Covenant Partnership Agreement

Between

CANADIAN BAPTIST PARTNERS

PART 1: Covenant Partnership Agreement between and among CBM, the Conventions/Unions, and the Women's Organizations.

Canadian Baptists through their Churches and Associations have chosen to unite in Conventions/Unions ¹and Women's Organizations ² for fellowship, cooperative ministry and mission. To give leadership to their national and global ministries, Canadian Baptists through their Conventions/Unions and Women's Organizations have also chosen to establish CANADIAN BAPTIST MINISTRIES. It is important that these organizations relate to each other in an effective and harmonious way on behalf of Canadian Baptists and in service to the Lord Jesus.

We understand that a partnership is a mutually enriching relationship of two or more organizations who develop a common vision and values, and are working to achieve common goals, through mutually agreed upon means. This document describes the nature and details of the relationships between Canadian Baptist Ministries, the four Conventions/Unions, and the Women's Organizations.

I. Statement of Commitment to a Covenant Relationship

We are committed to working together in mutual and joyful solidarity to encourage and expand the ministry of Canadian Baptists, regionally, nationally and globally.³

We will strive to understand each other's respective roles and responsibilities, and heartily support one another's endeavours.

Where we co-sponsor an endeavour, we will make every effort to be excellent partners, working together in a spirit of Christian unity and cooperation.

II. Statement of Roles and Responsibilities of Canadian Baptist Ministries

The primary roles and responsibilities of Canadian Baptist Ministries (CBM) on behalf of Canadian Baptists include:

- a. Encouraging Canadian Baptists in local and global mission.
- b. Developing and implementing of global ministries together with international partners, primarily in the areas of grassroots leadership development, joint pioneer outreach, global discipleship, sustainable community development and disaster relief.
- c. Recruiting, training, deploying, encouraging and supervising missionary personnel.
- d. Gathering and networking with various levels of national church and denominational leadership for the purpose of sharing ministry perspectives and initiatives.

¹ Baptist Union of Western Canada (BUWC, Baptist Convention of Ontario and Quebec (BCOQ), l'Union d'Eglises Baptistes Francaises Au Canada (UEBFC), Convention of Atlantic Baptist Churches (CABC)

² Baptist Women of Ontario and Quebec (BWOQ), Atlantic Baptist Women (ABW), Women in Focus (WF)

³ See Appendix 1 for the Crieff Covenant

- e. Fostering the spirit of cooperation and a national Canadian Baptist identity.
- f. Developing positions and strategies to influence the formation of social policy in Canada.
- g. Assisting in the development of cross-cultural ministries within Canada.
- h. Representing Canadian Baptists to the Baptist World Alliance, the Inter-faith Canadian Chaplaincy Committee and to other national and international bodies.
- i. Overseeing national programs such as Pension and Insurance, *A Manual for Worship and Service*, ministerial credentials, Canadian Baptist chaplains, etc.

III. Governing Linkages and Representation

- a. The Assembly of each Convention/Union, or its designate, will appoint three members to sit on the Board of Canadian Baptist Ministries, one of whom will be appointed to hold the office of Vice President. The Vice Presidents will sit on the Executive Committee of the CBM Board. CBM Board minutes will be circulated to the Convention/Union Presidents.
- b. The Presidents of the Women's Organizations sit on the CBM Board. The President of Canadian Baptist Women (CBW) will sit on the Executive Committee as a Vice-President.

c. The Conventions/Unions and the Women's Organizations will establish appropriate linkages with their Board representatives.

- d. The senior executive officers of the Conventions/Unions and the Women's Organizations are *ex officio* members, without vote, of the CBM Board. The senior executive officers of the Conventions/Unions are also *ex officio* members, without vote, of the Executive Committee of CBM.
- e. The General Secretary of CBM (or designate) will attend the Board Meetings of the other partners from time to time as required. The General Secretary or his designate will make both a written and a verbal report annually to the Assemblies of the Conventions/Unions.
- f. The Presidents of the Conventions/Unions will be jointly sponsored by their regional body and CBM to join the CBM Executive and Board at the Fall Meeting. This meeting will include an opportunity to review and renew our national covenant relationship as Canadian Baptists. They will be invited to other CBM Board meeting as *ex-officio* guests without shared CBM funding.
- g. The Pension and Insurance Committee of CBM oversees the policies and management of the national pension and insurance plans. The Conventions/Unions will have representatives sit on this committee.
- h. The President and General Secretary of CBM or their designate will represent Canadian Baptists on the BWA Council. The General Secretary of CBM and the senior executive officers of the Conventions/ Unions will act as a consultative body for appointments to BWA commissions and committees.

