

Hope upon Hope

OASIS

179TH ANNUAL ASSEMBLY

AUGUST 7-9, 2025

ACADIA UNIVERSITY

WOLFVILLE, NS

2025 BOOK *of* BUSINESS



CANADIAN BAPTISTS
OF ATLANTIC CANADA
Joining God in Our Neighbourhoods

IMPORTANT INFORMATION REGARDING NOTICES OF MOTION AND NOMINATIONS

OASIS 2025

We are conducting all business on Friday, August 8, 2025, so it is essential to note the following

24-HOUR RULE:

Under the twenty-four-hour rule, a delegate who wishes to put forward a notice of motion must give it to the Executive Minister in writing no later than 9:45 am, Thursday, August 7, 2025.

NOMINATIONS FROM THE FLOOR ARE NO LONGER ACCEPTED:

According to CBAC Bylaws, additional names (with the consent of those nominated) to be added to the Nominating Committee report must be in the hands of the chair of the Nominating Committee or the Executive Minister no later than twelve (12) hours prior to the beginning of the annual Meeting of Members in which the report of the Nominating Committee is scheduled on the agenda. Such nominations must be submitted no later than 9:00 pm on Thursday, August 7, 2025.

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THE 179TH ANNUAL ASSEMBLY OF THE CANADIAN BAPTISTS OF ATLANTIC CANADA

AGENDA FOR THE FIFTEENTH ANNUAL GENERAL MEETING OF INCORPORATED CANADIAN BAPTISTS OF ATLANTIC CANADA

Acadia University, Wolfville, Nova Scotia, Canada

BUSINESS SESSION, FRIDAY, AUGUST 8, 2025 (9:25 AM – 12:00 PM)

- 9:25 am** Call to Order and Prayer
- Rules of Order Announcement
- Announcement Regarding Chief Scrutineer and Confirmation of Quorum
- Appointment of Parliamentarian
- Adoption of Agenda (*Book of Business – page 4*)
- Oasis 2024 Minutes
- Tabling of Reports
- Welcome to First-Time Attendees
- Recognition of Denominational Representatives
- Recognition of Partner Organizations and Agencies
- 9:45 am** Call for any motions and agreement on the 24-hour rule
- 9:50 am** Report of the Nominating Committee – Dr. Lois Mitchell
- a. Vice-Presidential Nominee (*Book of Business – page 7*)
 - b. Boards and Committees (*Book of Business – page 8*)
- Introduction of President-Elect and Brief Statement from Dr. Crystal Todd
- Canadian Bible Society Presentation to President-Elect and Prayer
- 10:10 am** Update from the Executive Minister and CBAC Team (*Book of Business – page 12*)

- 10:25 am** Prayer Circles and Break
- 10:45 am** Motion Re: Proposed Pension and Benefits Constitution and Bylaw updates ([Book of Business – page 16](#))
- Motion: The acceptance of the proposed updates to the constitution and bylaws of the Pension and Benefits Board of the CBAC, as present and circulated to the Assembly.**
- 11:00 am** Motion Re: Proposed updates to the CBAC General Operating Bylaws ([Book of Business – page 23](#))
- Motion: The acceptance of the proposed updates to the CBAC General Operating Bylaws, as presented and circulated to the Assembly.**
- 11:30 am** Treasurer’s Report – Mrs. Debbie Barriault, Director of Finance, and Ms. Linda Matthews, CBAC Council Representative – Treasurer
- a. 2024 (8-month) Audited Financial Statements ([Book of Business – page 45](#))
 - b. Financial Update
 - c. Appointment of Auditors
 - d. Proposed 2025-2026 Budget Presentation ([Book of Business – page 38](#))
- (If necessary) Report on Voting for Vice-President, Introduction, and Prayer
- Adjournment of Morning Business Session and Prayer

BUSINESS SESSION, FRIDAY, AUGUST 8, 2025 (1:45 – 3:00 PM)

- 1:45 pm** Opening Prayer
- 1:50 pm** Discussion and vote on motions to renew Senior Staff ([Book of Business – page 39](#))
- Discussion and vote on the motion to reappoint Rev. Dr. Garth Williams as the Director of Leadership Development and Prince Edward Island Connector, for the Canadian Baptists of Atlantic Canada. ([Book of Business – page 40](#))
- Discussion and vote on the motion to reappoint Rev. Kevin Vincent as the Director of Future Church and New Brunswick Connector, for the Canadian Baptists of Atlantic Canada. ([Book of Business – page 42](#))
- 2:10 pm** Report of Council Working Group re: Sexual Orientation and Gender Identity (Information only)
- 2:20 pm** (If necessary) Other business (already notified under the 24-hour rule)

2:25 pm	Report on Voting for Senior Staff extensions and prayer
2:30 pm	Motion for adoption of Yearbook Reports
	Motion for Council to approve the Oasis Minutes
2:35 pm	Memorial Moment
2:45 pm	Appreciation and Oasis 2026 Preparation
	Proposal Re: Date and Location of Assembly 2026
	Appointment of Chief Scrutineer for Assembly 2026
	Appreciation for those who have helped with the program
2:55 pm	Adjournment of Business Session and Prayer

***8.04(E) NOMINATIONS BY DELEGATES**

Nominations, other than those submitted by the Nominating Committee, may be submitted by any Delegate at the annual Meeting of Members as follows:

All such nominations shall be in writing;

All such nominations shall include the names of two supporting Delegates and the consent of the nominee, and in the case of the Vice President, a brief resume of the nominee's background;

The nominee shall meet the eligibility requirements for the position to which the nominee is nominated, as determined in the sole discretion of the chair of the Nominating Committee;

All such nominations shall be in the hands of the chair of the Nominating Committee or the Executive Minister, no later than twelve (12) hours prior to the beginning of the annual Meeting of Members in which the report of the Nominating Committee is scheduled on the agenda.

2025 VICE PRESIDENTIAL NOMINEE BIOGRAPHICAL INFORMATION

NAME

Rev. Michael Palmer

FAMILY DATA

Spouse: Sheila Palmer (m. 1998)

Children: Matthew, Riley, Caleb, and Ava

DATE OF ORDINATION

August 19, 2002

EDUCATIONAL HISTORY (DEGREES, SCHOOLS, DATES)

- Bachelor of Arts (Biblical Studies), Crandall University, Moncton, NB, 1998
- Master of Divinity, Acadia University, Wolfville, NS, 2001
- Arrow Leadership, Abbotsford, BC, 2015

MINISTRY HISTORY

- Aroostook Baptist Church, 2001-2006
- True North Baptist Church
 - Youth and Family Ministries, 2006-2010
 - Lead Pastor, 2010-present

CBAC AND ASSOCIATION LEADERSHIP (BOARDS, COMMITTEES, PROJECTS, ETC.)

- President, CBAC, 2014-2015
- Council Member, CBAC, 2023-present
- Served in various roles in the Northwestern Association

INVOLVEMENT IN CIVIC GROUPS, COMMUNITY LEADERSHIP, ETC.

- Deputy Chief, Florenceville-Bristol Fire Department

REPORT OF THE NOMINATING COMMITTEE 2025

President

Dr. Crystal Todd

Kentville NS

Vice-President – maximum five nominees – Ordained Pastor from New Brunswick or Prince Edward Island

Rev. Michael Palmer

Oakland NB

Council – to retire 2028 – four nominees

Mr. Andrew Hopper

Sussex NB

Ms. Anne Johnson-McDonald

North Preston NS

Mr. Don Stevens

St. John's NL

Rev. Dr. Alexander Scott

Kingsboro PE

To retire 2027 – one nominee (to replace Rev. Michael Palmer who has resigned – to be ratified by 2025 Assembly)

Rev. Dr. Perry Hanley

Oromocto NB

Pension and Insurance Board – to retire 2028 – one nominee

Mr. Daryl MacKenzie

Grand Bay-Westfield NB

Atlantic Baptist Mission Board – to retire 2028 – one nominee

Mr. Jim Verboom

Truro NS

Canadian Baptist Ministries – to retire 2028 – one nominee

Mrs. Joy Cook

Moncton NB

Board of Ministerial Standards and Education – to retire 2028 – three nominees

Rev. Nathaniel Drover

Perth-Andover NB

Rev. Darren Millet

Hatchett Lake NS

Rev. Carolyn Steeves

Moncton NB

To retire 2027 – one nominee (to replace Rev. Wayne Murphy who has resigned – to be ratified by 2025 Assembly)

Mrs. Mennie Alba

Easten Passage NS

To retire 2026 – one nominee (to replace Rev. Dr. Rhonda Britton who has resigned – to be ratified by 2025 Assembly)

Mr. George Gray

Dartmouth NS

Board of Governors, Crandall University – to retire 2028 – four nominees

Mr. David Campbell

Cocagne NB

Ms. Danielle Delong

Kentville NS

Mr. Dave McComiskey

Moncton NB

Ms. Autumn Tremere

Pleasant Grove PE

To retire 2027 – one nominee (to replace Rev. Dr. Stephen McMullin – to be ratified by 2025 Assembly)

Dr. William Morrison

Fredericton NB

Appointments to be ratified by 2025 CBAC Assembly for one-year appointment 2025 – 2026:

Rev. Rob Nylen

Alumni Representative (selected by Alumni)

Mr. Sebastien Emmerson

Student Representative (selected by Student Assoc.)

Mr. Graeme Ching

Faculty Representative (selected by Faculty)

Board of Trustees, Acadia Divinity College – to retire 2028 – four nominees

Mr. Greg Cox

Mt. Hanley NS

Mrs. Airdrie Miller

St. John's NL

Mr. Ken Reimer

Fredericton NB

Mr. Garnet Wheaton

Berwick NS

Board of Directors, Atlantic Baptist Foundation – to retire 2028 – five nominees

Rev. Derek Geldart

MacDougall Settlement NB

Mrs. Marie Kenny

Brackley PE

Mr. Rick Kirkbride

Oromocto NB

Mr. Dan Marr

Salisbury NB

Mr. Steve Shaw

East Mountain NB

Board of Directors, Atlantic Baptist Housing (ABSCH) - to retire 2028 – five nominees

Rev. Jonathan Beers	Gander NL
Rev. Dr. Aaron Kenny	Conquerall Bank NS
Mr. Michael Lewis	Saint John NB
Mr. Jon Pitman	Grand Bay-Westfield NB
Rev. Dr. Roger Graham	Saint John NB

Baptist Historical Committee – to retire 2028 – two nominees

Lic. Alex McMorine	Digby NS
Ms. Shirley Soleil-Day	Aylesford NS

Nominating Committee Regional Representatives

Region 1: Southwestern, Saint John-Kings Associations – to retire 2027

Rev. Dan Sentner, Saint John NB

Region 2: Northwestern, York, Queens-Sunbury Associations – to retire 2028

Rev. Craig Woodcock, Woodstock NB (New appointment)

Region 3: Miramichi-North Shore, Westmorland-Kent, Albert Associations – to retire 2027

Rev. Brock Symonds, Moncton NB

Region 4: Prince Edward Island Association – to retire 2027

Rev. David Dubois, Charlottetown PE (New appointment)

Region 5: Newfoundland and Labrador, Cape Breton Associations – to retire 2027

Mr. Paul House, St. John's NL

Region 6: Cumberland, Northeast Nova, Halifax Associations – to retire 2028

Rev. Dr. Frank Guinta, Dartmouth NB (New appointment)

Region 7: African United Baptist Association – to retire 2028

Rev. Andrea Anderson, Dartmouth NS (New appointment)

Region 8: Eastern Valley, Annapolis-Digby Associations – to retire 2026

Rev. Andrew Conrad, Berwick NS

Region 9: Yarmouth, Shelburne, Lunenburg-Queens Associations – to retire 2026

One vacancy at time of printing

Christian Action Federation of New Brunswick (one-year appointment 2025-2026) - two nominees

Rev. Dr. Lorne Freake
Rev. Kevin Richardson

Grand Falls NB
Nasonworth NB

Camp Wegesegum – to retire 2028

One vacancy at time of printing

EXECUTIVE MINISTER'S YEARBOOK REPORT

Overflowing with Hope: Advancing Our Vision

It is with gratitude and a deep sense of purpose that I present this annual report as Executive Minister of the Canadian Baptists of Atlantic Canada (CBAC). Our God is renewing and building hope in our CBAC family. My daily prayer for our CBAC churches and leaders comes from Romans 15:13: "May the God of hope fill you with all joy and peace as you trust in him, so that you may overflow with hope by the power of the Holy Spirit." Over the past year we have made significant strides in advancing our CBAC 2028 strategic vision: Overflowing with hope so that we see lives and communities changed by the hope found in Jesus.

