus Christ, the incarnate Son of God, whose substitutionary sacrifice is the sole ground of redemption from the guilt, penalty and power of sin.
5. The justification of the sinner by the grace of God through faith alone in Christ crucified and risen from the dead.
6. The illuminating, regenerating, indwelling and sanctifying work of God, the Holy Spirit, in the believer.
7. The church as set forth in the New Testament and understood historically by the Baptist community.
8. The expectation of the personal, visible return of the Lord Jesus Christ, our participation in the resurrection, and the hope of eternal life.

SPECIFIC BAPTIST BELIEFS

Baptists share a common faith with all Christians, yet there are some beliefs that set us apart from other denominations. Here are some key Baptist beliefs:

Priesthood of All Believers – Loved by God, and made in His image, each of us has the opportunity to meet directly and personally with God. As we are all equal before Him, we have the right and responsibility to participate in Christ's body, the Church and to minister to each other as

a “priesthood of all believers.” We also have ordained ministers who perform those functions, such as marriages, that are reserved for licensed clergy by law or tradition.

Sacraments – We believe there are two sacraments: baptism and communion.

Baptism – We each come to faith in God through a free, personal decision; therefore, we practice the baptism of believers. For this reason, we do not practice infant baptism, reserving baptism for adults and young people mature enough to make a fully conscious and committed decision. Following Biblical example and modeling the life, death and resurrection of Christ, we baptize by full immersion.

Communion – On a regular basis, we remember the saving death and resurrection of Jesus by participating in the sacrament of communion, sharing in Christ’s body and blood through bread and wine.

Congregational Governance – We follow a congregational form of government in which believers come together as a priesthood of believers under the Lordship of Christ, the authority of the Bible and the guidance of the Holy Spirit to determine God’s will for us. We avoid the top-down hierarchy often associated with other denominations. Locally autonomous churches make their own decisions but participate in the larger body of Christ by associating with the denomination and its shared ministries and by entering into annual covenantal agreements with the denomination.

Separation of Church and State – Church and civil government have distinct, separate roles that should not infringe on each other. Where they have shared interests and values, they recognize and reinforce each other.

Ordination of Women – We have been ordaining women for leadership in church ministry since 1959.

Marriage – We affirm that the Biblical pattern of marriage is the lifelong union of one man and one woman.

Sexual Behaviour – Any sexual behaviour outside of monogamous heterosexual marriage is not affirmed biblically or historically.

OUR HISTORY

History of the Baptist Movement

The Baptist movement began during the Reformation in Western Europe. It was founded on the conviction of a personal relationship with Christ and the belief that becoming a Christian is a choice proclaimed through the public immersion in water of adults, rather than infant baptism.

Named because of their baptismal practices, Baptists have long championed religious tolerance, the separation of church and state, the voluntary association of independent churches, and the marriage of evangelism and social justice.

Today, 46 million Baptists and 100 million adherents worship and serve God in every country in the world through 211 denominations, making Baptists the largest Protestant denomination in the world. Almost 729,000 Baptists are the largest Protestant denomination in Canada.

Baptists In Canada

As early as the 1760s, Baptists in Canada have been worshipping together and sharing the good news of Jesus Christ. Baptists have played key roles in founding initiative as diverse as Acadia and McMaster Universities and Brandon College, churches started by freed slaves in Nova Scotia, the Mustard Seed Food Bank, and Toronto's Young Street Mission. Notable Canadians such as health care founder Tommy Douglas and Prime Minister John Diefenbaker were Baptists.

Baptists in western Canada began in Manitoba in the 1860s, organizing formally in 1884 with the establishment of the Baptist Convention of Manitoba and the Northwest. In 1887, British Columbian Baptists organized their own Convention. These Conventions, and others, united to form the Baptist Convention of Western Canada in 1907. The name was changed to the Baptist Union of Western Canada (BUWC) in 1909, by which it was known until 2007.