IV. Staff Linkages and Representation

- a. The General Secretary of CBM and the senior executive officers of the Conventions/Unions and the Women's Organizations will keep each other aware of major developments and initiatives in their respective organizations. They will not begin new initiatives that may have an impact on another's ministries without consulting the relevant organization.
- b. The Director of Support Services of CBM and those responsible for fund-raising in the Conventions/ Unions and Women's Organizations will maintain an effective working relationship through sharing ideas and resources, and cooperating in shared programs.

c. The CBM regional representatives will relate closely, on behalf of CBM, to the staff of the Conventions/ Unions, Women's Organizations and to the Baptist pastors and constituency in their region.

V. Finances

- a. CBM, the Conventions/Unions, and the Women's Organizations seek funding from the Canadian Baptist constituency. Therefore, these organizations need to be aware of each other's fund-raising activities. Regular appeals will be coordinated so that the constituency is not over-burdened. New initiatives in fund-raising by CBM or the Conventions/Unions and the Women's Organizations will not be undertaken without prior consultation. In the spirit of this covenant, each organization will strive to encourage and genuinely celebrate the financial efforts and successes of the others.
- b. CBM will carry out the following fund-raising activities:
 - 1) Team Support individuals/churches support individual missionary families.
 - 2) Mission Awareness Projects individuals/churches support specific mission projects.
 - 3) The Sharing Way individuals/churches contribute to relief and development projects
 - 4) The Serving, Training, Energizing Partnerships (STEP) Program allows churches to focus Team Support, Mission Awareness Projects (MAPS), The Sharing Way and Short Term Missions toward a particular country of the world.
 - 5) Direct communication with CBM's donor base.
 - 6) Major donor recruitment personal contact with key individuals for significant gifts, estates and endowments.
- c. Regular CBM fund-raising communications will be carried out along the following schedule:

February	Sharing Way Appeal to individuals	
March	CBM Appeal to individuals	
May	Solidarity Sunday - CBM church appeal	
Fall	Blackout - Youth activity around the world	75% to refugee ministries in Canada and
		15% to the Convention/Union Youth Ministry
September	Projects Fall Appeal to individual	
October	Sharing Way Annual Project to Churches (mailed out but used any time in the year) Kids Care Kit - Sharing Way Appeal	
December	Christmas Appeal to individuals	
Others		

- d. Major Donor/Planned Giving contacts made by Canadian Baptist Ministries, a Convention/Union, or a Women's Organization will be encouraged to also consider the other worthy ministries in the Canadian Baptist family.
- e. Canadian Baptist Ministries, the Conventions/Unions, or the Women's Organizations will respect each other, and their staff will develop protocols for clear and consistent fund-raising communications.

VI. Public Affairs and Social Concerns

- 1. CBM will, from time to time, address various social issues on behalf of the Conventions/Unions and Women's Organizations in a manner which represents the opinion of the majority of Canadian Baptists. Nevertheless, differences of opinion around provocative issues are inevitable.
- 2. CBM will not claim to speak on behalf of Canadian Baptists unless and until all the senior executive officers of the Conventions/Unions have agreed to a position.
- 3. CBM will create resources for Canadian Baptist churches that will facilitate discussion and dialogue around social issues.

VII. Other Areas of Partnership between CBM and the Conventions/Unions/Women's Organizations

In addition to the areas of partnership already cited in this agreement, the Conventions/Unions/Women's Organizations through Canadian Baptist Ministries will cooperate in the following projects:

- 1. National Pension and Insurance Plans for Pastors and Other Church and Denominational Workers.
- 2. Revision and publication, as needed, of A Manual for Worship and Service for Canadian Baptists.
- 3. National minimum standards for the ordination and licensing of pastoral leaders, including the transfer of credentials from one Convention/Union to another.
- 4. Provision of Canadian Baptist chaplains for the Canadian military and for Federal correctional institutions, including the appointment of Canadian Baptist representatives on any national Committees or Boards that deal with these chaplaincies.
- 5. Ministry to Refugees.
- 6. National Youth Leaders' Conferences.
- 7. National Staff Meetings.