Seeing the CBAC staff team take ownership of our shared strategic vision and diligently begin its implementation has been inspiring. I am incredibly proud of this team and the way they have rallied around one another, their goals, and CBAC churches. This strategic vision came from the CBAC constituency and is for our CBAC family of churches. As you read the yearbook reports, you can sense the building of hope and shared alignment in our vision to overflow with hope.

The CBAC council has been a joy to work with, as they hold me accountable to our joint vision, executive limitations, and objectives (ends). The council and subcommittees have worked hard to provide needed policy and bylaw updates and will continue this critical work.

I am grateful for each CBAC pastor, leader, volunteer, and church member. I have immensely enjoyed visiting churches of all sizes, experiencing Sunday morning services, and meeting leaders. With every community, church, and leader I have visited, I have witnessed "splashes of God's hope."

Guided by our strategic vision, the CBAC staff team's work has been focused on four key priorities. Below, I highlight the progress we have made in each area.

1. CALLING HOPE-FILLED LEADERS

One of the most critical aspects of our vision is raising new leaders to serve in Atlantic Canada. We were encouraged to see a strong number of ministry candidates (18 in October 2024 and 18 in March 2025) appear before the Board of Ministerial Standard and Education (BMSE). We also are encouraged that 15 candidates are scheduled to appear before the Examining Council in August 2025. Key progress this year includes:

- **Calling Event:** A new calling event is planned for October 2025 to inspire individuals to consider and explore a call to vocational ministry. Local Pastors are asked to nominate individuals from all walks of life for this event and are encouraged to attend with them.
- **Apprenticeship:** Under the leadership of Rev. Dr. Garth Williams, a working group is designing a new apprenticeship program to provide practical and educational experiences in local CBAC churches early in a person's exploration of ministry.
- **Leadership Pathways:** Another working group, also led by Rev. Dr. Garth Williams, is exploring clear, creative pathways into ministry within the CBAC. A primary focus is developing a pathway for international pastors, ensuring appropriate vetting, training, and support for both the pastors and the local CBAC churches receiving them.

2. HOPE-FILLED CONNECTIONS FOR COACHING AND CARE

Recognizing the importance of equipping and supporting our pastors and church leaders, we have strengthened our coaching and care initiatives, including:

- **Pastors' Clusters:** Sign-up for pastors' clusters has begun and is ongoing. Some clusters have already launched, bringing together groups of 6 to 12 pastors for support, encouragement, and prayer. Pastors can choose geographically close in-person clusters or virtual clusters based on affinity (e.g., church size or demographic).
- **Pastors' Hubs:** These Hubs provide connection to the CBAC staff team and to the CBAC family. They provide spiritual encouragement and coaching to pastors. Under the leadership of Rev. Dr. Greg Jones, pastors' hubs began in Spring 2025, with 18 in-person and 2 virtual hubs.
- **New Pastor Orientation:** We have revived the new pastors' orientation. The first one will be held October 20-21st, 2025. As we welcome new pastors into this CBAC family, it is crucial to provide them with the tools, connections, and encouragement they need to thrive in their roles and know they are not alone in this CBAC family. Hosting a New Pastors Orientation serves as a tangible expression of the CBAC Team's commitment to connect, care and equip those who have answered the call to pastoral ministry within the CBAC, whether they are brand-new to ministry or have transferred to our CBAC family from elsewhere.
- **Volunteer Leader Connections:** Monthly Lay Leaders Labs on Zoom have provided church volunteers with relevant training. This past year, we covered topics such as ministry with the disabled, welcoming newcomers and refugees, discerning a call, best practices for church treasures, creating a trellis – a framework for flourishing in life, church communication, unravelling conflict, being a deacon and classroom management for elementary ages.
- **Sozo Centre for Soul Care:** Rev. Dr. Cheryl Ann Beals and her team launched a new stream that extends soul care beyond the pastor to key church volunteers and staff to foster a culture of soul care and discipleship throughout a whole church. Rev. Dr. Cheryl Ann Beals also strategically taught two soul care courses at Acadia Divinity College.
- **Resourcing for Churches:**
 - **Multi-cultural Resourcing:** In addition to her role as coordinator for refugee sponsorship, Jacqueline Derrah has taken on the new role of multi-cultural resourcing. She is in the learning and development stage. We recognize the need in the CBAC to steward what God is doing in our region well. We recognize the need for support, networking and resources as pastors and churches navigate the complexities of intercultural churches.
 - **Sexual Orientation and Gender Identity (SOGI):** In response to pastors and leaders asking for help navigating the complexity of SOGI issues in their local congregations, the SOGI working group, under the guidance of the CBAC council is producing a new resource.
 - **Justice:** Under the leadership of Laura Bennett, the CBAC is mobilizing churches to engage meaningfully and at a level appropriate for their church context in issues of justice. In particular, this year, the housing task force has been working on a resource for churches to be able to enter into the housing crisis situation through education and appropriate engagement.

3. HOPE-FILLED CONVERSATIONS FOR THE FUTURE

As we look to the future, we are intentionally creating courageous dialogue about partnerships and new ways of doing our work together to shape what lies ahead. Progress in this area includes:

- **Church Partnerships & Mergers:** Rev. Kevin Vincent and a working group developed “ChurchLink,” a comprehensive resource to guide churches through exploring and navigating partnership, adoption, and merger conversations. Further, working alongside ADC’s Futuring Lab, we are researching best practices in church partners, mergers, and adoptions.
- **Next Generation Engagement:** Younger leaders’ voices have been intentionally invited onto the various working groups for these vision initiatives. We will continue to intentionally invest in next generation engagement now and invite younger voices into the conversations that shape our future. The CBAC Youth & Family team, Rev. Dan Pyke and Laura Bennett provided and continue to provide fantastic support to churches, pastors, camps, and leaders to effectively evangelize and disciple the younger generations today.

4. HOPE-FILLED ORGANIZATIONAL RENEWAL

A thriving organization requires continual renewal, and in the past year, we have worked diligently to strengthen our structures, communication, and donor engagement to support our vision. Key accomplishments include:

- **Job Descriptions & Titles Updated:** Staff roles have been clarified, and connector roles have been integrated to enhance relationships with local pastors and churches.
- **HR:** A new staff handbook has been developed, including a sabbatical policy, remote work policy, and enhanced travel guidelines. A new HR app is in place to better track time off and work schedules.
- **Donor Development Initiatives:** We invited individuals to give to the CBAC strategic vision and become regular, consistent givers to the CBAC. We developed an appeal for CBAC churches to reconsider what they give to the CBAC, which will be launched in spring 2025.
- **Governance Improvements:** Proposed bylaw changes, primarily clerical and terminology updates, will be presented at Oasis 2025. More substantive changes clarify Association membership and CBAC staff reappointments.
- **Communications:** Rev. Gordon Dickinson led the launch of a new CBAC website and CBAC Weekly email. He also transitioned the annual Church Life Report to an online form and spearheaded the relaunch of CBAC Sunday for spring 2025 to celebrate and introduce CBAC to local congregations.

LOOKING AHEAD

As we move forward, our focus remains on our “Overflowing with hope” vision while refining our strategies as necessary along the way. Some vision priorities have yet to be initiated, and a number have a way to go until completion. While progress has been made, there is still much to be done to see every CBAC church become a fountain of hope in its community, changing lives and seeing God’s ocean of hope rise across our entire region.

There is a renewed sense of collaboration, hope, and shared purpose within our team and throughout our family of churches. Together, we are overflowing with hope, trusting that God will continue to transform lives and communities through the work of CBAC.

Thank you for your faithful partnership and commitment to the CBAC family and strategic vision.

Hope-filled,

A handwritten signature in dark ink, appearing to read "Renée MacVicar". The signature is fluid and cursive, with the first name "Renée" written in a larger, more prominent script than the last name "MacVicar".

Rev. Renée MacVicar
Executive Minister, CBAC

MOTION RE: PROPOSED PENSION AND BENEFITS CONSTITUTION AND BY-LAW UPDATES

Motion: The acceptance of the proposed updates to the constitution and by-laws of the Pension and Benefits Board of the CBAC, as present and circulated to the Assembly.

CONSTITUTION AND BY-LAWS OF

Pension and Benefits Board of Canadian
Baptists of Atlantic Canada

Revised to September 1, 2017

Enacted by authority of the Legislature of the Province of Nova Scotia, Chapter 130 of the Acts of 1891 as amended by Chapter 129 of the Acts of 1909, Chapter 114 of the Acts of 1966 and Chapter 2 of the Acts of 2007.

NAME

1. The name of this Body Corporate is "Pension and Benefits Board of Canadian Baptists of Atlantic Canada", hereinafter referred to as the "Board".
2. The sponsoring organization is the "Canadian Baptists of Atlantic Canada", hereinafter referred to as the "CBAC".

OBJECTS

3. The object of the Board shall be to serve the CBAC by:
 - (a) providing financial assistance in cases of need for our pastors, their spouses, widows, widowers or orphans and our retired missionaries residing in the Atlantic Provinces;
 - (b) administering a Canadian Baptist Retirement Plan for CBAC employees, pastors and others who qualify under the Regulations of the Board; and
 - (c) administering a Group Insurance Plan or Plans for CBAC employees, pastors and others who qualify under the Regulations of the Board.
4. The Board shall be carried on without purpose of gain for its members, and any profits or other gains to the Board shall be used in promoting its objects

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4. The Board shall be carried on without purpose of gain for its members, and any profits or other gains to the Board shall be used in promoting its objects.

MEMBERS AND QUORUM

5. (a) The Board shall be composed of five members of churches in the CBAC, of whom the majority shall be lay members, elected by the CBAC for a period of three years and eligible for re-election at the close of that period. No member shall serve longer than six years consecutively, but any member retiring at the end of a second consecutive term is eligible for re-election after a lapse of one year. The Director of Operations of the CBAC and the Benefits Coordinator to the Board shall be ex-officio members of the Board without vote.

(b) Any member appointed or elected to serve the unexpired term of another shall serve in accordance with the Constitution of the CBAC.

(c) One or two members shall retire each year in the order of their appointment or election.

6. Three members, including the Chairperson, or his/her designate, shall constitute a quorum.

POWERS

7. The powers of the Board, as specified by statute, shall be to purchase, take and hold real estate, to accept devises, legacies and donations of real and personal property and to dispose of, lease, sell, convey or mortgage the same; and to invest any monies which may come into their hands in such ways as they may deem most advantageous for the purpose of carrying out the objects of the Board.

REPORTS

8. The Board shall furnish annually to the CBAC a statement of its affairs and a summary of its financial transactions for the preceding year. A full audited financial statement shall be made available upon request.

MEMBERS AND QUORUM

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REPORTS

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OFFICERS AND THEIR DUTIES

9. The officers of the Board shall be the Chairperson, Vice-Chairperson, Benefits Coordinator and Treasurer. Each officer shall assume his/her duties at the meeting of the Board at which they are elected, and shall serve for a term of one year, or until a successor assumes office.

10. (a) The Chairperson shall preside at all meetings of the Board and of the Officers and shall exercise general supervision over the work of the Board and perform such other duties as are usually performed by a Chairperson.

b) The Vice-Chairperson shall perform the duties of the Chairperson when the Chairperson is absent or unable to act.

(c) The Benefits Coordinator shall record minutes of all Board and Officers' meetings, attend to all general correspondence and perform such other duties as may be assigned by the Chairperson, Officers or the Board.

(d) The Treasurer shall:

1. take charge of all monies, funds and investments to be administered by the Board, keep separate accounts as required, and report thereon to the meetings of the Board and the Annual Meeting of the CBAC.
2. be one of the signing officers of the Board; and
3. perform all other duties customarily pertaining to the office of Treasurer.