In 1944, the BUWC joined with the United Baptist Convention of the Maritimes and the Baptist Convention of Ontario and Quebec to form the Baptist Federation of Canada (BFC) as a national coordinating body. It was joined by l'Union d'Eglises Baptistes Francaises au Canada in 1970. In 1995 these four bodies—the federation by this point called Canadian Baptist Federation (CBF)—merged with Canadian Baptist Ministries (CBM). CBM is now the shared outreach arm of all four associations.

In 2007, the 100th anniversary of its founding, the BUWC changed its name to the Canadian Baptists of Western Canada to better reflect its national identity and western focus.

Today, the CBWC has nearly 200 churches in the Yukon, Northwest Territories, Manitoba, Saskatchewan, Alberta and British Columbia. Carey Centre, affiliated with Vancouver's UBC campus, leads the CBWC's education ministry. The Canadian Baptists of Western Canada have their head offices in Calgary, Alberta.

How do new expressions emerge with the CBWC?

SEVEN STEPS TO AFFILIATION WITH THE CANADIAN BAPTISTS OF WESTERN CANADA

These steps are a general flow. Not all steps have to be done in order but several do, as indicated.

1. Connection

- i. Contact the Church Planting Coordinator (CPC) in your area. After a first visit, the CPC may schedule a meeting for you and the Regional Minister (RM) for your province.
- ii. Read “Our Story,” and process any questions with your Church Planting Coordinator or mentor pastor, explaining CBWC’s view on things and a bit of the process.
- iii. Learn more about the CBWC through the [website](#), the [Resource Guide](#), and the [A-Z Guide](#)
- iv. The CPC and RM will help you develop a partnership with a local CBWC mentoring church and pastor. This partnership may be solely mentorship or may include sharing ministry, facility and financial resources between you and the mentoring church.
- v. Participate in CBWC training and events as invited by mentoring church.
- vi. *You are considered a **prospective church plant** from this point if CPC discerns that viability is possible.*

2. Preparation

- i. Develop a **Ministry Plan** and **Church Plant Profile** form. Outlines for these documents are available as Appendix 2 and 3.
- ii. Develop a **core team**.
- iii. Work through a **Partnership Covenant** with the Church Planting Coordinator. This Agreement will help clarify the relationship between your church plant, your mentor church, and the denomination, and what is expected of both groups. A sample Partnership Covenant is available as Appendix 1 below, but will be adjusted to your ministry’s context.
- iv. Fill out a **Ministry Information Profile** (MIP) for each minister. Find this form and other info for ministers at cbwc.ca.
- v. If you or a member of your team is looking to become **ordained** with the CBWC, talk to your CPC to begin the ordination track.

3. Assessment

- i. Work through an agreed-upon assessment.
- ii. Meet with an Advisory Team (comprising the CPC, your mentoring pastor, and others the CPC delegates) for approval of the church’s Ministry Plan.

4. Affirmation

- i. Meet with the Advisory Team in your Region. Bring your MIP, Church Plant Profile, Ministry plan. This meeting affirms your group to become a church plant in process with

the CBWC. Pastoral pension and benefit (w/minimum 20hrs/week employment), and potential CBWC Church planting grant funding and can be made available after Advisory Team affirmation.

ii. *You are considered a **church plant in process** from this point forward.*

5. Provincial Registration

- i. Apply for a society name.
- ii. Complete Provincial society registration requirements.
- iii. Provincial registration required before applying for CRA registration.

6. Federal Registration

- i. Complete Canada Revenue Agency registration requirements (only possible once provincial registration complete).

7. CBWC Acceptance

- i. Once all previous steps have been fulfilled, the CPC will put forward a motion to the CBWC Board and/or Assembly of CBWC Churches for your church plant to be received as an Affiliate Church. You will be asked to attend an Assembly or Board meeting. (Following endorsement by the CBWC Board, the church may be eligible for further CBWC resources).
- ii. *You are now considered an **Affiliate Church** once accepted by Board/Assembly.*
- iii. Attend New Ministers' Orientation.