VIII. Principles of Partnership in Mission and Ministry

When Canadian Baptist Ministries enters into a new ministry or mission project within Canada, the following principles for partnership in mission and ministry between CBM and the Conventions/Unions and Women's Organizations will be followed:

- 1. A joint mission and/or ministry may be initiated by any of the partners involved.
- Any mission and/or ministry involvement by CBM within Canada will only be undertaken with the agreement and approval of the appropriate bodies within the Convention(s)/Union(s) where the project is located. In all cases the Executive Minister(s)/General Secretary(s) will be informed of the project before it starts and kept informed of its progress through regular reports.
- 3. The primary responsibility for the design of the purpose and objectives of any joint project lies with the group or groups, which will have direct involvement in and responsibility for the project. This could include CBM, a Convention/Union, a Board or Committee of a Convention/Union, a Region/ Association, a local church or churches, a Women's Organization, or an Educational Institution.
- 4. Clear partnership and financial agreements, including timelines and oversight, will be established for each project.

IX. Dispute Resolution Procedures

1. Whenever a significant disagreement or dispute arises between CBM and one of the Conventions/ Unions/Women's Organizations over the application or interpretation of this covenant agreement, the two parties will first seek to resolve it through direct discussions between CBM represented by its General Secretary and President, and the Convention/Union/Women's Organization represented by the senior executive officer of the Convention/Union/Women's Organization and President. If satisfactorily resolved, the resolution will be confirmed in an exchange of letters between the two parties. CABC Covenant Agreement between Canadian Baptist Partners

- 2. If the significant disagreement or dispute cannot be resolved by the procedure outlined in 1. above, the Executive Committee of the CBM Board and the Executive Committee of the Council/Board of the Convention/Union/Women's Organization, will become involved in the resolution process. Together with the General Secretary of CBM and the senior executive officer of the Convention/Union/Women's Organization, these two committees will discuss the issue and seek resolution. If satisfactorily resolved, this will be confirmed in an exchange of letters between the two parties.
- 3. If the significant disagreement or dispute cannot be resolved by the procedure outlined by 2. above, the CBM Board and the Convention/Union/Women's Organization's Council/Board will become involved in the resolution process. Together with the General Secretary of CBM and the senior executive officer of the Convention/Union/Women's Organization, the two Boards/Councils will discuss the issue and seek resolution. If satisfactorily resolved, this will be confirmed in an exchange of letters between the two parties.

X. Covenant Agreement Revision Process

- 1. At each CBM Executive Committee Meeting, the covenant partnership agreement will continue to be developed.
- 2. Outstanding items to be discussed for possible inclusion in the Covenant Agreement:
 - 2.1 How do we forge a more significant national identity as Canadian Baptists?
 - 2.2 How do we strategically engage in more national projects/ministries together?
 - 2.3 How might we better articulate our shared core values and beliefs related to Christ's mission activity in us?
 - 2.4 How could we create more coordinated and strategic communications and fund-raising?
 - 2.5 How are collaborative projects initiated and negotiated with CBM by one of the other partners?
 - 2.6 How would a partner process a desire to initiate a global project in an area that CBM does not presently work in?
- 3. In the Fall of 2008 this Agreement will need to be renewed by all the partners.

PART II - INDIVIDUAL AGREEMENTS SPECIFIC TO THE PARTNERS

I. Partnership Agreement Specific to THE BAPTIST UNION OF WESTERN CANADA

The Vision of the Baptist Union of Western Canada is to achieve Kingdom growth, to cultivate and nurture leaders and to alleviate suffering and poverty.

The Mission of the Baptist Union of Western Canada is to reach people for Christ by seeking the health and extending the ministry of the local church.