(e) The Officers shall manage the work of the Board, including the investment of available monies and the management of existing investments, subject to the instructions of the Board. All investments shall be in securities approved for Trustee Investments by any Legislature of the Atlantic Provinces. Any two of the Chairperson, Vice-Chairperson and Treasurer shall manage the investment portfolio of the Board.

OFFICERS AND THEIR DUTIES

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b) The Vice-Chairperson shall perform the duties of the Chairperson when the Chairperson is absent or unable to act.

(c) The **Secretary** shall record minutes of all Board and Officers' meetings, attend to all general correspondence and perform such other duties as may be assigned by the Chairperson, Officers or the Board.

(d) The Treasurer shall:

1. take charge of all monies, funds and investments to be administered by the Board, keep separate accounts as required, and report thereon to the meetings of the Board and the Annual Meeting of the CBAC.
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MEETINGS

11. The Annual Meeting of the Board shall be held after the Annual Meeting of the CBAC and before the end of October in each year to elect the Officers, appoint an Auditor who shall be a chartered accountant and who shall not be a member of the Board, and to transact the current business.
12. The Spring Meeting of the Board shall be held annually prior to the end of May to approve the audited Financial Statements of the preceding financial year and the Chairperson's Report for presentation to the Annual Meeting of the CBAC, and to transact the current business.
13. The Officers, or any three members of the Board, may call a special meeting of the Board by giving at least ten days written notice to the members.

FINANCE

14. The financial year of the Board shall be the calendar year.
15. The Auditor shall examine and certify the books of the Treasurer and the Annual Financial Statements, and examine the character of the investments, prior to the Spring Meeting each year, and report thereon to the Board.
16. The Signing Officers of the Board shall be any two of the following:
 - (a) the Treasurer;
 - (b) the Chairperson or the Vice-Chairperson of the Board;
 - (c) the Executive Minister of the CBAC;
 - (d) the Benefits Coordinator of the Board.

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11. The Annual Meeting of the Board shall be held after the Annual Meeting of the CBAC and before the end of October in each year to elect the Officers, appoint an Auditor who shall be a chartered accountant and who shall not be a member of the Board, and to transact the current business.
12. The Spring Meeting of the Board shall be held annually prior to the end of May to approve the audited Financial Statements of the preceding financial year and the Chairperson's Report for presentation to the Annual Meeting of the CBAC, and to transact the current business.
13. The Officers, or any three members of the Board, may call a special meeting of the Board by giving at least ten days written notice to the members.

FINANCE

14. The financial year of the Board shall be the calendar year.
15. The Auditor shall examine and certify the books of the Treasurer and the Annual Financial Statements, and examine the character of the investments, prior to the Spring Meeting each year, and report thereon to the Board.
16. The Signing Officers of the Board shall be any two of the following:
 - (a) the Treasurer;
 - (b) the Chairperson or the Vice-Chairperson of the Board;
 - (c) the Executive Minister of the CBAC;
 - (d) the **Secretary**.

CANADIAN BAPTIST PENSION PLAN

17. The Retirement Plan of the CBAC shall be the Canadian Baptist Pension Plan, hereinafter referred to as the "Pension Plan", and the Board is hereby authorized to continue participation in the said plan.
18. The Board along with the National Pension and Insurance Committee, with the approval of CBAC, shall establish the pension formula from time to time in order to provide the best possible retirement benefit consistent with the availability of premiums.
19. The National Pension and Insurance Committee appointed Record Keeper shall maintain a record of contributions received from those enrolled and invest the funds with the Pension Fund manager.

GROUP INSURANCE

20. The Board, with the approval of CBAC, shall
- (a) administer a Group Insurance Plan or Plans providing Life Insurance and such other benefits as the Board deems feasible;
 - (b) determine eligibility for participation in the Plan or Plans;
 - (c) classify those eligible for group insurance and determine the amount of insurance to be effective for each class; and
 - (d) forward premiums received to the appropriate carrier(s).

CANADIAN BAPTIST PENSION PLAN

17. The Retirement Plan of the CBAC shall be the Canadian Baptist Pension Plan, hereinafter referred to as the "Pension Plan", and the Board is hereby authorized to continue participation in the said plan.
18. The National Pension and Insurance Committee shall establish the pension formula. The Board shall review from time to time in order to provide the best possible retirement benefit.
19. The National Pension and Insurance Committee appointed Record Keeper shall maintain a record of contributions received from those enrolled and invest the funds with the Pension Fund manager.

GROUP INSURANCE

20. The Board, with the approval of CBAC, shall
- (a) administer a Group Insurance Plan or Plans providing Life Insurance and such other benefits as the Board deems feasible;
 - (b) determine eligibility for participation in the Plan or Plans;
 - (c) classify those eligible for group insurance and determine the amount of insurance to be effective for each class; and
 - (d) forward premiums received to the appropriate carrier(s).

FUNDS

21. The Board shall receive all bequests to the Board not otherwise designated by the testators and to which may be added any surplus at each succeeding year end, and from which the Board may use, in any one year, an amount not exceeding ten percent of the previous year end balance to meet any of the obligations of the Board.

AMENDMENTS

22. The By-Laws of the Board may be amended as provided in the Statute incorporating this Board, provided that four months' Notice of Motion of any changes shall be given the churches and the clergy of the CBAC and that there be a two thirds affirmative vote at the meeting of the CBAC.

FUNDS

21. The Board shall receive all bequests to the Board not otherwise designated by the testators and to which may be added any surplus at each succeeding year end, and from which the Board may use, in any one year, an amount not exceeding ten percent of the previous year end balance to meet any of the obligations of the Board.

AMENDMENTS

22. The By-Laws of the Board may be amended as provided in the Statute incorporating this Board, provided that **six months'** Notice of Motion of any changes shall be given the churches and the clergy of the CBAC and that there be a two thirds affirmative vote at the meeting of the CBAC.

MOTION RE: PROPOSED UPDATES TO THE CBAC GENERAL OPERATING BYLAWS

Motion: The acceptance of the proposed updates to the CBAC General Operating Bylaws, as presented and circulated to the Assembly.

RATIONALE FOR PROPOSED BYLAW CHANGES

To be considered by the CBAC Assembly at Oasis 2025

The Council of the Canadian Baptists of Atlantic Canada (CBAC) is proposing updates to the General Operating Bylaws to enhance clarity, strengthen leadership accountability, and uphold the integrity of our identity as a family of churches, that is a covenantal community of churches.

These amendments do not create new roles or structures but are intended to bring better alignment between our stated values, actual practices, and our historic governance principles. The Governance Committee regards these updates as a necessary first step in a broader process to refine and strengthen our bylaws in service to the CBAC's current and future needs. Most changes are minor and editorial in nature. The following outlines the rationale for the most significant proposed changes:

Proposal 11 – Reappointment of Senior Staff (Bylaw 3.10)

This amendment removes the reappointment of Senior Staff (except the Executive Minister) from the business of the assembly at Oasis and places it under the authority of the CBAC Council, based on the recommendation of the Executive Minister. Initial appointments will still require Assembly approval.

This shift to Senior Staff renewals ensures that the oversight of performance and contract renewal—a core governance responsibility—is appropriately handled by those closest to the operational leadership of CBAC. It allows for candid evaluation in a confidential setting while maintaining transparency through annual updates at Oasis Assembly. It also reduces undue stress for staff and supports a healthier environment of feedback and support.

The appointment, reappointment, or rescission of the appointment of the Executive Minister remains the responsibility of the Assembly at Oasis. This is further clarified in Proposal 20 (Bylaw 5.05 Terms of Officers) – “The Executive Minister shall be appointed to an initial five (5) year renewable term, with renewable terms being five (5) years or less. The Executive Minister shall hold office at the discretion of the Assembly.”

Proposal 6 – Membership Process for Local Churches (Bylaw 3.02)

This change clarifies that a church receives provisional (non-voting) membership in a CBAC Association while its application for CBAC membership is pending a final vote by the Assembly.

This is not a new category of membership, but a clarification of an existing transitional step. Provisional membership acknowledges the important role of Associations in welcoming new churches, while affirming that full CBAC membership only occurs through Assembly approval at Oasis. The updated language reflects actual practice, ensures consistency across Associations, and promotes clear expectations for churches joining the CBAC family.

Proposal 8 – Termination of Membership (Bylaw 3.09)

This amendment clarifies that when a church formally withdraws from CBAC membership (following the required 90-day process), it is also no longer considered a member of any CBAC Association, and the Association will be notified accordingly.

This change brings alignment and integrity to our membership structures. Since CBAC Associations are, by definition, comprised of CBAC churches, it would be inconsistent to allow churches that have withdrawn from CBAC to remain members of an Association. While Associations are autonomous in structure, they are covenantal partners within CBAC and expected to reflect shared identity and accountability. This change ensures structural clarity while continuing to encourage ecumenical collaboration through broader ministry partnerships outside of Association membership.

The proposed changes are outlined in the pages following. (*Book of Business, pages 25-35*)

These proposed bylaw amendments are grounded in our Baptist commitments to local church autonomy, covenantal partnership, and shared mission. They are designed to support healthy, transparent, and accountable relationships among our churches, staff, and Associations as we seek to be a community *overflowing with hope* across Atlantic Canada.

Respectfully submitted,

A handwritten signature in black ink that reads "Mitchell Foley". The signature is written in a cursive, flowing style.

Rev. Mitchell Foley

CBAC President

On recommendation of the CBAC Council Governance Committee

PROPOSED COUNCIL BYLAW CHANGES

January 2025

Amendments Proposed

1. Page 1

Addition of:

AND WHEREAS Canadian Baptists of Atlantic Canada has continued under the Canada Not-for-profit Corporations Act (which superseded the Canadian Corporations Act on October 17, 2011);

RATIONALE: This paragraph was omitted from the previous version of the document and so has been added for accuracy.

2. Page 3 – Section 1: Preamble, Objects, and Core Values

2nd paragraph

Original:

At present there are 20 Associations in the Convention of Atlantic Baptist Churches. The African United Baptist Association is the only Association that is not based on geography, but on the unique culture of the African Baptists of Nova Scotia.

Change:

The Canadian Baptist of Atlantic Canada Churches is sectioned into Associations. Associations are generally based on geography; however, the African United Baptist Association is based on the unique culture of the African Baptists of Nova Scotia.

RATIONALE: The number of Associations is ever-changing, and it is thought best to remove the number “20” from the By-Laws. The actual number of Associations is not as relevant as the fact that there are Associations and that they are based on geography, with the exception of the African United Baptist Association, which is based on shared culture.

3. Page 5 – Section 1: Preamble, Objects, and Core Values

1.02 Objects (t)

Original:

To support and maintain missions and to train and send forth missionaries to preach and teach the Gospel of Jesus Christ for both national and international missions;

Change:

To support and maintain missions and to train and send forth missionaries to preach and teach the Gospel of Jesus Christ for local, national, and international missions.

RATIONALE: The sentence has been amended to include local missions, which are essential to the kingdom's work.

4. **Page 8 – Section II: Definitions, Fundamental Terms, and Interpretation**

Original:

“Associate Executive Minister” means a Senior Staff Person of the CBAC who is an Employee appointed by the Assembly to oversee particular ministry activities of the CBAC, as may be defined and assigned by the Executive Minister in accordance with this General Operating Bylaw, and has all of the rights and duties associated therewith.

Change:

This provision for Associate Executive Minister is to be removed. References to Associate Executive Minister have been removed from all sections of the by-laws.

RATIONALE: The definition of “Associate Executive Minister” is to be removed, as this position no longer exists within CBAC.

5. **Page 11 – Section II: Definitions, Fundamental Terms, and Interpretation**

“Membership Date”

Original:

means, in relation to an annual Meeting of Members, May 31st immediately prior to the start of the annual Meeting of Members, and in relation to a special Meeting of Members, the month-end date that is more than thirty-five (35) days prior to the start of a special Meeting of Members.

Change:

means, in relation to an annual Meeting of Members, and in relation to a Special Meeting of Members, the month-end date that is more than thirty-five (35) days prior to the start of the Meeting of Members.

RATIONALE: The rewording makes the definition less cumbersome and less complicated. It now applies to any Meeting of Members at any time of the year.