CHURCH PLANTING POSSIBILITIES

There is no one "model" for church planting. At CBWC, new expressions are encouraged to listen closely to the culture and context of faith in the places they wish to plant, in order to follow the Holy Spirit's work in a place and have the space to innovate ways to best reach that context.

Here are some of the ways Canadian Baptists have planted churches, but this list is not exhaustive:

- 1. Mother and Daughter:** An existing church or church planting organization (mother) provides the initial leadership and resources (money and/or people) to get a new church (daughter) started. This includes the selection of the church planter. Often the church planter is selected from within the church and already agrees with the vision, values and beliefs of the sponsoring organization, or has been employed with a view to planting.

The existing relationship allows for a close working relationship between the mother and daughter churches. Although the new church is autonomous, the sponsoring church or organization often has significant influence in the new church (including decision making during the pre-launch phase). Advantages often include increased financial resources and the ability to draw core team/launch team members from the sponsoring organization.

- 2. Pioneer Plant:** A church planter and family move into a new location to start a church from scratch. The planter has very little connection with or existing support within the new

area. The planter and their family are “pioneering” new territory.

Where there is great risk, there is great reward, but this approach is not for the faint of heart and requires a person particularly gifted in personal evangelism. Advantages of this approach include flexibility, and the ability to reach otherwise unreached areas. The disadvantages may include the effort required to integrate with a new community, and possible lack of financial and personal support.

3. **Partnership Network:** This is a growing trend where an organization/or organizations committed to working together to plant churches. These informal alliances are referred to as collaborative or partnership networks. The participating groups often share common beliefs and a passion for starting new churches.
4. **Multi-Site Church:** An existing church opens new locations. Motives range from reaching more non-Christians to making more room at an existing location. The evolving multi-site model is proving important in creating an entrepreneurial spirit of multiplication within existing churches.

Where the new expression is integrated into the current organisational unit, this extension work of an existing congregation can be considered a church within a church (CWC).

5. **Affiliation:** Occurs when faith communities share similar beliefs but would like to have autonomous worship experiences while sharing the same space. Planters often get many of the benefits of the “sponsoring church” model but with increased autonomy in decision making. This pattern can cross denominational, ethnic/multi ethnic boundaries.
6. **House Church (Seed):** Small groups form and multiply via a network of people meeting in homes. In some cases, the individual cells are connected in a larger network that meets together periodically in a large group setting. This relational model focuses on personal growth, care and teaching through one-on-one and small group discipleship. Groups are birthed through multiplication, and, often die, only to resurface months or even years later. This model requires very little funding.
7. **Restart:** An existing struggling church decides to bury the old and plant a fresh new church. The restart may or may not be at a new location and may or may not be with the same leadership. The resources of many older stagnant churches are a good way to bring new life to the community being served.

HOW IS ALL THIS SUPPORTED?

Canadian Baptists of Western Canada raise money by donation from affiliated churches and members. The other portion of our annual budget comes from investments made on behalf of Canadian Baptists by the CBWC Foundation.

These monies are dedicated to serving and enriching the ministry of local churches, denomination-wide ministries, local ministries and operational costs. Your contribution, through your annual budget, is used prudently by CBWC.

Why should my church include a CBWC line in the budget?

Historically Canadian Baptist churches have affiliated with the denomination to support joint ministries and services, including Church Planting, and also benefits from the many resources that affiliation offers. The funds your congregation forwards to the Canadian Baptists of Western Canada extend the ministries of your church across Western Canada and around the world.

At the annual assembly of the Canadian Baptist of Western Canada, the assembled churches approve the budget. CBWC staff, under the direction of the Board, use the funds wisely and prudently to provide the wide range of ministries and advantages illustrated above. A significant number of congregations aim to contribute 10% of their own budget to the ministry we are called to together.

What happens if a church does not participate in the CBWC budget?