1. Statement of Roles and Responsibilities

The primary roles and responsibilities of the Baptist Union of Western Canada (BUWC) on behalf of Canadian Baptists in Western Canada include:

- 1. The development and resourcing of the churches and ministries of the BUWC including services to pastors, administrators, children's ministry, youth ministry, men's and women's ministry, camping ministry, street ministry, chaplaincy, etc. Such resourcing will also include offering advice, assistance and resource materials to churches and pastors concerning operational, ministry and theological matters.
- 2. The support, encouragement and development of Canadian Baptist churches in Western Canada at the local, regional and area levels. This includes encouraging evangelism, church planting, healthy church growth, ministry innovation and other initiatives and programs designed to address Kingdom growth, the cultivation and nurturing of leaders and the alleviation of suffering and poverty.
- The professional development and accreditation of ministerial staff within the BUWC constituency. Also, the giving of support and encouragement to ministerial staff in dealing with significant personal and family matters.
- 4. The support, encouragement and oversight of Carey Theological College.
- 5. The support, development, encouragement (and oversight) of Youth and Christian Camping ministries within Western Canada.
- The provision of pastor settlement services and expertise to the churches, and advice and assistance to current and prospective ministry staff of the BUWC constituency as church placement is sought.
- 7. The provision and administration of a coordinated and comprehensive benefits program including pensions, extended health and dental benefits to eligible pastors, church staff, and BUWC and related agency staff.
- The provision of liability risk management services to churches including advice and assistance in such areas as governance issues, financial matters, conflict management, crisis management, safety and security of church congregants, staff, programs and assets; community relations, and staff employment matters.
- 9. The administration through the Baptist Union Development Foundation of grants and loans to churches, camps, ministries and staff; the management of investments and certain funds for the BUWC, churches, ministries, agencies and related organizations; and financial advice to churches and ministries which are planning capital improvements including major renovations, site acquisition and new construction.

2. Finances

The BUWC carries out an ongoing strategy to encourage stewardship at the local church level in Western Canada, which will include the development and implementation of fund-raising instruments.

The BUWC is committed to continuing its practice of including CBM in its annual budget. The BUWC is committed to maintaining its current level of funding.

3. Existing Collaborative Projects in Western Canada

We recognize that because of this Covenant agreement, new projects may emerge and old projects may be evaluated in a different way. Below is a list of existing collaborative projects and how they function.

a. Bethlehem Aboriginal Fellowship – Dietrich Desmarais

Bethlehem Aboriginal Fellowship is a ministry of the Baptist Union of Western Canada in the Heartland Area. Dietrich Desmarais, Senior Pastor, is a staff member of Canadian Baptist Ministries as a cross-cultural missionary in Canada. As such, CBM will negotiate his job description, provide his salary and benefits, and hold him accountable under their staff policies. He will be supervised by CBM in consultation with the Heartland Area Minister. The working relationship and ministry will be re-evaluated on a regular basis with a view to ensuring the long term viability and effectiveness of the ministry.

b. First Baptist Church - Bob Swan

First Baptist Church, Vancouver, is a BUWC church in the BC Area. CBM has a partnership with First Baptist Church and the BC Area of the Baptist Union of Western Canada.

c.Carey Theological College

CBM and Carey collaborate with the ABC and ACC&S in Kenya around the Certificate in Ministry and the Diploma in Christian Teacher Education and Counselling. CBM and Carey are working together to assist Bolivian-based leaders through the D.Min. degree.

4. Linkages

CBM undertakes to maintain a Regional Office in Calgary, at the BUWC head office. The BUWC undertakes to incorporate the persons who staff the regional office into the life and ministry of the BUWC.

II. Partnership Agreement Specific to THE FRENCH BAPTIST UNION

1. Statement of Roles and Responsibilities

The ultimate goal of the FBU is to participate in the edification of the Church of Jesus Christ in French Canada through the power of the Holy Spirit, to the glory of our Great God. To accomplish that, we focus on the ongoing multiplication of the number of members, of local leaders, of pastors and church planters and of churches.

This we do by: recruiting, training, resourcing and accrediting Christian workers for the various ministries of the FBU; supporting church planting ministries; supporting theological education for our workers and church members; facilitating youth and camping ministries; and administering ministerial pensions and benefits programs.

