

Fellowship Baptist Church Cornwall

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Cornwall - Stormont, Dundas, and Glengarry Profile

Fellowship Baptist Church Cornwall is located at 2 Helen Street within the northern limits of the City of Cornwall on a nearly 20-acre un-serviced lot. Its location lends itself to access not only to the City of Cornwall but also to communities within the Counties of Stormont, Dundas, and Glengarry as well western Quebec.

Cornwall is the largest urban center in the region, with a population of about **47,000** (2021 Census). Its economy has traditionally been based on manufacturing, but over the past few decades, it has diversified into sectors such as retail, healthcare, and the public sector. Cornwall's proximity to the United States and Quebec gives it an edge in cross-border trade and the city is a significant hub for logistics and distribution in Eastern Ontario.

Cornwall continues to be home to a variety of manufacturing companies in industries such as food processing, plastics, and electrical equipment. The retail sector in Cornwall has been expanding with the development of new shopping areas and commercial centers. The city also serves as a regional healthcare and service provider.

Stormont, Dundas, and Glengarry combined have a population of approximately **68,000** (2021 Census), with a focus on agriculture and rural businesses. The local economy here is more agriculture-based, including dairy farming, crop production, and livestock. The area has also seen investments in green energy projects and technology, with a growing interest in renewable energy (such as solar and wind farms), which adds to the diversification of the economy.

The combined population of Cornwall, Stormont, Dundas, and Glengarry is now about 115,000 people.

The counties of Stormont, Dundas, and Glengarry, which includes Cornwall, offers a variety of positive aspects regarding their cost of living, housing, and rental markets, especially in comparison to the larger urban areas within the province. Housing prices in Stormont, Dundas and Glengarry counties, are much lower than in Ontario's metropolitan areas and South Western Ontario, making them an attractive option for first-time buyers or those looking for a more affordable place to live without sacrificing access to amenities and scenic beauty. Stormont County detached homes average prices range between \$380,000 - \$500,000 depending on the town and proximity to the river or major roads. Glengarry County's average home prices are around \$350,000 - \$475,000. Cornwall, a more urbanized area, has average prices hovering around \$400,000 - \$450,000.

When it comes to rental accommodations, 2 Bedroom Rental accommodations in Cornwall range from \$1,250 - \$1,650/month. For detached homes, rental prices

range between \$1,200 - \$1,800/month depending on size and location. The counties of Stormont, Dundas, and Glengarry, together with Cornwall, Ontario, offer a range of educational options for families, from Kindergarten through Grade 12 with various public (English and French), Catholic (English and French), and private schools, as well as options for homeschooling.

The Upper Canada District School Board (UCDSB) oversees the majority of public schools in Stormont, Dundas, and Glengarry. This board serves a wide range of students with a focus on inclusivity, community involvement, and academic achievement. The UCDSB is known for offering specialized programs such as French Immersion, special education services, and extracurricular activities like sports, arts, and music.

For families seeking a faith-based education, the Catholic District School Board of Eastern Ontario (CDSBEO) provides Catholic education options in Stormont, Dundas and Glengarry. The board is committed to faith-centered learning while also focusing on academic excellence.

Conseil des écoles publiques de l'Est de l'Ontario (CEPEO) operates French-language public schools across the region. These schools offer French Immersion programs, and for families whose first language is French, they provide a full French-language curriculum.

For families interested in homeschooling, there are several resources and support networks available in Stormont, Dundas and Glengarry. Several homeschooling support groups operate in the region, providing networking, social events, and educational resources. Groups like the Cornwall and Area Homeschooling Association offer opportunities for families to connect with others, share teaching materials, and engage in cooperative learning.

The cultural identity of Cornwall and all of SDG is shaped by its French, Scottish, English, and Indigenous heritage. Cornwall, located on the border of Ontario and Quebec, has a bilingual character with both French and English speaking communities.

The region is also home to the Akwesasne Mohawk Nation, whose community spans both Canada and the U.S. This Indigenous population contributes to the cultural diversity of the area, with traditional celebrations, powwows, and other cultural events.

Cornwall along with the three united counties, have a diverse religious landscape. The majority of the population identifies as Christian, with the Roman Catholic Church being the largest denomination. Other Christian denominations include Baptist, Pentecostal, United Church, Anglican, Wesleyan, and Presbyterian.

Cornwall, in particular, has seen a growth in its Muslim community, with an increasing number of immigrants from the Middle East. Other smaller religious communities, including Sikhs, Hindus, and Jews, have also been growing, especially with the immigrant population from India and other countries.