For a variety of reasons, some churches are not able to support our collective budget financially. When this happens, it forces other churches to pick up their share of the budget. Since the budget is a shared commitment, Canadian Baptists hope that ministers, affiliated congregations and agencies will honour this commitment to the best of their ability so that CBWC can continue to serve all churches.

Because we recognize that sometimes circumstances make contributing to the budget impossible, we do not deny or eliminate services to any church that is unable to contribute.

TERMS OF REFERENCE FOR AFFILIATION WITH THE CBWC

The Canadian Baptists of Western Canada is a voluntary association of churches. Historically, these churches voted to associate together to form the Canadian Baptists of Western Canada as a denomination. When churches vote to join the Canadian Baptists of Western Canada, they join the CBWC denomination and are then assigned to their particular geographic region.

Three Major Avenues for New Expressions

Churches seeking to affiliate with the CBWC will normally be of three kinds:

1. **Belong:** Existing churches looking to join the CBWC family.
2. **Multiply:** CBWC churches forming a new “daughter” expression in order to reach a different demographic.
3. **Initiate:** New expressions coming into existence from the ground up, within the framework of Canadian Baptist guidance and support.

The general procedures suggested below have been designed to fit these three categories. They outline the major steps to be taken at a congregational level. See the Seven Steps to Affiliation for action points.

I. BELONGING: An existing group seeking to affiliate with the CBWC

A. Prerequisites

The following are the prerequisites for eligibility for admittance to The Canadian Baptists of Western Canada:

1. Churches seeking affiliation must have an **organized life**, as a congregation or as a church, of not less than one year.
2. Churches seeking affiliation must have a **stated membership** (e.g. membership roll) of not less than 20 active members over 18 years of age.
3. Church seeking affiliation must have a **formal organization** such as council, executive, or board(s), with officers stated by name.
4. Churches seeking affiliation must have a **constitution, statement of faith or church covenant** clearly setting forth the church's understanding of its own nature, that is generally consistent with Specific Baptist Beliefs and vision and mission of the CBWC.

5. Churches that already have an affiliation with a denomination other than Canadian Baptists of Western Canada are required to secure a **letter of clearance and permission from the prior denomination** indicating there is goodwill and appropriate attention to protocol in the transfer process.
6. Churches seeking affiliation who hold title to property or have the title to their property held in trust by another denomination are encouraged to arrange that any and all of the remaining assets be transferred to the CBWC or other local Baptist church in the event of the church's dissolution.
7. Churches seeking affiliation should be **prepared to bear some of the costs incurred** in exploring affiliation (e.g. Travel, accommodation, meals, and Board and Congregational meetings).

B. Procedure

A church will be admitted to the Canadian Baptists of Western Canada through a process of reciprocal action between the church and the CBWC. The Director of Church Planting and the Regional Minister, with the Regional Advisory Team of the particular Region, will serve as the liaison body between the church and the Canadian Baptists. The following process will be used:

1. The church will hold a meeting attended by not less than three quarters of its active adult membership, and shall pass a motion with a majority of not less than three-quarters of those present, indicating its desire to enter into membership with the CBWC.
2. The church will write a letter to the Director of Church Planting and Regional Minister, reporting the vote of the congregation to affiliate. The letter requesting affiliation should include the following:
 - i. A copy of the congregational minutes
 - ii. A brief history of the church
 - iii. A description of the church's organizational and worship life
 - iv. A list of the officers currently holding office, and
 - v. A statement of the church's current financial position and financial history over the past year.
3. Official representatives of the respective Region will meet personally with the elected officers of the church and as many additional members as possible. They will seek to interpret to them the organization, policy and priorities of the denomination to ensure the church fully understands the ramifications of affiliating. They will also gain an understanding of the church seeking to affiliate.
4. The representatives of the Region shall present a full report to the Regional Advisory Team, together with the written request of the church.