6. **Page 15 – 3.02 Membership Process for Local Churches**

(a) Qualification Requirements for Becoming a Local Church

Original:

A church may qualify as a Local Church and as a result thereby as a Member of the CBAC if the said church has already been granted membership in an Association that is also a Member of the CBAC and the church provides the CBAC with the following documentation:

- (i) A letter from the Association in which the church is situated, unless the church is a member of an Association which is not defined geographically, indicating that the church has been granted membership in that Association;
- (ii) A copy, certified by the clerk of the church, of an official motion passed at a duly called congregational meeting directing the church leadership to apply for Membership in the CBAC;
- (iii) A copy of a letter from "Canada Revenue Agency" approving charitable status;
- (iv) A copy of a bylaw or constitution duly approved by the congregation; and
- (v) A list of the current officers of the church.

By making application for Membership in the CBAC, the church must indicate in writing that:

- (i) It is in substantive agreement with the General Operating Bylaw of the CBAC; and
- (ii) The constating documents of the church are not contradictory to the General Operating Bylaw of the CBAC

Change:

A church may qualify as a Local Church and as a result thereby as a Member of the CBAC if the said church has already been granted provisional membership (non-voting) in an Association that is also a Member of the CBAC. Such provisional membership will remain in effect until the church has been approved as a member church of the CBAC, which shall automatically make the church a full member of the Association that has granted provisional membership, and if not approved by the CBAC the provisional membership shall be revoked by the Association. The church will provide the CBAC with the following documentation:

- (i) A letter from the closest Association in which the church is situated, unless the church is a member of an Association which is not defined geographically, indicating that the church has been granted provisional (non-voting) membership in that Association.
- (ii) A letter of approval would be presented by the Association
- (iii) A copy, certified by the clerk of the church, of an official motion passed at a duly called congregational meeting directing the church leadership to apply for Membership in the CBAC;
- (iv) A copy of a letter from "Canada Revenue Agency" approving charitable status;
- (v) A copy of a bylaw or constitution duly approved by the congregation; and
- (vi) A list of the current officers of the church.

By making application for Membership in the CBAC, the church must indicate in writing that:

- (i) It is in substantive agreement with the General Operating Bylaw of the CBAC; and
- (ii) The constating documents of the church are not contradictory to the General Operating Bylaw of the CBAC.
- (iii) If documentation is not received within the two (2) year limitation, the process for becoming a Local Church to become a member of CBAC must be re-started.

RATIONALE: The process needs to be clear and concise, and a plan must be laid out if it is not completed or if an Association does not support the new church.

7. Page 19 – 3.05 Delegates

(e) Ex Officio Delegates

Original:

Each Ex officio Delegate shall be a member of a local church and a believer who has been baptized by immersion, except where precluded by medical condition.

Change:

Each Ex Officio delegate shall be a member of a CBAC local church and a believer that has been baptized by immersion, except where prohibited by a medical condition.

RATIONALE: It is felt that the Assembly delegates should all be members of one of our churches rather than any local church including churches of other denominations.

8. Page 20 – 3.09 Resignation and Termination of Membership

(b) Resignation of Membership

Change:

Once a withdrawal of membership has been accepted by Council, the Member will automatically have its relationship with its Association dissolved and the Association shall be notified by the Executive Minister of the Member's resignation.

RATIONALE: Added provision to protect the CBAC from a church continuing to be part of an Association when they are no longer part of the CBAC.

9. Page 22 – 3.10 Membership Meetings

(c) (x) 3 Business of Annual Meeting

Original:

Members of the "Pension and Benefits Board" of the Canadian Baptists of Atlantic Canada which board shall be composed of five (5) members elected by the CBAC, plus the "Finance", and the secretary to the board;

Change:

Members of the 'Pension and Benefits Board' of the Canadian Baptists of Atlantic Canada whose board shall be composed of five (5) members elected by the CBAC plus appointed CBAC staff.

RATIONALE: Simplifying to remove titles. The appointed staff will be at the discretion of the Executive Minister/Council.

10. Page 23 – 3.10 Membership Meetings

(c) (xi) Business of Annual Meeting

Original:

Three (3) members to the “Canadian Baptist Ministries Board of Directors.

Change:

Two (2) members to the “Canadian Baptist Ministries Board of Directors.”

RATIONALE: The change is to align CBAC By-Laws with CBM reduction in numbers.

11. Page 24 – 3.10 Membership Meetings

(c) (xiii) Business of Annual Meeting

Original:

To appoint, reappoint, or rescind the appointment of the Executive Minister or any Senior Staff person, as necessary from time to time; and

Change:

To appoint, reappoint, or rescind the appointment of the Executive Minister as necessary from time to time, and to appoint for an initial term any Senior Staff person as necessary from time to time.

RATIONALE: Reappointment of Senior Staff belongs in the office of the Executive Minister, not on the floor of the Assembly, to spare Senior Staff from undue anxiety and to have the person or persons most knowledgeable about performance details making the most appropriate decisions.

12. Page 26 – 3.10 Membership Meetings

(m) Voting Procedure

Change:

At the annual Meeting of Members, the Nominating Committee will present its full nominating report. If more than one candidate for the position of Vice President (or other Officer’s positions if they have been vacated) then voting shall be done by secret ballot. Any appointment of Senior Staff or appointment or renewal of the Executive Minister shall be done by secret ballot.

RATIONALE: Addition of paragraph after the first paragraph - the Nominating Committee has been presenting their full report for the last several years but always by asking permission. This additional paragraph allows the process to occur without permission.

13. Page 28 – 4.01 Establishment of the Council

(b) Elected Council Members

Original:

The twelve (12) Elected Council Members shall be elected by the Registered Delegates at the first annual Meeting of Members, provided, however, that the Council Members prior to incorporation, who are the applicants for incorporation, shall be the first Council Members of the CBAC and shall continue in office until the end of the first annual Meeting of Members.

Change:

The twelve (12) elected Council Members shall be elected by the Registered Delegates at the annual Meeting of Members.

RATIONALE: The previous wording is no longer relevant.

14. Page 30 – 4.02 Election of Council Members

(b) Election of Elected Council Members

Original:

The Elected Council Members shall be elected at the annual Meeting of Members by the Registered Delegates from the slate of nominations presented by the Nominating Committee and any additional nominations by Registered Delegates.

Change:

The Elected Council Members shall be elected and shall retire in rotation every three (3) years, each year commencing with their election at Assembly. Elected Council Members shall be elected to fill the position of those Elected Council Members whose term of office has expired and each Elected Council Member so elected shall hold office until the end of the third full year after his/her election.

RATIONALE: To add further clarity to the term for elected Council Members.

15. Page 37 – 4.07 The Executive of the Council

(e) Specific Authority

Original:

The Executive of the Council is a standing Committee of the Council. The Executive of the Council shall have such duties, responsibilities, and authority as may be delegated from time to time to the Executive of the Council by the Council...

Change:

The Executive of the Council is a standing Committee of the Council. The Executive of the Council shall have such duties, responsibilities, and authority as may be delegated from time to time by the Council...

RATIONALE: Simplifying the language in the sentence by removing excess wordage.

16. Page 40 – 4.13 Council Meetings

(d) (iv) Notice of Meetings

Original:

In the event of an emergency as determined by the President, by telephone Notice to each Council Member not less than forty-eight (48) hours before the Council meeting is to take place.

Change:

In the event of an emergency as determined by the President, by telephone or electronic notice to each Council Member not less than forty-eight (48) hours before the Council meeting is to take place. If notice is not a direct conversation the Council Member must acknowledge by appropriate response that they have received said notice.

RATIONALE: For many people, electronic communication is the most efficient and immediate means of communication as opposed to telephone.

17. Page 45 – 5.02 Definition of Officers

(d) Executive Minister

Change: A new (vii) has been added, and the numbering adjusted accordingly. The addition states that the Executive Minister has the authority, with the Council's approval, to reappoint senior staff.

RATIONALE: This is consistent with the changed noted in amendment 11.

18. Page 47 – 5.03 Qualifications for Officers

(d)

Original:

Save and except where permitted by law, and save and except for the Executive Minister, the Person and any of his/her Family Members must not be an Employee, Agent or contractor who is receiving remuneration, either directly or indirectly, from the CBAC or an Employee of a CBAC Board or Committee;

Change:

Save and except where permitted by law the Person and any of his/her Family Members must not be an Employee, Agent or contractor who is receiving remuneration, either directly or indirectly, from the CBAC or an Employee of a CBAC Board or Committee;"

RATIONALE: There should be no nepotism within the Board or Staff.

19. Pages 47-48 – 5.04 Election of Officers

(c) Election of Vice-President

Original:

The Vice- President, who is elected by the Registered Delegates at the first annual Meeting of Members from the slate of nominations presented by the Nominating Committee, shall assume the office at the close of the first annual Meeting of Members and shall hold office until the close of the next annual Meeting of Members.

Change:

The Vice-President, who is elected by the Registered Delegates at the annual Meeting of Members, shall assume the office at the close of the annual Meeting of Members and shall hold office until the close of the next annual Meeting of Members.

(d) Appointment of President

Original:

Thereafter, the Vice-President shall, in the year subsequent to his/her election as Vice-President, automatically fill the office of President. Where there is no automatic successor to fill the office of President, then the President shall be elected by the Registered Delegates at the annual Meeting of Members from the slate of nominations presented by the Nominating Committee, and shall take office at the close of the annual Meeting of Members at which he/she is elected.

Change:

The Vice-President shall, in the year subsequent to his/her election as Vice-President, automatically fill the office of President. Where there is no automatic successor to fill the office of President, then the President shall be elected by the Registered Delegates at the annual Meeting of Members from nominations presented by the Nominating Committee, and shall take office at the close of the annual Meeting of Members at which he/she is elected.

(e) Appointment of Past President

Original:

Thereafter, the President shall, in the year subsequent to his/her appointment as President, automatically fill the office of Past President after the newly appointed President assumes his/her office. Where there is no automatic successor to fill the office of Past President, then the Past President shall be appointed by the Council from amongst the previous Past Presidents of the CBAC.

Change:

The President shall, in the year subsequent to his/her appointment as President, automatically fill the office of Past President after the newly appointed President assumed his/her office. Where there is no automatic successor to fill the office of Past President, then the Past President shall be appointed by the Council from amongst the previous Past Presidents of the CBAC.

RATIONALE: The paragraphs describing the transition years from unincorporated Convention of Atlantic Baptist Churches to the present CBAC is no longer relevant and therefore omitted.

20. Page 49 – 5.05 Terms of Officers

Original:

With the exception of the Executive Minister the term of office of all Officers is one (1) year that expires at the conclusion of the annual Meeting of Members in the year immediately following the year in which such Officer was elected or appointed. The Executive Minister shall be appointed to a five (5) year renewable term of office. The Executive Minister shall hold office at the discretion of the Assembly.

Change:

With the exception of the Executive Minister the term of office of all Officers is one (1) year that expires at the conclusion of the annual Meeting of Members in the year immediately following the year in which the Officer was elected or appointed. The Executive Minister shall be appointed to an initial five (5) year renewable term, with renewable terms being five (5) years or less. The Executive Minister shall hold office at the discretion of the Assembly.

RATIONALE: The revision clarifies that the Executive Minister, after the first five (5) years may have a shorter renewable time frame and is not locked into five (5) year allotments.

21. Page 51 – 6.02 Responsibilities of Senior Staff and Volunteers

Original:

The Council shall determine the duties and responsibilities of Senior Staff, who are to be accountable to the Executive Minister. The Executive Minister shall be responsible to the Council and the Members.

Change:

The Council, upon recommendation of the Executive Minister, shall determine the responsibilities of the Senior Staff, who are to be accountable to the Executive Minister. The Executive Minister shall be accountable to the Council and the Members.

RATIONALE: The duties of the Senior Staff are best outlined by the Executive Minister rather than the Council; therefore, the duties and responsibilities should be approved upon recommendation of the Executive Minister.

22. Page 52 – 6.03 Appointment of Senior Staff

(e) Continuation of Senior Staff

Original:

The persons serving as the Executive Minister and the Senior Staff of the unincorporated Convention of Atlantic Baptist Churches at the time of Convention's incorporation continued in those positions with the CBAC on the same terms and conditions as each of persons enjoyed with the unincorporated Convention of Atlantic Baptist Churches.