The FBU also wishes to support the various ministries of CBM, especially ministries taking place in French-speaking countries, by offering them, when possible, other human, financial and material resources that will contribute to the realization of our common ends.

2. Finances

The FBU will support the ministries of CBM through its general budget, sending 25% of its undesignated funds received from its affiliated churches to CBM. Also, any other funds received by the FBU designated for the ministries of CBM will also be fully distributed to CBM.

3. Collaborative Projects

CBM and the FBU are currently undertaking the following collaborative projects.

a. Director of Church Development - Stéphane Couture

Stéphane Couture has been co-appointed as a CBM missionary with the FBU since January 2002. His assignment, as Director of Church Development, involves the recruitment of Christian workers, church development and strategy work for the FBU. CBM has renewed this three-year co-appointment for 2005-2007, pledging \$40,000 a year for that period.

b. International Students Ministries Coordinator - Mr. Sem Pierre

In collaboration with the Cooperative Baptist Fellowship and CBM, the FBU has recruited Mr. Sem Pierre as International Students Ministries Coordinator for a two-year period starting on August 2004. His role consists in reaching out in the name of Christ to French-speaking international students enrolled in one of Montreal's universities; initiating outreach ministries to students in the Montreal-area FBU churches. CBM has pledged \$10,000 a year for this project.

c. Joint Design Team

CBM will facilitate a joint design team, consisting of members from every region, whose mandate is to design a fund-raising strategy and a national project for French Canada. At the same time the joint design team will document the process for National Project development.

III. Partnership Agreement Specific to THE CONVENTION OF ATLANTIC BAPTIST CHURCHES

1. CABC Purpose/Vision Statement

The Purpose of the Convention of Atlantic Baptist Churches is being and making disciples of Jesus Christ, who are integrated into the life and ministry of healthy, growing churches, committed to fulfilling the Great Commission and the doing of God's will on earth.

2. Linkages with CBM and Other Organizations

• With the members of the Board of Directors of Canadian Baptist Ministries from Atlantic Canada

In Atlantic Canada, at least once a year, just prior to the September meeting of the Convention Council, the three members appointed by the CABC, plus the President and the Executive Director of Atlantic Baptist Women, will meet with the Executive of the Council for a mutual discussion of matters related to the partnership between CBM and CABC. Following this meeting this group will meet with the Convention Council to present a report to the Council and to interact with the members of the Council. The costs for this group to attend the meeting will be equally divided between CBM and CABC. The General Secretary of CBM or designate will also attend these meetings.

Annual Report to the CABC Assembly

Canadian Baptist Ministries will provide a written Annual Report to the CABC, which will be published in the Year Book of the Convention of Atlantic Baptist Churches. CBM will also make a presentation annually to the joint session of the Atlantic Baptist Women (UBWMU) and the Convention of Atlantic Baptist Churches. This is the closing session of the ABW and the opening session of the CABC Convention.

CBM Regional Office

CBM undertakes to maintain a Regional Office in Saint John at the CABC Head Office. CABC undertakes to incorporate the persons, who staff the Regional office, into the life and ministry of the CABC.

North American Baptist Fellowship

The CABC undertakes to maintain a relationship with the NABF, both through CBM and directly.

Baptist World Alliance

CABC values the relationship we have with the Baptist World Alliance through CBM and through the members of our Convention who serve on various BWA Boards and Committees.

Evangelical Fellowship of Canada

CABC is a full member of the Evangelical Fellowship of Canada.

3. Financial Commitments of the CABC to CBM

- The CABC is committed to continuing its long-established practice of including CBM in its annual United in Mission budget. The CABC is committed to maintain its current level of funding through UiM and will endeavour to increase this in the years ahead.
- Any funds received by the CABC designated for any of the ministries of CBM will be forwarded fully to CBM.
- 4. Collaborative Joint Projects with CBM

At present there are none. Any such joint projects undertaken in the future will be developed in terms of the principles established in section VIII of Part I of this Covenant Partnership Agreement.

IV. Partnership Agreement Specific to THE BAPTIST CONVENTION OF ONTARIO AND QUEBEC

BCOQ Vision – a family of churches building Christ's kingdom.

BCOQ Mission – The Convention supports and enables our member churches to be healthy, missionminded congregations as we serve God together.