5. The Regional Advisory Team will satisfy itself that the affiliation is a desirable match and then forward a recommendation to the CBWC Board that the church be received into full CBWC membership.
6. Upon accepting the recommendation of the Regional Advisory Team, the CBWC Board will recommend to the CBWC Assembly that the church be granted affiliation. It will also notify the Regional Advisory Team and the church congregation of its intent.
7. Once notified of the CBWC Board's affiliation recommendation, the church will be entitled to send its pastor and representatives to the CBWC Assembly to receive the church's official welcome into the Canadian Baptists of Western Canada.
8. Once notified of the CBWC Board's affiliation recommendation, the church will be entitled and expected to send delegates to subsequent Assemblies of the Canadian Baptists of Western Canada. If the timing of the CBWC Board decision happens after an Assembly but before a Regional Assembly, the affiliating church will be entitled and expected to send delegates to the Regional Assembly.

II. INITIATE: New works looking to join the CBWC as affiliate churches

A new church that is coming into existence within the Canadian Baptist context will follow the following organizational and liaison procedures within the Region where the church is located. Each church will have a unique character and early stages of congregational life, but the Director of Church Planting, Regional Minister and a Regionally appointed Steering Committee will supervise the new church's journey as a congregation.

A. Prerequisites

To be eligible for admittance to The Canadian Baptists of Western Canada, a church will have the following:

1. An organized life, as a congregation or as a church, of not less than one year.
2. A stated membership (e.g., membership roll) of not less than 20 active members over 18 years of age.
3. A formal organization such as council, executive, or board(s), with officers stated by name.
4. A constitution or by-laws incorporating a statement of faith or church covenant that clearly sets forth the church's understanding of its own nature, that is generally consistent with Specific Baptist Beliefs and the vision and mission of the CBWC.

B. Organization

1. Ongoing discussions will take place between a group of Christians who wish to unite as a church and the Director of Church Planting, the Regional Advisory Team, the Regional Minister and other Canadian Baptist representatives. As part of this process, they will agree on a general organizational structure for the church.

2. Those persons who wish to unite as a church affiliated with the Canadian Baptists of Western Canada will set a time and place for an organizational meeting. This group shall number not less than 20 believers over 18 years of age.
3. With the assistance of the Director of Church Planting and Regional Steering Committee, the group will elect an interim moderator and secretary. A visiting pastor, the Regional Minister or other CBWC official may be asked to attend the organizational meeting and to serve as moderator, or this position may be filled by a member of the group.
4. A member of the group shall move that "those persons here assembled, and whose names are herewith recorded, shall constitute themselves a Baptist church to be known as "[insert name of church]." Those in favour of the motion, and whose names are recorded by the secretary, are constituted a local church with a charter membership of those who favoured the motion.
5. The charter membership may be kept open for a stated period (e.g., four months) by agreement of the church, so that persons unable to be at the organizational meeting may have the opportunity to become charter members.
6. A motion to seek affiliation with the CBWC may be incorporated into the motion to organize as a church, or be presented as a separate motion at the same organizational meeting and passed by a two-thirds majority.
7. It is appropriate for the newly organized church to pass a further motion that extends a call to the church planter to become the first official pastor of the church.
8. The church will elect its officers, based on discussions noted in point 1, at the organizational meeting. This election can be the simple election of an interim Moderator and interim Secretary- in anticipation of a later process for the nomination and election of a full slate of officers.

If the Steering Committee has prearranged for a nominating process to precede the organizational meeting, it is possible that the full election of officers could take place at the organizational meeting.

9. The Regional Advisory Team will forward a recommendation to the CBWC Board that the church be received into full CBWC membership.
10. Upon accepting the recommendation of the Regional Advisory Team, the CBWC Board will recommend to the CBWC Assembly that the church be granted affiliation. It will also notify the Regional Advisory Team and the church congregation of its intent.
11. Once notified of the CBWC Board's affiliation recommendation, the church will be entitled to send its pastor and representatives to the CBWC Assembly to receive the church's official welcome into the Canadian Baptists of Western Canada.
12. Once notified of the CBWC Board's affiliation recommendation, the church will be entitled and expected to send delegates to subsequent Assemblies of the Canadian Baptists of

Western Canada. If the timing of the CBWC Board decision happens after an Assembly but before a Regional Assembly, the affiliating church will be entitled and expected to send delegates to the Regional Assembly.