The Cornwall, Stormont, Dundas and Glengarry region is a culturally rich, diverse, and economically growing area. The strategic location along key transportation routes, coupled with ongoing investments in infrastructure and green energy, supports economic growth. The population is aging, but there is a steady influx of immigrants contributing to both demographic growth and cultural diversity. With its mix of history, agriculture, and modern development, the region is well-positioned for continued growth and offers a high quality of life for residents.

Present Profile for Fellowship Baptist Church Cornwall



Fellowship Baptist church Cornwall was established in 1973 and became a member church of the Fellowship of Evangelical Baptist Church in Canada. We have a diversity of backgrounds from English and French Canada, as well as those of English, Scottish, German, African, American, Italian, Swiss descent and more. The church family is made up of many different denominational backgrounds. Sixty percent of FBCC live in Cornwall proper, 35% from surrounding villages and rural areas of Stormont, Dundas and Glengarry counties and a further 5% from Western Quebec area. We draw from a large geographical area.

FBCC became an incorporated church in 2018 and is under the governance of an elected Board of Elders who give general oversight to the church and who seek to assist the Pastor in equipping the church for the work of the Ministry. The lead Pastor works alongside the board and is responsible for giving leadership and oversight to the day-to-day ministries as well as the office administrator or other staff.

Although there are 160 people connected with FBBC, our average attendance on Sunday mornings has been holding steady at 115, which is down from 165 before the COVID pandemic. At present our attendees are made up of 30% children ranging from ages 0 to 18, 35% are adults under 65 and 35% are retired or over sixty-five.

Our worship is a blend of contemporary songs and hymns together with expository preaching of the Word of God. We also have a social media presence on our website, YouTube, and Facebook, by which our services are live-streamed.

FBCC is a program driven church that includes the traditional Missions, Women's, Men's, Youth (no College & Career) and Seniors Ministries as well as ministry to children that takes place in the form of Junior Church during the worship service and a summer VBS

program. Our people love to serve at FBCC, volunteering to lead and help in the above ministries as well as fulfilling roles in areas of finance, greeters, women's ministries, and participating in worship teams amongst many other areas of Service. We also have a Deacon's ministry which sees to the care and upkeep of the facility and grounds of FBCC as well as our usher program.

In the latter part of June 2024, following the departure of our lead Pastor in March of 2024, we secured an Intentional Transitional Pastor's ministry. In addition to identifying potential barriers to our ability to make disciples who mature, he has been coaching us in the development of a Discipleship Pathway.

Mission, Vision, and Present Plans

Mission: Fellowship Baptist Church exists to make and nurture disciples of Christ.

Vision: FBCC seeks to glorify God by making disciples who know how to do and grow in Biblical Obedience, Devoted Prayer, Committed Fellowship, Intentional Evangelism, Sacrificial Service and Participatory Worship until they can show others to do so too.

Definitions:

- Biblical Obedience: Everyone who comes to faith will be disciplined in the importance of not only knowing God's Word but actually doing it.
- Sacrificial Service: Everyone who comes to faith will be disciplined in a way that helps them discover their God-given talents and gifts that can be developed for their engagement in serving that fits them and that they can passionately engage in even when it requires personal sacrifice.
- Committed Fellowship: Everyone who comes to faith will be disciplined in a way that encourages and creates meaningful relationships within the church family whereby they can practice all the various scriptural subsets of love one another.
- Intentional Evangelism: Everyone who comes to faith will be disciplined in a way that helps them prepare the soil of unbelievers' hearts, tell their own stories of salvation, and discover tools they can use in explaining the Gospel to unbelievers.
- Devoted Prayer: Everyone who comes to faith will be disciplined in the rudiments of personal prayer, praying together and corporate prayer, making it an indispensable part of every aspect of their personal life and our life together as a church.
- Participatory Worship: Everyone who comes to faith will be disciplined in how to prepare for and participate in Spirit led corporate worship that exalts our Awesome God.