1. Statement of Roles and Responsibilities

The primary mandate of the Baptist Convention of Ontario and Quebec on behalf of Canadian Baptists in Ontario and Quebec include:

1.1 Resource Churches

- 1.1.1 Develop and resource churches and ministries of BCOQ constituency, including pastors, administrators, youth ministry, camping, community ministries, etc.
- 1.1.2 Support the development of Canadian Baptist churches in Ontario and Quebec at both local and regional level. This includes fostering church health, church planting and ministry innovation
- 1.1.3 Administer grants and loans to churches and other ministries
- 1.1.4 Develop resources through the BCOQ Foundation, investments, etc.

1.2 Develop Leaders

- 1.2.1 Support the professional development of accredited ministerial staff within the BCOQ constituency
- 1.2.2 Provide placement, mediation and recovery expertise to the churches and ministry staff of BCOQ constituency
- 1.2.3 Engage with MacMaster Divinity College as a key resource partner in developing leadership training
- 1.2.4 Provide strategic leadership resources for ministry leaders in specific leadership areas
- 1.2.5 Stimulate intentional lifelong development (professional, personal, spiritual) for ministry leaders
- 1.2.6 Develop a mentoring culture that supports leadership

1.3 Foster Partnerships

- 1.3.1 Support strategic partnerships with CBM, BWOQ, French Union
- 1.3.2 Enable and develop relationships through Associations
- 1.3.3 Cooperate with other denominational groups through the Canadian Council of Churches and the Evangelical Fellowship of Canada

1.4 Strengthen Relationships and Identity

1.4.1 Encourage our sense of shared relationship and identity as Canadian Baptists in BCOQ

2. Finances

- 2.1 The BCOQ is committed to collaborate in raising CBM budget revenue in Ontario and Quebec (not including estate income or Short Term Mission revenue). The BCOQ is committed to contributing 11.5% of all undesignated church receipts to CBM, in addition to those which have been specially designated to CBM projects or personnel support.
- 2.2 It is agreed that the BCOQ will carry out fund-raising activities in Ontario and Quebec throughout the year.

3. Collaborative Partnerships

While CBM and BCOQ participate in some ministry initiatives in the BCOQ region, (eg. Matthew House, Toronto Baptist Intercultural Services), there is not an intentional collaboration in those ministries at present. Future joint projects will be developed according to the principles outlined in this Covenant Partnership Agreement.

4. Linkages

CBM is invited to one of the BCOQ Board meetings each year to share information and discussion about mutual concerns.

A CBM written report is included in the BCOQ Report Book to the annual Assembly, and CBM is invited to make a presentation during the Assembly.

V. Partnership Agreement Specific to CANADIAN BAPTIST WOMEN

Purpose: Canadian Baptist Women affiliates four distinct organizations of Baptist Women across Canada for the mutual enhancement of shared purposes of ministry and mission.

Representation:

- Atlantic Baptist Women ABW (United Baptist Woman's Missionary Union)
- Baptist Women of Ontario and Quebec BWOQ (Baptist Women's Missionary Society of Ontario and Quebec)
- Women in Focus WIF (Baptist Union of Western Canada)
- Union d'Eglises Baptistes Francaises au Canada (UEBFC)

As each women's organization is uniquely and independently structured and governed, Appendix A outlines the partnership as it specifically pertains to each organization.

Affiliates may be added or removed at any time without negating this partnership agreement.

Vision: As Canadian Baptist Women, we are joined to each other and to the more than 36 million Baptists around the world. We are one in spirit, one in hope and one in allegiance to Jesus Christ our Lord.

1. Statement of Roles and Responsibilities

- 1.1 To promote a sense of unity among Baptist Women across Canada
- 1.2 To foster a greater understanding of our common faith and Baptist heritage
- 1.3 To affirm the gifts of Baptist Women for mission and ministry
- 1.4 To enhance partnership with women globally
- 1.5 To provide a link for Baptist women with other ecumenical groups
- 1.6 To share program resources
- 1.7 To honour faithful service (through the Dominion Life Membership)
- 1.8 To develop awareness, education and advocacy for global social concerns and issues that impact women.
- 1.9 To participate as an active partner in the Covenant agreement between CBM and CBW

2. Finances

- 2.1 CBW and CBM will mutually support fund-raising activities with CBM as well as the affiliated women's organizations. Communication to avoid conflicting activities will occur.
- 2.2 CBW will receive funds from affiliated women's organizations for the purposes of administering CBW projects and collaborative projects with CBM.
- 2.3 CBW affiliates are committed to support CBM financially as per Appendix A.