III. MULTIPLY: New expressions forming through the outreach of existing CBWC churches

Many multiplication strategies will include the new work, or “daughter,” remaining as a ministry of the multiplying body, or “mother.” In this case, seeking full and separate affiliation is not a necessary step. Rather, the “daughter” will be considered a church within a church.

If, however, your multiplication strategy involves the independence of the new work—with separate CRA charity status, separate budget, board and pastoral leadership, please see the steps above for Initiating a standalone new ministry.

Upon affiliation, the church should make its affiliation with the Canadian Baptists of Western Canada known in its public identity. For example, the church could use an affiliation statement such as “Affiliated with the Canadian Baptists of Western Canada.”

APPENDIX 1: Sample Partnership Covenant

Between Canadian Baptists of Western Canada and Church Plant

Church Planting Vision:

"Reaching people for Christ by seeking the health and extending the ministry of the local church."

Purpose of this Agreement: The purpose of this Partnership Covenant is to ensure that both the Church Planters and Canadian Baptists of Western Canada know what to expect from each other from the beginning of their relationship.

Church Planters May Expect the Following from CBWC:

(To be initialled by the Director of Church Planting and the Church Planter(s))

_____ You will be honoured in spirit and in practice. Those in leadership will treat you with dignity both in public and private conversations.

_____ We will provide pre-agreed-upon coaching for you. Coaches will be experienced in the realities of church planting and will be mature mentors in the faith.

_____ CBWC Commits financial support in the amount of _____ in the year _____

_____ CBWC Church Planters are part of our greater "family of churches," and as such they may have access to and use the full resources of Canadian Baptists of Western Canada.

_____ CBWC will offer opportunities for training through Church Planting events, Assembly, Pastor/Spouses Retreat, coaching and other occasional events. Where available we will provide sponsorships to help you and your key leaders receive strategic training.

_____ CBWC camps will provide inexpensive lodging and meals for you and your family for personal retreats and getaways.

_____ CBWC will provide assistance in the process of your church gaining its Provincial and CRA status of incorporation.

_____ CBWC exists to serve and resource churches, so we will strive to help meet your needs, to the degree that we can, in order to help us succeed in our mission together.

_____ In the event that your church planting venture does not succeed, CBWC will recommend you for other ministry opportunities as appropriate.

CBWC May Expect the Following from You as a Church Planter
(To be initialled by the Church Planter(s) and Director of Church Planting)

AREA 1: Oversight Issues

_____ I/We have read the "Our Story" document and support the Mission, Vision and objectives of the CBWC.

_____ I/we have read, signed, and will abide by the Ministerial Policies, Procedures and Protocol of the CBWC and the "CBWC Resolution on Marriage and the Church."

_____ I/We will establish a Board/Leadership Team of the church using CBWC guidelines.

_____ I/We will invite representatives of CBWC including the Director of Church Planting, Regional Minister, and Regional advisory team to meet with our Leadership Team for the purpose of establishing a sound relationship.

_____ Our church constitution and bylaws, in keeping with historic Baptist polity, will include congregational voting and/or voice with regard to the policy and direction of our church (e.g., yearly budget approval, affirming new leaders, etc.).

_____ I/We will communicate the content of this Partnership Covenant with the Leadership Team.

_____ We intend to multiply by planting new churches. Our faith goal is to be part of a new church plant by the time our church is _____ years old.

AREA 2: Cooperation with CBWC

_____ I/we will lead our church with the intention of becoming a fully cooperating member church within the CBWC and within the community and family of churches.

_____ I/we will attend the Assembly of CBWC.

_____ My spouse and I will make every effort to attend CBWC church planting events (CBWC understands that in certain bi-vocational situations this may be difficult, and allowances are made).