Discipleship Pathway

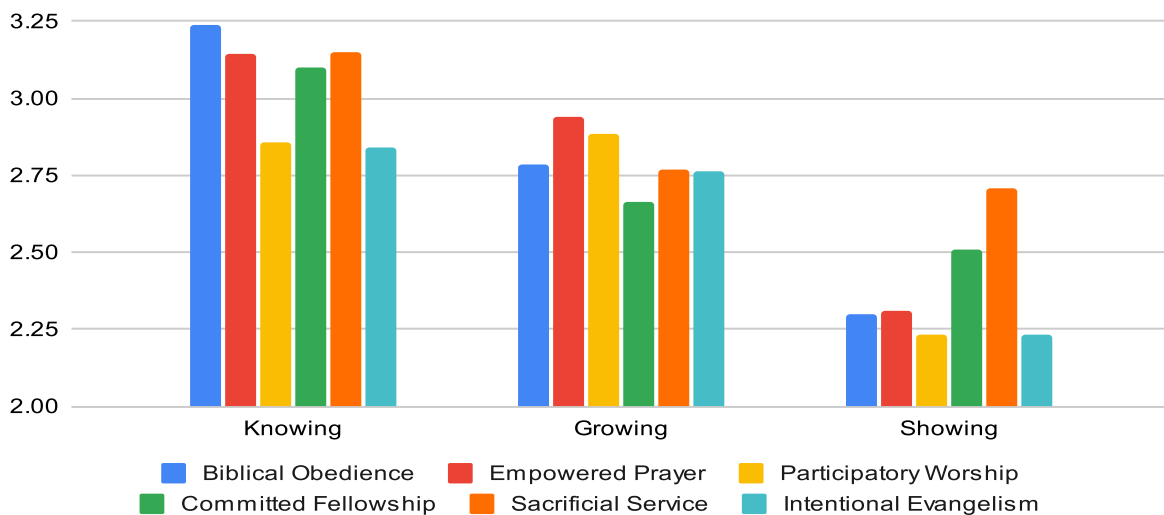
This past year FBCC has begun working on the development of a discipleship pathway that through the engagement of the above spiritual disciplines can move people through the stages from being: Disinterested in Christ, to becoming a Seeker, a Babe-in-Christ, an Adolescent-in-Christ, and finally Mature in Christ. There will also be the need of developing a fruitful leadership pathway.

Methodology: The primary method we are learning to use for each of the above disciplines is initial training followed by deployment and subsequent debriefing which is followed up with any other required additional equipping, re-deployment, and subsequent debriefing. Through this process individuals will move from knowing, to growing in and then being able to show others how to engage in these disciplines. Our goals is that through the method of training, deployment and debriefing every disciple will be in a position to pass on or show what they have learned to another.

Spiritual Health Survey

Part of the ongoing development of a discipleship pathway we conducted a Spiritual Health Survey in January 2025 to see how we are doing as a church in knowing, growing, and showing in regard to the six spiritual disciplines we are focusing on.

Spiritual Health Assessment Results - AVERAGE (Zoomed In)



1 = never/not true, 2 = rarely/somewhat true, 3 = often/mostly true, 4 = regularly/very true

Knowing vs. Growing vs. Showing

Notice that we, as a church, scored high in the knowing category, a little lower in the growing category and then lowest in the showing category. The only exception is Participatory Worship in which we scored higher in growing than knowing. These results show that knowledge is our strength. FBCC’s members and attendees feel that they have a solid grasp on each of the six spokes. Notice, however, that the Participatory Worship and Intentional Evangelism are the lowest in the knowing Category. This reveals the need for further instruction in these areas. The results also reveal that our weakness lies in “showing” or discipling others. The path to increasing maturity will

require the nurturing of a culture of disciple-making at FBCC in which each person sees the necessity of their contribution to the growth of others.

Present Plans/Playbook: In light of our recent survey, we have chosen to focus on three aspects of our Discipleship Pathway. The first is Committed Fellowship. In further development of our fellowship, we will be able to create the relationships necessary to connect our more mature believers to those who are still in the knowing and growing stages. The second is Participatory Worship followed by Intentional Evangelism.

Committed Fellowship

- Our present plan is to further develop our men's and ladies' bible study groups to incorporate more aspects of the spiritual disciplines that go beyond biblical obedience, to include the others of devoted prayer, as well as committed fellowship to create opportunities for maturing disciples to show others how to engage in these disciplines.
- We will also revisit the Sunday Services to see where we can create more connections between one another before and following the service, with a focus on connecting newcomers to the family of Jesus at Fellowship.
- We also will strategically create opportunities for the entire church family to gather together at least once each quarter in practicing the one anothers of Scripture that flow out of loving one another. (Serve, pray, encourage, challenge, lift burdens etc.)

Participatory Worship

- We are seeking to further develop a worship ministry under the lead of one of our Elders which has a clear purpose statement in regard to participatory worship and the development of procedures that will facilitate our growth in participatory worship.
- We will also identify and provide any further equipping that our respective worship teams/leaders may require in fulfilling the worship ministry's purpose.

Intentional Evangelism

- We will seek to create a team who will be given the project of researching how as a church we can increase our knowledge, growth, and ability to show others how to engage in Intentional Evangelism. They will specifically look for both short and long-term activities and/or resources that we can add to our Evangelism toolbox. They will also be tasked to strategize as to how to implement their findings.