Change:

(e) Reappointment of Senior Staff

With the exception of the Executive Minister who is subject to the appointment and reappointment terms as provided for in 5.04 (d), 5.05, and 6.03 (d) (i), all Senior Staff shall be appointed to an initial five (5) year renewable term of office in accordance with 6.03 (d) (ii). Renewable terms of five (5) years or less shall be approved by Council upon recommendation of the Executive Minister, with reappointments being announced at the CBAC annual assembly.

RATIONALE: Paragraph on Continuation of Senior Staff has been deleted as it is no longer relevant. This is in accordance with the change in 3.10 (M) – the Executive Minister is best suited to make decisions on renewable terms, and the change spares anxiety to the Senior Staff when decisions of this nature are being made on the floor of the Assembly.

23. Page 52 – 6.04 Remuneration of Executive Minister, Employees and Agents

Original:

The reasonable remuneration and/or allowances of the Executive Minister, Employees, or Agents of the CBAC shall be determined or fixed by the Council by Resolution, or by a Committee thereof with the approval of the Council by Resolution.

Change:

The reasonable remuneration and/or allowances of the Executive Minister shall be determined or fixed by the Council by Resolution, or by a Committee thereof with the approval of the Council.

RATIONALE: Employees and agents should be set out in a salary grid in the Employees Handbook and reviewed regularly by Council.

24. Page 59 – 8.02 Board of Ministerial Standards and Education

(a) Establishment of the Board

Original:

The “Board of Ministerial Standards and Education” shall consist of the following twenty (20) members:

- (i) Nine (9) Persons elected by the Registered Delegates at a Meeting of Members;*
- (ii) The “President of Acadia Divinity College” or designate;*
- (iii) The “President of Crandall University” or designate;*
- (iv) The “Director of Atlantic Baptist Mission”;*
- (v) The Executive Minister of the CBAC; and*
- (vi) The Associate Executive Ministers who shall be members without vote.*

Change:

The ‘Board of Ministerial Standards and Education’ shall consist of thirteen (13) voting members plus appointed Senior Staff of the CBAC as follows:

- (i) Nine (9) Persons elected by the Registered Delegates at a Meeting of Members;
- (ii) The “President of Acadia Divinity College” or designate;
- (iii) The President of Crandall University” or designate;
- (iv) The “Director of Leadership Development”;
- (v) The Executive Minister of the CBAC; and
- (vi) Members of the Senior Staff of the CBAC as appointed by the Executive Minister of the CBAC who shall be members without vote.

RATIONALE: Title change for (iv) and no longer have the title Associate Executive Minister.

25. Page 68 – 15.02 Financial Statements and Annual Budget

(a)

Original:

The financial statements shall be forwarded to the Council for approval at least one (1) week prior to the April meeting of Council.

Change:

The financial statements shall be forwarded to the Council for approval at least one (1) week prior to the January meeting of Council.

RATIONALE: This would coincide with the change of the financial year end from December 31 to August 31, keeping the timing to be four (4) months after the year-end.

2025 – 2026 PROPOSED BUDGET RATIONALE

Overflowing with Hope, Together

As we journey together in the shared mission and ministry of the Canadian Baptists of Atlantic Canada (CBAC), this proposed 2025-2026 budget reflects our collective calling to be fountains of hope in our region. Rooted in our *Overflowing with Hope* strategic vision, this budget continues to realign resources toward our four strategic priorities:

- Calling Hope-Filled Leaders
- Hope-Filled Connections for Coaching and Care
- Hope-Filled Conversations for the Future
- Hope-Filled Organizational Renewal

This is a realistic, focused, and forward-looking budget that represents only a modest increase over last year, remarkable considering the growing number of initiatives being launched to bring our strategic vision to life. Each department's budget supports strategic, mission-aligned work that seeks to equip our churches, leaders, and communities to overflow with God's hope. Every department line includes numerous items, such as salaries, benefits, travel, administrative costs, event costs, resource development, etc.

You will notice the following highlights:

- **New Initiatives for Hope-filled Impact**
This budget reflects strategic new investments. These include a calling event – Echo, developing a new apprenticeship opportunity, resourcing and networking intercultural ministry leaders, and launching ChurchLink, a tool to spark conversations and partnerships between churches. These efforts are designed to help churches thrive and multiply impact across Atlantic Canada.
- **Atlantic Baptist Archives**
As more churches send their historical materials, especially when they close, staff hours and archival supply costs have risen. This increase helps us honour and preserve the legacy of faithful ministry in Atlantic Canada.
- **Atlantic Baptist Mission Board (ABMB)**
The increased budget reflects financial prudence as we plan for reduced investment income while also reinvesting some funds into the principal to ensure long-term sustainability.
- **Communications Growth**
As our message of hope reaches farther, additional capacity is needed. Increased communications funding will allow for project-based, contract hiring of skilled creatives – videographers, editors, photographers and more – to tell the stories of hope and transformation happening across our CBAC family and promote our network of people, resources, events, and support.
- **Intercultural Ministries**
This budget increase reflects our strategic priority of equipping churches for multicultural ministry. It supports the resourcing and networking of leaders and congregations who are serving or seeking to serve diverse communities across Atlantic Canada. The increase also includes additional travel costs to strengthen these connections and to support refugee sponsorship efforts.

- **Future Church**

This line reflects Rev. Kevin Vincent's move to 80% time, allowing for some budget savings while still continuing to fuel this essential initiative for the future church in Atlantic Canada.

Faithful Stewardship and Financial Confidence

While the audited financial statements for 2024 showed a planned shortfall, this was expected due to the one-time, shortened eight-month budget period (January to August 2024) as we transitioned our fiscal year-end. This period excluded the critical season when churches and individuals typically give most generously to the CBAC. However, this shortfall did not result in an overall deficit, as we had sufficient unrestricted funds invested to fully cover the gap. As a result, we began the current 2024-2025 budget year in a strong financial position.

The 2025-2026 budget is a break-even plan, built on prayerful discernment and careful planning.

Our confidence to achieve this proposed budget grows because of you, churches, and individuals who are choosing to invest in a shared vision of hope-filled churches, overflowing with God's hope in their communities. Through our renewed donor development efforts:

- Our **Individual Donor Developments Team**, led by Ed Barrett, has raised over \$60,000 this year, with many donors committing to three-year pledges.
- Our **Church Donor Development Team** launched the *Overflowing with Hope Church Appeal* (<https://atlanticbaptist.ca/churchappeal/>), inviting churches to grow. Their giving toward 5% of their annual revenue, in response to God's call and in support of a vision that came *from churches, for churches*. Some churches already give above 5%, and we're asking them to consider an increase, to help make up for the gap for churches with a smaller capacity for giving at this time. We are thankful for every act of generosity that ensures overflowing with Hope vision can move forward.

We are already seeing signs of renewed generosity and deeper partnership. This gives us great hope!

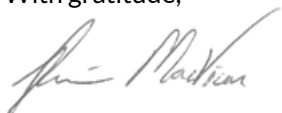
Join Us in This Hope-Filled Work

Every dollar can help spark new hope in congregations, equip leaders, support partnerships, and proclaim Christ's hope across Atlantic Canada. If your church or you as an individual are able to begin or increase your giving, please reach out. We'd love to talk about how your generosity can make a real and lasting difference.

Together, let's see **God's hope rise in every community**.

Thank you for investing in this CBAC Family and ensuring together we overflow with hope.

With gratitude,



Rev. Renée MacVicar

Executive Minister, Canadian Baptists of Atlantic Canada

CANADIAN BAPTISTS OF ATLANTIC CANADA 2025 – 2026 PROPOSED BUDGET

Budget	2025-26 Budget	2024-25 Approved Budget	Budget Variance 2024-25 to 2025-26
Acadia Divinity College	50,000	50,000	-
Canadian Baptist Ministries	50,000	50,000	-
Crandall University	50,000	50,000	-
Association Mission projects	50,000	50,000	-
Baptist Historical Committee/Baptist Archives	20,500	15,500	5,000
Atlantic Baptist Mission Board	205,734	190,148	15,586
Administration	195,554	197,798	(2,244)
Sozo Centre for Soul Care	122,817	123,005	(188)
Communications	125,827	113,950	11,877
Council & Committees	80,100	79,100	1,000
Executive Minister's Dept.	159,596	159,276	320
Intercultural Ministries	50,898	40,794	10,104
Connections	96,493	87,459	9,034
Leadership Development	266,572	263,325	3,247
Future Church	113,282	129,750	(16,468)
Justice & Advocacy	32,616	33,868	(1,252)
Youth & Family Ministries	188,078	190,341	(2,263)
Oasis	12,050	12,050	-
National Convener	8,000	8,000	-
	1,878,117	1,844,364	33,753

COUNCIL RECOMMENDATIONS TO ASSEMBLY RE: REAPPOINTMENT OF SENIOR STAFF

Reappoint **Rev. Dr. Garth Williams** as the Director for Leadership Development, for the Canadian Baptists of Atlantic Canada, beginning September 1, 2025, full-time, 5-year term.

Reappoint **Rev. Kevin Vincent** as the Director of Future Church for the Canadian Baptists of Atlantic Canada, beginning September 1, 2025, full-time (80%), 5-year term.

REV. DR. GARTH WILLIAMS

Director of Leadership Development and PEI Connector

BIOGRAPHY

Garth is a natural investigator by temperament who seeks information in all aspects of life to better understand the Creator, himself, and his relationships with family and friends. He believes relationships are of critical importance—whether with God, oneself, family, or the Church community.

Garth is a graduate of Crandall University (BA in Biblical Studies, 1990) and Acadia Divinity College (MDiv, 1993). For 20 years, Garth served CBAC churches as a Youth Pastor, Associate Pastor, solo Pastor, and Lead Pastor, intentionally leading congregations through seasons of transition. During this time, he further sharpened his skills by earning a Doctor of Ministry degree in the Practice of Preaching from Gordon-Conwell Theological Seminary. Garth has also participated in a Leadership Training for denominational leaders through Duke University.

Since 2012, Garth has served as Senior Staff with primary responsibilities in the Board of Ministerial Standards and Education (BMSE) and Leadership Development. He is committed to seeking information, partnerships, and solutions to pressing questions about the denomination's future, including:

- How do we understand the cultural trends impacting the call to pastoral ministry and ordination?
- How do we maintain a robust ordination process while adapting to cultural shifts in work and education models?
- How can we support pastors in continuing to grow as the leaders God intends them to be?

Garth places a high value on collaboration, both with his colleague in the Leadership Development department (Andrew Myers), their working group(s), the Board of Ministerial Standards and Education, CBAC Staff, Council, and our Partners at ADC, Crandall University, CBM, and our Canadian Baptist family across Canada.

Garth and his wife, Heather, have recently relocated to Saint John, NB. They have two adult sons—one in Peterborough, Ontario, and the other in Winnipeg, Manitoba. They are avid hockey fans and enjoy spending winter evenings watching the Toronto Maple Leafs dominate Boston or Montreal. They currently attend RiverCross Church, where Garth serves at the welcome desk, in the prayer ministry, and occasionally at the nursery check-in desk.

RECENT ACCOMPLISHMENTS

Leadership Development

- Developed an online leadership development platform, **Masterclass**, during COVID-19. This program continues post-COVID and features six annual Zoom events with expert speakers on current ministry and cultural topics, with recordings available for later access.
- Launches the **Leadership Development Intensive (LDI)** in 2023 – a two-year program for CBAC pastors and key lay leaders. Participants gather for four in-person summits with expert-led discussions on church leadership, supplemented by small group encouragement and discussion.

- Partnered with **Arrow Leadership** to bring the **Sharpening Leaders Initiative (SLI)** to Atlantic Canada. This ongoing initiative includes three in-person summits and small group meetings for CBAC pastors and key lay leaders, providing encouragement, accountability, and leadership development.
- Designed and implemented **Lay Learning Labs**, a practical Zoom-based training platform for key church volunteers, including treasurers, deacons, and children's ministry leaders.
- Filled in as Executive Minister when Dr. Terry Atkinson fell ill (2023).