3. Collaborative Projects

- 3.1 CBW will work with CBM in coordinating and administrating the International Scholarship fund for Women students.
- 3.2 CASIL fund (Canadian Assistance for Sisters in Leadership) CBW may request recommendations for the designation of this fund which provides financial assistance for a woman from one of CBM's global partners to attend the Congress of the Women's Department of the BWA.
- 3.3 CBW will recognize and support women in mission service and ministry. These include but are not limited to, linkages with CBM field staff, Dominion Life memberships, recognition of women M.Div. grads from Acadia Divinity College, MacMaster Divinity College, Carey Theological College.
- 3.4 Short Term Mission. An affiliated women's organization may work with CBM to plan, promote and facilitate Short Term Mission projects as deemed appropriate.
- 3.5 Social concerns and advocacy: CBW will work with CBM personnel to educate women on such issues affecting both Canadian women and women globally. When deemed appropriate, CBW executive may issue a statement on such issues.
- 3.6 The Great Canadian Bible Study: CBW will work with CBM to promote this annual study. CBM may assist in selecting an appropriate project and receive funds raised for that project.
- 3.7 CBW or an affiliated women's organization may from time to time work with CBM personnel as a resource or on projects specific to that affiliate.

3.8 CBM may work with an affiliate to resource personnel for that organization. **APPENDIX A – PARTNERSHIPS SPECIFIC TO EACH AFFILIATE**

ABW and BWOQ are incorporated organizations. Although they partner closely with the regional convention (CABC, BCOQ), they are independent in origin, structure, and governance.

WIF and the women of the Union d'Eglises Baptistes Francaises are essentially a department of the regional union (BUWC, UEBFC)

APPENDIX A1 – ATLANTIC BAPTIST WOMEN (UNITED BAPTIST WOMAN'S MISSIONARY UNION)

ABW/UBWMU Purpose/Vision Statement

The Purpose of the ABW/UBWMU is to encourage each woman to be informed, involved and to invest in Great Commission living.

1. Statement of Roles and Responsibilities

ABW/UBWMU will continue to receive and promote CBM mission resources to assist in informing and educating our constituency about our Canadian Baptists in Mission. CBM will encourage our children's Mission Ed groups and our Women's groups to channel the funds and offerings generated for projects through our treasurer(s) to help us track the groups and leaders involved in Mission Ed in Atlantic Canada.

If in the future ABW/UBWMU initiates a woman's mission experience, an individual or a team, national or international, CBM will provide its support and expertise to facilitate the process.

ABW/UBWMU will continue to have CBM Personnel participate in the program of our annual Convention, whenever it is possible to do so.

CBM will not make direct appeals to the WMS/ABW groups of ABW/UBWMU.

2. Finances

The ABW/UBWMU is committed to continuing its long-established practice of including CBM in its annual budget.

Any funds received by the ABW/UBWMU designated for any ministries of CBM will be forwarded fully to CBM.

3. Collaborative Projects

At present there are none. Any such joint projects undertaken in the future will be developed in terms of the principles established in section VIII of Part I of this Covenant Partnership Agreement.

APPENDIX A2 – BAPTIST WOMEN OF ONTARIO AND QUEBEC

BWOQ Global End: Baptist Women of Ontario and Quebec exists to enable women in BCOQ churches to reach others for Christ.

BWOQ Vision: Baptist Women of Ontario and Quebec envisions women who are strong in their faith, using their giftedness to encourage one another, growing in leadership, and reaching out in mission and ministry within our churches, communities, and world.