Down the Road

In the Fall of 2025, in addition to seeking to enhance our engagement in Intentional Evangelism, we will also begin to consider next steps as to other area for improvement identified in the discipleship pathway that were identified from our internal survey, which need to be prioritized and implemented.

In our seeking out a lead pastor, we will be looking for someone who can continue to connect us to our participation in the discipleship pathway that is already being developed and to help us in its further development, implementation, and modification in the years to come so that by God's grace, no matter what may come, we will be found making mature multiplying disciples for His Glory.

Lead Pastor Qualifications, Responsibilities, Authority and Oversight

Qualifications:

Mature Disciple of Jesus Christ: Our pastor shall fulfill the qualifications of 1 Timothy 3:1-7 and Titus 1:5-9. Our Pastor is a mature disciple whose life is both ethical and moral in conduct and behaviour as well as one who shows our congregation how to not only obey God's Word but also show us what that obedience looks like in regard to committed fellowship, devoted prayer, sacrificial service, and intentional evangelism.

Statement of Faith: The Pastor shall be in full agreement with FBCC's Statement of Faith.

Leadership: As a leader, we are looking for a humble man who will lead from the heart rather than try to superimpose control over what God is doing here at FBCC. Our lead Pastor should be able to keep our vision fresh and alive to keep pace with our mission of making, nurturing, and maturing disciples. We are looking for a lead Pastor who is gifted in communication, both in speaking and listening to those he is seeking to lead, be it a ministry team or the entire congregation. We also require someone who can manage any conflict that may arise in ministry changes in a way that moves us forward together to the glory of God.

Experience: We are looking for someone who has proven leadership in moving the ministry of a church forward rather than someone who can only maintain the status quo. We prefer that the man who comes already be ordained with FEBC in Canada, and if not be ready to pursue ordination.

Responsibilities:

Preaching: We are looking for someone who will preach God's Word faithfully and effectively in a way that feeds our people and teaches them to obey God's Word. As well as consider any unbelievers who may be in our midst.

Discipleship Pathway: Our lead pastor will connect with our emerging Discipleship Pathway and help us in its' ongoing development. He will also help us as a congregation to connect to that pathway so we can both grow as Jesus' disciples and mature to the point of intentionally come alongside others as stepping stones in their growth and maturing in Christ.

Leadership Pathway: We desire a pastor who will lead any staff and lay ministry teams with excellence and help us in the development of a leadership pathway that will provide more ministry leaders to keep pace with our development as a disciple making church. He will also specifically seek to provide and seek out ongoing equipping of the

Board of Elders and himself so they can fulfill their roles of oversight, care and equipping of the church to fulfill its mission of making and nurturing mature disciples.

Evangelism: We are looking for someone to lead our church towards a greater outward focus. We desire to reach our community for Jesus and want direction from our pastor in order to strengthen our evangelistic abilities and outreach.

Care for the Church: The Pastor shall visit those who are sick, bereaved, or going through other difficult times to give comfort and support as well as biblical counsel when required.

Pastoral Development: Although the qualifications of character and maturity are non-negotiable, we realize that a potential candidate may not be fully qualified in all the other areas. There may be the need for the allowance for further equipping and growth by our new lead Pastor.

Authority and Oversight:

Spiritual Authority: The Pastor exercises general supervisory authority over the spiritual life and welfare of the Church.

General Authority: The Pastor exercises supervisory authority over any additional staff Members of the church with the exception of hiring or removal of staff Members, which requires the approval of the Board of Elders and/or the Church Membership in accordance with the General Operating By-law.

Relationship with Board of Elders: Although the Pastor meets and is to maintain all the Biblical qualifications for eldership, he is not a voting member of the Board of Elders. He is to work in conjunction and cooperation with the Elders to give spiritual oversight and leadership to the Church.

As the Lead Pastor he has the right to attend all meetings of the Board of Elders and to participate as required. The only exception would be when the Board of Elders is discussing his position, salary or benefits, or other matters wherein there is an actual conflict of interest or a reasonable likelihood for there to be an appearance of a conflict of interest for the pastor. The board may however choose to invite the pastor to be present when the Board discusses aspects of his position.

Policies: The Pastor, in conjunction with the Board of Elders, helps formulate and recommend Policy Statements to the Church.

Ex-Officio Membership: The Pastor may attend all committees and boards of the church as an Ex-Officio Member who neither votes nor appoints or designates others.

Pastoral Compensation Package: Pastoral Compensation package will be based on the FEB Central Salary and Benefits Guide (Education, Experience, Location/cost of living) - found on the FEB Central WEB Page.

<https://www.febcentral.ca/ResourcesforChurches1>