UPCOMING GOALS

Calling Hope-Filled Leaders

- Work with denominational partners to develop new pathways for individuals discerning a call to ordained ministry in the CBAC
- Establish a framework to support international pastors transitioning to ministry in Canada. This will include resources for training and coaching to help churches integrate and welcome them.
- Develop an **apprenticeship platform** for students (high school and university) and career-transitioning adults to gain hands-on experience in pastoral ministry while discerning their calling.

Hope-Filled Connections for Coaching and Care

- Serve as the **PEI Connector**, supporting pastors and churches across Prince Edward Island.
- Develop a **comprehensive resource** outlining best practices for healthy relationships between pastors and churches.

REV. KEVIN VINCENT

Director of Future Church and New Brunswick Connector

BIOGRAPHY AND CBAC RENEWAL

Kevin Vincent is a positive and passionate leader who finds deep fulfillment in dreaming alongside fellow leaders about innovative ways to advance the Kingdom of God in Atlantic Canada. Above all, he sees himself as a cheerleader for pastors and churches, offering encouragement, support, and partnership. Whether coaching leaders or providing grants for creative ministry initiatives, Kevin thrives on helping churches flourish.

Kevin recently completed nine years of full-time service with the CBAC. Before that, his ministry journey began in Dartmouth, NS, as a youth pastor. He later returned to his hometown to replant the tiny Apohaqui Church in southern New Brunswick, where he served as Lead Pastor for 20 years. Under his leadership, the congregation grew from the “original six” to over 600 people gathering weekly across two locations, demonstrating his passion for evangelism and his entrepreneurial spirit in ministry.

Kevin holds a Bachelor of Arts in Biblical Studies from Crandall University and a Master of Divinity from Acadia Divinity College. He is also a graduate of the Arrow Leadership Program. His leadership and service have been recognized through various honors, including:

- Alumni Distinguished Service Award from Acadia Divinity College (2013).
- Distinguished Alumni Award from Crandall University (2021), with his wife, Sandra.

Kevin has also served on the CBAC Council and the Board of the Evangelical Fellowship of Canada.

Kevin and his wife, Sandra, have three grown children. Emily lives in Halifax, NS and works for the Halifax Tides Professional Football team. Jeremy lives in Sussex, NB, with his wife, Hannah, and serves with Alpha Canada. Josh lives in Grand Prairie, AB, and serves with the RCMP.

KEVIN'S IMPACT OVER THE LAST CBAC TERM

During the last two years of his three-year term, Kevin worked under the leadership of the new Executive Minister, focusing on four key priorities:

1. Strengthening Pastor Connections

During the last two years, Kevin focused a significant amount of his time on connecting with pastors. There has been an increasing awareness of the need to grow the connection between the CBAC staff and pastors. Kevin committed to making weekly connections and connected individually with 75-100 CBAC pastors each year.

2. Strategic Vision Development

Kevin served on the CBAC Strategic Vision team, dedicating significant time in 2022-2023 to helping shape the “Overflowing with Hope” strategic vision.

3. Church Partnerships & Mergers

Shifting his focus from new congregations and church planting to fostering church partnerships and mergers, Kevi built and led a leadership team to develop a strategy and new pilot project initiative encouraging churches to explore creative collaborations.

4. CBAC Financial Development

During his term, Kevin served on the Individual Donor Development Team, focusing on individual financial gifts to the CBAC. Additionally, he built a team to design and implement a financial appeal for all CBAC churches for 2026-2028.

VISION FOR THE FUTURE TERM

As Kevin enters his next term, he remains committed to achieving four key CBAC priorities tied closely with the “Overflowing with Hope” strategic Vision:

1. CBAC Donor Development

Given the challenging realities of denominational funding, Kevin is working closely with the Executive Minister and leading a team to implement the CBAC-wide financial appeal mentioned above. The appeal communicates clearly the hopeful new vision of the CBAC and challenges churches to consider their role in helping to achieve it. This appeal is being communicated in 2025 and will encompass the 2026-2028 budget years.

Additionally, Kevin has served on the individual donor team. He is now beginning to shape a more comprehensive strategy for the CBAC individual funding initiative. As well, he is developing a donor care strategy with the intent of gaining greater financial stability and sustainability for the future of the CBAC.

2. Church Partnerships & Mergers/Adoptions (ChurchLink Initiative)

With 400+ churches across Atlantic Canada, many churches are considering partnering in significant ways with other CBAC Churches in their community or area. Other churches are asking questions regarding the possibility of merging their church with another, and if that could enhance their ministry and set their church up for a brighter future.

Kevin is leading a team to help churches, encourage conversation, and provide helpful resourcing through an initiative called ChurchLink. The Acadia Divinity College Future Hub is a partner in this initiative. The goal is to see 10 new partnership and/or merger initiatives annually for the next 4-5 years.

3. NB Connector

As the CBAC staff person responsible for connecting with Pastors in New Brunswick, Kevin serves by being the “first contact” for churches and pastors in NB that have questions or concerns. Additionally, he will continue to proactively connect with pastors every week to offer support, encouragement, and coaching where that is required. His goal is to commit 25% of his time to that end.

4. Atlantic Baptist Mission Board Director

As the Director of the ABMB, Kevin supports and resources churches that need help as they are nearing the end of their congregation's life cycle. Kevin and Cathy Parks work with churches to help them "close well" and support them in understanding the necessary steps. One of the goals in this area is to create a comprehensive document for churches that are closing and provide the necessary resources and assistance to "close well."

In his director role, he also provides financial support and grants to churches that are cultivating new ministry initiatives and offers coaching and cheerleading. The COVID chapter slowed applications for Ministry Initiative Grants. In 2024, great emphasis was placed on communicating more broadly and encouraging church creativity. As a result, the ABMB saw an increase of 75% in grant applications, with 14 grant applications. This growth is expected to continue as churches pursue fresh ministry initiatives.

Kevin Vincent remains deeply committed to supporting pastors, strengthening churches, and ensuring the long-term sustainability of CBAC's mission. Through cheerleading, coaching, financial development, and fostering partnerships, his leadership continues to empower churches across Atlantic Canada to thrive.

2024 (8-MONTH) AUDITED FINANCIAL STATEMENTS

CANADIAN BAPTISTS OF ATLANTIC CANADA

FINANCIAL STATEMENTS

AUGUST 31, 2024

CANADIAN BAPTISTS OF ATLANTIC CANADA

AUGUST 31, 2024

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INDEPENDENT AUDITORS' REPORT

To the Directors of the Canadian Baptists of Atlantic Canada

Qualified Opinion

We have audited the financial statements of Canadian Baptists of Atlantic Canada (the "organization"), which comprise the statement of financial position as at August 31, 2024, and the statements of changes in net assets, operations and cash flows for the eight month period then ended, and notes to the financial statements including a summary of significant accounting policies.

In our opinion, except for the possible effects of the matter described in the Basis for Qualified Opinion section of our report, the accompanying financial statements present fairly, in all material respects, the financial position of the organization as at August 31, 2024, and the results of its operations and its cash flows for the eight month period then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for Qualified Opinion

In common with many charitable organizations, the organization derives revenue from donations, the completeness of which is not susceptible to satisfactory audit verification. Accordingly, our verification of these revenues was limited to the amounts recorded in the records of the organization and we were not able to determine whether any adjustments might be necessary to revenue, excess (deficiency) of revenue over expenditures, assets and fund balances.

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the organization in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with those requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our qualified audit opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the organization's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless management either intends to liquidate the organization or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the organization's financial reporting process.

(continues)

Auditors' Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements. As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the organization's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the organization's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditors' report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditors' report. However, future events or conditions may cause the organization to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.



Saint John, New Brunswick
January 21, 2025

CHARTERED PROFESSIONAL ACCOUNTANTS

CANADIAN BAPTISTS OF ATLANTIC CANADA

STATEMENT OF FINANCIAL POSITION

AS AT AUGUST 31, 2024

	<u>2024</u>	<u>2023</u> (December)
ASSETS		
CURRENT		
Cash	\$ 250,430	\$ 293,615
Accounts receivable (Note 4)	106,652	401,600
Accounts receivable from related organizations (Note 7)	30,652	45,533
Prepaid expenses	<u>7,127</u>	<u>5,631</u>
	<u>394,861</u>	<u>746,379</u>
RESTRICTED CASH	<u>142,821</u>	<u>140,774</u>
INVESTMENTS (Note 5)		
Restricted	1,534,509	1,508,022
Unrestricted	<u>280,325</u>	<u>259,441</u>
	<u>1,814,834</u>	<u>1,767,463</u>
CAPITAL ASSETS (Note 6)	<u>62,428</u>	<u>74,085</u>
	<u>\$ 2,414,944</u>	<u>\$ 2,728,701</u>
LIABILITIES		
CURRENT		
Accounts payable and accrued liabilities	\$ 115,035	\$ 89,770
Employee deductions payable	12,049	12,239
Distributions payable to agencies (Note 7)	12,769	46,466
Accounts payable to related organizations (Note 7)	3,307	2,232
Deferred revenue	381,931	374,501
Current portion of future employee benefits	<u>54,656</u>	<u>-</u>
	<u>579,747</u>	<u>525,208</u>
FUTURE EMPLOYEE BENEFITS	<u>44,936</u>	<u>56,963</u>
NET ASSETS		
UNRESTRICTED	112,931	497,734
RESTRICTED (Page 8)	<u>1,677,330</u>	<u>1,648,796</u>
	<u>1,790,261</u>	<u>2,146,530</u>
	<u>\$ 2,414,944</u>	<u>\$ 2,728,701</u>
COMMITMENTS (Note 8)		
APPROVED ON BEHALF OF THE BOARD:		
<u>Mitchell Foley</u>	Chairperson	
<u>Linda Matthews</u>	Director	

CANADIAN BAPTISTS OF ATLANTIC CANADA

STATEMENT OF CHANGES IN NET ASSETS FOR EIGHT MONTH PERIOD ENDED AUGUST 31, 2024

	<u>Unrestricted Fund</u>		<u>Restricted Funds</u>		<u>Total</u>	
	<u>2024</u>	<u>2023</u> (December)	<u>2024</u>	<u>2023</u> (December)	<u>2024</u>	<u>2023</u> (December)
NET ASSETS AT BEGINNING OF YEAR	\$ 497,734	\$ 457,672	\$ 1,648,796	\$ 1,610,676	\$ 2,146,530	\$ 2,068,348
Excess (deficiency) of revenue over expenditures	<u>(384,803)</u>	<u>40,062</u>	<u>28,534</u>	<u>38,120</u>	<u>(356,269)</u>	<u>78,182</u>
NET ASSETS AT END OF YEAR	<u>\$ 112,931</u>	<u>\$ 497,734</u>	<u>\$ 1,677,330</u>	<u>\$ 1,648,796</u>	<u>\$ 1,790,261</u>	<u>\$ 2,146,530</u>