_____ I/we will submit all reports requested of me in a timely manner.

AREA 3: Character Development and Spiritual Issues

_____ I/we will develop a personal Intercession Prayer Team and communicate regularly with them.

_____ I/we will take at least one day off from ministry per week and by mutual agreement negotiate the accumulating of the other day.

_____ I/we understand that new churches grow as contacts are made with those who are not yet believers. Therefore, I will spend 1/3 of my time directly relating to personal contact with those who do not belong to a church.

AREA 4: Financial Issues

_____ Our church receives other sources of funding from

_____ I/we understand that certain CBWC churches may support me financially. I will relate with these churches according to the directives of CBWC Director of Church Planting.

_____ I/we will secure health insurance for my entire family by arranging this with CBWC staff.

_____ Recognizing that a healthy church has a missions focus beyond its own community (Acts 1:8); we will tithe from our church offerings and agree to support CBWC with 10 % of our total offerings beginning in our first year.

_____ Our church will only contribute financially to other mission agencies over-and-above our contribution to the CBWC.

_____ I/we understand that Churches and Partnering Churches with assistance from the CBWC start churches with the goal that they will become self-supporting.

AREA 5: Termination

_____ I/we understand that my position as a church planter with CBWC may be terminated under, though not limited to, the following conditions:

1. Moral failure.
2. Church leadership request or congregational vote to remove me as pastor of the church.

3. A perpetual un-teachable attitude or failure to live up to my commitments with CBWC.
4. Failure to meet strategic development goals toward self-support.
5. Not meeting mutually agreed-upon expectations.

_____ Should our church dissolve its affiliation/relationship with CBWC, CBWC has the right to request and receive full reimbursement for any monies and services dispensed during the formation of the church.

Church Planter(s)' Name(s) and Signature(s) Date

CBWC Church Planting Coordinator's Name and Signature Date

Executive Staff Member's Name and Signature Date

APPENDIX 2: Ministry Plan Outline for Church Plants of the Canadian Baptists of Western Canada

The purpose of the ministry plan is to have you articulate your vision and planning for the Church Plant to the CBWC Church Planting Team in order to open discussion about partnering with the CBWC in your planting venture. This exercise also provides an opportunity for you and your core planting team to work through important questions and issues.

Please provide us with information on the following aspects of your Church Plant:

1. **Your story.** How did you get here?
2. **Your calling, vision, motivation and ministry focus.** Where are you going?
3. **Your team.** What are your giftings? Who are your internal and external partners?
4. **Your strategies.** Provide a tentative budget, goals and timeline.
5. **Your location.** Where will you gather and where will you serve?
6. **Your beliefs.** Provide a statement of theology and core values.
7. **Your governance.** What's your leadership structure?

APPENDIX 3: CBWC Church Plant/New Expression Profile

Help us get to know you and share your story! Please fill out this profile and send it to Cailey Morgan at cmorgan@cbwc.ca.

This information will be used for your Church Plant's online profile at CBWC.ca, to garner support from the wider family at the CBWC, and to encourage other churches across western Canada. Any questions? Feel free to contact Cailey at 1.800.596.7772 or by email.

Basic Information

Name of Plant:

Location:

Pastor/Leader:

Website:

Email:

Phone:

Address:

Plant Information

Start Date:

Partner(s):

Vision/Mission:

Ministry Focus(s):

Worship Times & Location:

Avg. Attendance:

History

What is your story? How did the Church Plant develop? What were the early dreams, and how are they being fulfilled?

What is your favourite story so far in your history?

How have you seen God at work in the past month?

What is your vision for the next year in ministry?

How can we help?

Prayer Concerns:

Resource Needs:

How can you help us?

We're always looking for ways to encourage other churches across western Canada. Your photos or videos of your Church Planting services, ministries, or team would be a great asset.

Have you read a helpful book or been through a learning experience? Email cmorgan@cbwc.ca with your book review or real-life story and we'll share it with other CBWC churches and plants.