1. Statement of Roles and Responsibilities

- 1.1 Women will grow spiritually
- 1.2 Women will live the Great Commission
 - a. Individually
 - b. Locally
 - c. Regionally
 - d. Nationally
 - e. Globally
- 1.3 Leaders will be developed
 - a. Leaders will be identified
 - b. Leaders will be trained
 - i. Board of Directors
 - ii. WML
 - iii.Women in BCOQ churches will have leadership opportunities
- .4Women will be informed of:
 - a. our history
 - b. our present
 - c. our future
- 1.5 Women will practice stewardship

- a. Financially
 - i. the budget will be met
- b. Non-financially
 - i. time
 - ii. talent
 - iii. spiritual gifts
 - iv. resources

2. Finances

- 2.1 BWOQ is committed to including CBM in its annual budget
- 2.2 Any funds received by BWOQ designated for any of the ministries of CBM will be forwarded to CBM.
- 2.3 BWOQ will carry out fund-raising activities with women in Ontario and Quebec churches throughout the year.
- 2.4 BWOQ may work with CBM in designing targeted fundraising initiatives that would provide for sharing funds.

3. Collaborative Projects

3.1 BWOQ will continue to receive and promote CBM mission resources to assist in informing and educating our constituency about our Canadian Baptists in Mission

3.2 BWOQ will continue to profile CBM projects and personnel through our communication vehicles including *Link and Visitor*, our E-Link newsletter and website.

3.3 BWOQ and CBM will work together to promote Short-term Mission involvement.

3.4 BWOQ will support joint action taken by Canadian Baptist Women on social justice issues.

4. Mission and Ministry in Canada

4.1 Traditionally BWOQ has employed its own missionaries in Canada. At present, we employ Phylis Ortiz and Erika Abele at Oasis-Dufferin Community Center. In the future, when considering new Missions or Ministry in Canada, BWOQ will use the principles set out in Section (VII) of Part 1 of this Partnership Agreement.

5. Linkages

5.1 BWOQ will invite the General Secretary of CBM or designate to attend BWOQ Board meetings from time to time as required for good covenant relationship.

5.2 BWOQ appreciates and would like to continue to have CBM personnel participate in our annual meeting/convention when possible.

5.3 BWOQ President (voting) and Executive Director (non-voting) will attend CBM Board meetings.

5.4 BWOQ represents the Baptist women of Ontario and Quebec on CBW (Canadian Baptist Women), NABWU (North American Baptist Women's Union), and the BWA Women's Department.

6. Revision Process

Since Covenant Revision will take place at CBM's Fall Board meeting each year, BWOQ will review and revise our portion of the covenant prior to that meeting, notifying CBM in advance of the meeting of desired changes.

APPENDIX A3 – WOMEN IN FOCUS

Women in Focus Purpose/Vision Statement

Women in Focus exist to enrich, embrace and thus empower women to claim the purpose that God has placed upon their lives.

We come along side to offer training and resources that will build Christ-like:

- 1. Character through discipleship, mentoring and Bible study
- 2. Confidence through leadership development and personal improvement
- 3. Compassion through shared missional vision and cooperative projects.

1. Statement of Roles and Responsibilities

Women In Focus will stay informed on the work of CBM. In cooperation with our parent denomination, the Baptist Union of Western Canada, we will mobilize the women of our churches to participate in our missional calling, which is locally and globally identified by CBM and the BUWC.

Women in Focus will support and participate with CBM to advocate for those suffering injustice and poverty, especially those issues that affect women around the world.

2. Finances

This participation will include financial support, prayer support and personal hands-on involvement.

3. Collaborative Projects

For the years 2006 – 2008, we will fulfill our commitment as STEP partners with CBM and Kenya, meeting all commitments of that contract.

PART III - APPENDICES

Appendix I - Crieff Covenant

As representative partners in Canadian Baptist life, we renew our vision as Canadian Baptists across the nation, to work together in discerning the mind of Christ - to encourage passionate ministry and mission both globally and nationally.

Together in covenant partnership, we commit ourselves to unity in purpose and mission, to prayer, trust and honest dialogue.

We agree to the following priorities as our current national focus.

-Leadership Development -Strategic Mission: -French Canada -Multi cultural -Church Health and Planting -Urban Church Renewal -Public Witness and Social Concern -Shared Communications -Coordinated funding

Signed at Crieff Hills Ontario, February 25, 2003