CANADIAN BAPTISTS OF ATLANTIC CANADA

STATEMENT OF OPERATIONS

FOR EIGHT MONTH PERIOD ENDED AUGUST 31, 2024

	<u>Unrestricted Fund (Page 7)</u>		<u>Restricted Funds (Page 8)</u>		<u>Total</u>	
	<u>2024</u>	<u>2023</u>	<u>2024</u>	<u>2023</u>	<u>2024</u>	<u>2023</u>
		(12 months)		(12 months)		(12 months)
REVENUE						
Administration fees	\$ 12,719	\$ 18,170	\$ -	\$ -	\$ 12,719	\$ 18,170
Church and CBAC offerings (Note 7)	870,613	1,729,401	25,006	44,175	895,619	1,773,576
Conference and other revenue (Note 7)	458,218	725,375	35,114	25,500	493,332	750,875
Designated offerings	91,020	191,254	74,996	133,839	166,016	325,093
Interest and investment income	<u>6,384</u>	<u>9,096</u>	<u>40,987</u>	<u>47,786</u>	<u>47,371</u>	<u>56,882</u>
	<u>1,438,954</u>	<u>2,673,296</u>	<u>176,103</u>	<u>251,300</u>	<u>1,615,057</u>	<u>2,924,596</u>
EXPENDITURES						
Amortization	11,657	23,844	-	-	11,657	23,844
Bank charges and interest	2,473	3,984	-	-	2,473	3,984
Continuing education	1,848	4,498	-	-	1,848	4,498
Distributions to agencies (Note 7)	314,939	544,034	-	-	314,939	544,034
Grants and assistance	16,463	9,005	41,506	52,978	57,969	61,983
Hurricane relief fund	-	10,357	-	-	-	10,357
Insurance	24,700	30,117	-	-	24,700	30,117
Meetings and travel	88,297	137,596	560	1,005	88,857	138,601
Miscellaneous	5,610	7,259	2,446	5,533	8,056	12,792
Oasis	91,567	69,354	-	-	91,567	69,354
Occupancy costs (Note 7)	30,895	45,960	-	-	30,895	45,960
Office	5,743	6,492	-	-	5,743	6,492
Postage (recovery)	4,799	8,470	-	(3)	4,799	8,467
Printing	2,801	7,555	-	-	2,801	7,555
Professional fees	18,941	18,012	-	-	18,941	18,012
Programs and materials	371,564	535,705	-	-	371,564	535,705
Salaries and benefits	811,054	1,142,328	103,057	153,667	914,111	1,295,995
Systems maintenance	7,587	10,657	-	-	7,587	10,657
Telephone	<u>12,819</u>	<u>18,007</u>	<u>-</u>	<u>-</u>	<u>12,819</u>	<u>18,007</u>
	<u>1,823,757</u>	<u>2,633,234</u>	<u>147,569</u>	<u>213,180</u>	<u>1,971,326</u>	<u>2,846,414</u>
EXCESS (DEFICIENCY) OF REVENUE OVER EXPENDITURES	\$ <u>(384,803)</u>	\$ <u>40,062</u>	\$ <u>28,534</u>	\$ <u>38,120</u>	\$ <u>(356,269)</u>	\$ <u>78,182</u>

CANADIAN BAPTISTS OF ATLANTIC CANADA

STATEMENT OF CASH FLOWS

FOR EIGHT MONTH PERIOD ENDED AUGUST 31, 2024

	<u>2024</u>	<u>2023</u> (12 months)
CASH PROVIDED BY (USED IN)		
Operating activities		
Excess of revenue over expenditures	\$ (356,269)	\$ 78,182
Items not involving cash:		
Amortization of capital assets	<u>11,657</u>	<u>23,844</u>
	(344,612)	102,026
Changes in non-cash working capital balances:		
Accounts receivable	294,948	(6,580)
Accounts receivable from related organizations	14,881	(33,159)
Prepaid expenses	(1,496)	14,736
Accounts payable and accrued liabilities	25,265	5,669
Employee deductions payable	(190)	4,607
Distributions payable to agencies	(33,697)	(43,257)
Accounts payable to related organizations	1,075	(22,758)
Deferred revenue	<u>7,430</u>	<u>(49,009)</u>
	<u>(36,396)</u>	<u>(27,725)</u>
Investing activities		
Decrease (increase) in investments - restricted	(26,487)	(47,784)
Decrease (increase) in investments - unrestricted	(20,884)	91,061
Purchase of capital assets	<u>-</u>	<u>(6,723)</u>
	<u>(47,371)</u>	<u>36,554</u>
Financing activity		
Future employee benefits	<u>42,629</u>	<u>(2,504)</u>
INCREASE (DECREASE) IN CASH	(41,138)	6,325
CASH AT BEGINNING OF YEAR	<u>434,389</u>	<u>428,064</u>
CASH AT END OF YEAR	\$ <u>393,251</u>	\$ <u>434,389</u>
REPRESENTED BY:		
Cash	\$ 250,430	\$ 293,615
Restricted cash	<u>142,821</u>	<u>140,774</u>
	\$ <u>393,251</u>	\$ <u>434,389</u>
SUPPLEMENTARY CASH FLOW INFORMATION		
Interest received	\$ <u>47,371</u>	\$ <u>56,882</u>

CANADIAN BAPTISTS OF ATLANTIC CANADA

SCHEDULE OF UNRESTRICTED FUND OPERATIONS

FOR EIGHT MONTH PERIOD ENDED AUGUST 31, 2024

	General	Leadership Development	Executive Minister's Office	Youth and Family Ministries	Council and Committees	Administration	Connections	Future Church	Justice & Advocacy	Intercultural Ministries	Sozo Centre For Soul Care	Communications	Total 2024
REVENUE													
Administration fees Church and CBAC	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 12,719	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 12,719
offerings (Note 7)	(120,596)	179,681	139,358	102,782	95,891	132,591	98,554	91,455	16,638	20,174	60,639	53,446	870,613
Conference and other revenue (Note 7)	73,113	6,458	3,470	270,214	-	20,742	10,102	510	-	39,484	34,125	-	458,218
Designated offerings	69,186	291	-	-	-	-	-	-	-	18,375	3,168	-	91,020
Interest and investment income	-	-	-	-	-	6,384	-	-	-	-	-	-	6,384
	<u>21,703</u>	<u>186,430</u>	<u>142,828</u>	<u>372,996</u>	<u>95,891</u>	<u>172,436</u>	<u>108,656</u>	<u>91,965</u>	<u>16,638</u>	<u>78,033</u>	<u>97,932</u>	<u>53,446</u>	<u>1,438,954</u>
Budget	<u>279,288</u>	<u>185,933</u>	<u>148,218</u>	<u>140,911</u>	<u>61,788</u>	<u>118,255</u>	<u>107,726</u>	<u>108,535</u>	<u>16,964</u>	<u>36,678</u>	<u>96,788</u>	<u>82,023</u>	<u>1,383,107</u>
EXPENDITURES													
Amortization	-	-	-	-	-	11,657	-	-	-	-	-	-	11,657
Bank charges and interest	-	-	-	-	-	2,473	-	-	-	-	-	-	2,473
Continuing education	-	51	-	1,036	-	-	-	324	-	-	437	-	1,848
Distributions to agencies (Note 7)	314,939	-	-	-	-	-	-	-	-	-	-	-	314,939
Grants and assistance	-	600	-	11,550	-	-	-	-	-	-	-	-	16,463
Insurance	-	-	-	-	15,165	9,535	-	-	-	-	4,313	-	24,700
Meetings and travel	-	33,035	8,439	7,409	13,507	1,107	6,885	8,283	1,402	2,408	5,154	668	88,297
Miscellaneous	-	2,323	1,088	-	649	715	18	-	-	155	662	-	5,610
Oasis	91,567	-	-	-	-	-	-	-	-	-	-	-	91,567
Occupancy costs (Note 7)	-	-	-	-	-	30,895	-	-	-	-	-	-	30,895
Office	-	-	-	202	-	4,848	-	189	-	-	504	-	5,743
Postage	-	-	-	11	-	4,758	-	-	-	30	-	-	4,799
Printing	-	-	-	446	-	2,355	-	-	-	-	-	-	2,801
Professional fees	-	-	-	-	18,941	-	-	-	-	-	-	-	18,941
Programs and materials	-	16,682	822	270,554	5,000	-	15,894	-	-	39,484	10,493	12,635	371,564
Salaries and benefits	-	132,268	131,967	80,779	42,629	90,755	85,424	83,169	14,371	35,541	75,458	38,693	811,054
Systems maintenance	-	-	-	-	-	7,536	-	-	-	-	-	51	7,587
Telephone	-	1,471	512	1,009	-	5,802	435	-	865	415	911	1,399	12,819
	<u>406,506</u>	<u>186,430</u>	<u>142,828</u>	<u>372,996</u>	<u>95,891</u>	<u>172,436</u>	<u>108,656</u>	<u>91,965</u>	<u>16,638</u>	<u>78,033</u>	<u>97,932</u>	<u>53,446</u>	<u>1,823,757</u>
Budget	<u>279,288</u>	<u>185,933</u>	<u>148,218</u>	<u>140,911</u>	<u>61,788</u>	<u>118,255</u>	<u>107,726</u>	<u>108,535</u>	<u>16,964</u>	<u>36,678</u>	<u>96,788</u>	<u>82,023</u>	<u>1,383,107</u>
EXCESS OF REVENUE OVER EXPENDITURES	<u>\$ (384,803)</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ (384,803)</u>

CANADIAN BAPTISTS OF ATLANTIC CANADA
SCHEDULE OF RESTRICTED FUND OPERATIONS AND CHANGES IN NET ASSETS
FOR EIGHT MONTH PERIOD ENDED AUGUST 31, 2024

	Next Generation	December Communion	Hospital Halifax	Chaplaincy Saint John	Association Projects	Luke McLay Scholarship	Legacy	Preparing Future Pastors	Ministry Fund	Pastor Support Fund	Total 2024	Total 2023 (12 months)
REVENUE												
Church and CBAC offerings (Note 7)	\$ -	\$ -	\$ -	\$ -	\$ 25,006	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 25,006	\$ 44,175
Conference and other revenue (Note 7)	-	15,000	6,114	14,000	-	-	-	-	-	-	35,114	25,500
Designated offerings	-	6,318	48,210	20,468	-	-	-	-	-	-	74,996	133,839
Interest and investment income	<u>997</u>	<u>168</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>502</u>	<u>9,673</u>	<u>13,018</u>	<u>-</u>	<u>16,629</u>	<u>40,987</u>	<u>47,786</u>
	<u>997</u>	<u>21,486</u>	<u>54,324</u>	<u>34,468</u>	<u>25,006</u>	<u>502</u>	<u>9,673</u>	<u>13,018</u>	<u>-</u>	<u>16,629</u>	<u>176,103</u>	<u>251,300</u>
EXPENDITURES												
Grants and assistance	-	2,000	-	-	25,006	-	-	14,500	-	-	41,506	52,978
Meetings and travel	-	-	560	-	-	-	-	-	-	-	560	1,005
Miscellaneous	-	-	2,446	-	-	-	-	-	-	-	2,446	5,533
Postage (recovery)	-	-	-	-	-	-	-	-	-	-	-	(3)
Salaries and benefits	<u>-</u>	<u>-</u>	<u>59,601</u>	<u>43,456</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>103,057</u>	<u>153,667</u>
	<u>-</u>	<u>2,000</u>	<u>62,607</u>	<u>43,456</u>	<u>25,006</u>	<u>-</u>	<u>-</u>	<u>14,500</u>	<u>-</u>	<u>-</u>	<u>147,569</u>	<u>213,180</u>
EXCESS (DEFICIENCY) OF REVENUE OVER EXPENDITURES	997	19,486	(8,283)	(8,988)	-	502	9,673	(1,482)	-	16,629	28,534	38,120
NET ASSETS AT BEGINNING OF YEAR	<u>37,186</u>	<u>54,401</u>	<u>27,791</u>	<u>22,490</u>	<u>2,827</u>	<u>18,160</u>	<u>345,341</u>	<u>480,628</u>	<u>39,536</u>	<u>620,436</u>	<u>1,648,796</u>	<u>1,610,676</u>
NET ASSETS AT END OF YEAR	<u>\$ 38,183</u>	<u>\$ 73,887</u>	<u>\$ 19,508</u>	<u>\$ 13,502</u>	<u>\$ 2,827</u>	<u>\$ 18,662</u>	<u>\$ 355,014</u>	<u>\$ 479,146</u>	<u>\$ 39,536</u>	<u>\$ 637,065</u>	<u>\$ 1,677,330</u>	<u>\$ 1,648,796</u>

CANADIAN BAPTISTS OF ATLANTIC CANADA

NOTES TO FINANCIAL STATEMENTS

AUGUST 31, 2024

1. PURPOSE OF THE ORGANIZATION

The Canadian Baptists of Atlantic Canada (the "organization") is a fellowship working through more than 400 local churches in Atlantic Canada. In 1905-1906, three streams of Atlantic Baptists came together to form the United Baptist Convention of the Maritime Provinces which became the United Baptist Convention of the Atlantic Provinces in 1963, the Convention of Atlantic Baptist Churches in 2001, and the Canadian Baptists of Atlantic Canada in 2017. Baptists are covenant people. Having received salvation and reconciliation through our Lord Jesus Christ, we are obliged as his followers to love one another and to unite joyfully with his church. Our union is voluntary, without coercion by the state or any ecclesiastical organization. We come together as equals, all under the Lordship of Jesus Christ. The purpose of the Canadian Baptists of Atlantic Canada is to challenge, inspire, equip and resource churches and organizations to "make disciples" of Jesus Christ. Our vision is to "inspire churches to be joining God in our neighbourhoods".

Financial contributions are received for distribution to approved international, national and local ministries. The organization is a registered charity and is thereby exempt from income tax as defined by Section 149(1)(f) of the Income Tax Act of Canada.

During the year, the organization's Council approved the change in fiscal year from December 31 to August 31.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Presentation

The financial statements were prepared in accordance with Canadian accounting standards for not-for-profit organizations ("ASNPO").

Restricted Funds

The organization has designated certain funding for special purposes and thus the financial statements have been presented in a manner which segregates operations according to their nature and purpose, as follows:

Next Generation Fund

The Next Generation Fund has been established to segregate revenue and expenditures for initiatives focused on the growth of Baptist churches for future generations.

December Communion Offering Fund

The December Communion Offering Fund has been established to provide financial assistance to pastors and spouses of deceased pastors.

(continues)

CANADIAN BAPTISTS OF ATLANTIC CANADA

NOTES TO FINANCIAL STATEMENTS

AUGUST 31, 2024

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES *(continued)*

Hospital Chaplaincy Funds

The Hospital Chaplaincy Funds have been established to segregate revenue and expenditures to maintain hospital chaplaincy services in Saint John and Halifax.

Association Projects Fund

The Association Projects Fund has been established to enable regional church associations to initiate local ministry projects. The fund received 3% (2023 - 3%) of total church and CBAC offerings revenue of the organization.

Luke Timothy McLay Memorial Scholarship Fund

The Luke Timothy McLay Scholarship Fund has been established to award scholarships to students enrolled in any academic doctoral program in any discipline. The scholarships are to be awarded from the interest earned on the fund.

Legacy Fund

The Legacy Fund has been established by bequests from individuals. During the 2012 year, per a motion by Council, income earned will now be added into the Legacy Fund, with the valuation of the principal not to decrease below \$250,000 or increase above \$750,000. Use of the fund balance is reviewed annually and an allocation not to exceed 10% of the fund balance to the General Operating Fund may be set by Council. During the year, there was no amount (2023 - nil) allocated to the General Operating Fund.

Preparing Future Pastors Fund

The Preparing Future Pastors Fund has been established to provide financial assistance for 2nd and 3rd year Master of Divinity students at Acadia Divinity College who have been accepted as a candidate for Ordained Pastoral Ministry by the Board of Ministerial Standards of the organization.

Ministry Fund

The Ministry Fund has been established to assist in funding Youth and Family initiatives approved by the organization.

Pastor Support Fund

The Pastor Support Fund has been established to 'be a help to pastors', and is to be maintained as a perpetual endowment fund earning interest. Annually, the income can be allocated to the December Communion Offering Fund, or used towards other initiatives in support of pastors needing help financially, mentally, emotionally, spiritually, physically, educationally and developmentally.

Cash and Cash Equivalents

The organization considers cash on hand, short term deposits and balances with banks, net of overdrafts as cash or cash equivalents. Bank borrowings are considered to be financing activities.

(continues)

CANADIAN BAPTISTS OF ATLANTIC CANADA

NOTES TO FINANCIAL STATEMENTS

AUGUST 31, 2024

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES *(continued)*

Investments

Investments in deposit certificates held in the custody of the Atlantic Baptist Foundation are stated at cost which is equal to fair value.

Capital Assets

Capital assets are stated at cost less accumulated amortization. Amortization is being provided for using the following methods and rates:

Computer equipment	25.0%	straight-line
Equipment	10.0% to 15.0%	straight-line
Furniture and fixtures	20.0%	diminishing balance
Leasehold improvements	10.0%	straight-line

The organization regularly reviews its capital assets to eliminate obsolete items. Capital assets acquired during the year but not placed into use are not amortized until they are placed into use.

Pass Through Funds

Grants are received and disbursed on behalf of a number of regional and national autonomous organizations. Excerpts from the audited financial statements for these organizations are reproduced in the annual year book of the organization.

Revenue Recognition

The organization follows the restricted fund method of accounting for contributions. Restricted contributions related to general operations are recognized as revenue in the year in which the related expenditures are incurred. Unrestricted contributions are recognized as revenue in the same period as the commitment to remit these funds is made by member congregations. Amounts received by the organization after year end but made from the current year's budget allocations of member congregations are recognized as church contributions receivable. Other revenues are recorded on an accrual basis.

Contributed Services

Volunteers contribute an undeterminable number of hours per year. Because of the difficulty of determining their fair value, contributed services are not recognized in the financial statements.

Financial Instruments Policy

Financial instruments are recorded at fair value when acquired or issued. In subsequent periods, financial assets with actively traded markets are reported at fair value, with any unrealized gains and losses reported in excess (deficiency) of revenue over expenditures. All other financial instruments are reported at amortized cost, and tested for impairment at each reporting date. Transaction costs on the acquisition, sale, or issue of financial instruments are expensed when incurred.

(continues)

CANADIAN BAPTISTS OF ATLANTIC CANADA

NOTES TO FINANCIAL STATEMENTS

AUGUST 31, 2024

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES *(continued)*

Measurement Uncertainty

The preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amount of assets and liabilities, disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenditures during the period. Such estimates are periodically reviewed and any adjustments necessary are reported in earnings in the period in which they become known. Actual results could differ from these estimates.

Significant estimates included in these financial statements are:

- the allowance for doubtful accounts;
- the estimated useful lives of assets;
- providing for amortization of capital assets;
- the recoverability of tangible assets;
- the recoverability of investments; and
- certain actuarial and economic assumptions used in determining future employee benefits.

3. FINANCIAL INSTRUMENTS

The organization is exposed to various risks through its financial instruments and has a comprehensive risk management framework to monitor, evaluate and manage these risks. The following analysis provides information about the organization's risk exposure and concentration as of August 31, 2024.

Credit Risk

Credit risk arises from the potential that a counter party will fail to perform its obligations. The organization is exposed to credit risk mainly from member congregations. The organization maintains a provision for potential credit losses, and minimizes credit risk through ongoing credit management. The organization has a significant number of member congregations which minimizes concentration of credit risk.

Liquidity Risk

Liquidity risk is the risk that an entity will encounter difficulty in meeting obligations associated with financial liabilities. The organization is exposed to this risk mainly in respect of its receipt of funds from its member congregations and other related sources, accounts payable and other obligations.

Currency Risk

Currency risk is the risk to the organization's earnings that arise from fluctuations of foreign exchange rates and the degree of volatility of these rates. The organization is not exposed to foreign currency exchange risk as it does not hold foreign currency.

(continues)

CANADIAN BAPTISTS OF ATLANTIC CANADA

NOTES TO FINANCIAL STATEMENTS

AUGUST 31, 2024

3. FINANCIAL INSTRUMENTS *(continued)*

Interest Rate Risk

Interest rate risk is the risk that the value of a financial instrument might be adversely affected by a change in the interest rates. The organization is exposed to interest rate risk through investments held in deposit certificates with the Atlantic Baptist Foundation.

4. ACCOUNTS RECEIVABLE

	<u>2024</u>	<u>2023</u>
Member congregations contributions receivable	\$ 36,705	\$ 382,293
HST refundable	30,412	13,112
Other	<u>39,535</u>	<u>6,195</u>
	<u>\$ 106,652</u>	<u>\$ 401,600</u>

5. INVESTMENTS

Investments are comprised of deposit certificates issued by the Atlantic Baptist Foundation as follows:

	<u>2024</u>		<u>2023</u>
	<u>Market Value</u>	<u>Cost</u>	<u>Cost</u>
<u>Restricted</u>			
December Communion Offering Fund	\$ 6,440	\$ 6,440	\$ 6,272
Legacy Fund	355,014	355,014	345,341
Luke Timothy McLay Memorial Scholarship Fund	18,662	18,662	18,160
Next Generation Fund	38,182	38,182	37,185
Preparing Future Pastors Fund	479,146	479,146	480,628
Pastor Support Fund	<u>637,065</u>	<u>637,065</u>	<u>620,436</u>
	1,534,509	1,534,509	1,508,022
Unrestricted Fund	<u>280,325</u>	<u>280,325</u>	<u>259,441</u>
	<u>\$ 1,814,834</u>	<u>\$ 1,814,834</u>	<u>\$ 1,767,463</u>

6. CAPITAL ASSETS

	<u>2024</u>		<u>2023</u>
	<u>Cost</u>	<u>Accumulated Amortization</u>	<u>Net</u>
Computer equipment	\$ 82,228	\$ 75,767	\$ 6,461
Equipment	13,406	12,827	579
Furniture and fixtures	62,900	47,090	15,810
Leasehold improvements	<u>100,697</u>	<u>61,119</u>	<u>39,578</u>
	<u>\$ 259,231</u>	<u>\$ 196,803</u>	<u>\$ 62,428</u>
			<u>\$ 74,085</u>

CANADIAN BAPTISTS OF ATLANTIC CANADA

NOTES TO FINANCIAL STATEMENTS

AUGUST 31, 2024

7. RELATED ORGANIZATION TRANSACTIONS

The accounts receivable from and accounts payable to related organizations, controlled by the organization by virtue of controlling the appointment of directors, are non-interest bearing, unsecured and have no set terms of repayment.

Church offerings and CBAC revenue are derived from member congregations.

The organization provides funding to a number of affiliated agencies and organizations. The amount of distributions and nature of the relationships with these agencies and organizations are as follows:

<u>Organization</u>	<u>Relationship</u>	<u>2024</u>	<u>2023</u> (12 months)
Acadia Divinity College	Controlled	\$ 48,874	\$ 86,078
Crandall University	Controlled	46,913	92,508
Canadian Baptist Ministries (CBM)	Significant influence	73,162	142,017
Baptist Historical Committee	Controlled	10,333	14,500
Atlantic Baptist Mission Board	Controlled	135,482	208,256
Union of French Baptist Churches	Limited influence	<u>175</u>	<u>675</u>
		<u>\$ 314,939</u>	<u>\$ 544,034</u>

The breakdown of the distributions to organizations from the CBAC Fund and supplemental giving is as follows:

	<u>Budget</u>	<u>Actual</u>		
	<u>CBAC</u>	<u>CBAC</u>	<u>Supplemental</u>	<u>Total</u>
Acadia Divinity College	\$ 33,350	\$ 33,333	\$ 15,541	\$ 48,874
Crandall University	33,350	33,333	13,580	46,913
Canadian Baptist Ministries (CBM)	33,350	33,333	39,829	73,162
Baptist Historical Committee		10,339	10,333	-
	10,333			
Atlantic Baptist Mission Board	135,550	135,482	-	135,482
Union of French Baptist Churches	<u>-</u>	<u>-</u>	<u>175</u>	<u>175</u>
	<u>\$ 245,939</u>	<u>\$ 245,814</u>	<u>\$ 69,125</u>	<u>\$ 314,939</u>

As at year end, \$3,307 (2023 - \$2,232) related to the above transactions was owing to Atlantic Baptist Mission Board and Pension and Benefits Board as well as \$12,769 (2023 - \$46,466) to the other organizations. The organization paid rent to Crandall University for office space in the amount of \$30,895 (2023 - \$45,960). These transactions are measured at the exchange amount, which is the amount of consideration established and agreed to by the related parties.

The organization processes payroll and other expenditures on behalf of the Atlantic Baptist Mission Board and the Pension and Benefits Board which are charged to the organizations. The Pension and Benefits Board contributed nil (2023 - \$25,000) to the Canadian Baptists of Atlantic Canada. As at year end, \$30,652 (2023 - \$45,533) was receivable from those organizations related to those transactions.

Further financial information on the controlled organizations is presented within the year book of

CANADIAN BAPTISTS OF ATLANTIC CANADA

NOTES TO FINANCIAL STATEMENTS

AUGUST 31, 2024

the organization.

8. COMMITMENTS

The organization leases office space from a related party which has been accounted for as an operating lease. The future minimum lease payment for the next five years are:

2025	\$ 46,950
2026	46,950
2027	46,950
2028	46,950
2029	<u>39,125</u>
	226,925