



## **Accreditation Partnership**

**Between**

**Candidate, Church/Ministry, Educator and BCWA**

This Accreditation Partnership guide is designed to focus on the process of Accreditation for a specific candidate and should be read in conjunction with the BCWA Accredited Persons in Ministry Policy; Accreditation Guide; and Accreditation Pathway.

## Introduction

Baptist Churches Western Australia (BCWA), in cooperation with local churches, seek to be guided by the Holy Spirit to recognise those whom God has called and given to the churches to serve as Pastors. The evidence of their calling is seen in:

- Character: the attestation, by those who know them well, that their lives confirm to New Testament standards for leadership, and
- Calling: their personal sense of a call to the ministry, and
- Competence: their diligence in equipping themselves for the ministry needed by the churches.

BCWA has agreed that formal public recognition of pastors is subject to candidates fulfilling specific requirements appropriate to the ministry for which they are to be recognised, and that candidates' credentials shall be examined by the BCWA Accreditation Team.

The Accreditation journey usually has four (4) stakeholders, and works best when there is a partnership between the parties:

- Candidate
- Local Church / Ministry Context (employer)
- Training Provider
- BCWA Accreditation Team

From time to time, a Candidates ministry is not with a local church, but with another agency. In such a case, the elements of Local Church and Ministry Context will be shared.

## Candidate

A person who holds a pastoral position within the BCWA context should firstly speak to their local church pastor to discuss and discern suitability for pursuing recognition as an Accreditation Person in Ministry. The Candidate is responsible to:

- ensure that all appropriate forms, including referees and supporting information, are submitted;
- discuss their study needs with their Training Provider;
- keep the local church, and the Accreditation Team informed of progress;
- maintain, progress and update their Accreditation Pathway, which includes their Professional Development Plan (PDP), and Supervision requirements;
- discuss payment arrangements with the Local Church/Ministry Context for the costs of Accreditation including Supervision, and Assessments;
- maintain Safe Church endorsement – including renewal of WWC;
- advise BCWA Accreditation Team of any changes.

The Candidate can expect that the Accreditation Team will include the local church (or ministry context) and their training provider in the development of their Accreditation Pathway.

### **Local Church / Ministry Context (employer)**

The involvement of the local church is an important element of the Accreditation process. The Local Church should be prepared to provide:

- Guidance, support and encouragement to the Candidate throughout process;
- Adequate accountability mechanisms through the church leadership. This might include appropriate accountability to the Senior Pastor; an Executive Pastor or the Council / Board / Eldership;
- Annual ministry performance reviews;
- References and Accreditation Progress reports to BCWA (including and Exit report if the Candidate resigns);
- Input into the Accreditation Pathway for the Candidate, including suggested areas for development;
- Opportunities to gain appropriate ministry experience in:
  - Leadership
  - Preaching
  - Teaching
  - Administration
  - Baptisms
  - Funerals
  - Weddings
  - Any additional ministry experience required to suit the Candidates specialisation. (eg Chaplaincy; Youth; Children etc)
- Safe Church Training and Endorsement;
- Time to ensure that the Candidate is engaging in studies; external Professional/Pastoral Supervision and peer support;
- Financial assistance for external Supervision costs;
- Exit report (should the Candidate move on);
- Information to BCWA if there are breaches of the Code of Ethics and Ministry Practice.

## Training Provider/s

Entry into the Accreditation process can only be gained once a person has commenced (or completed) an approved course of theological study. The type and amount of study will determine which Category of Accreditation a Candidate can apply for.

- Category 1: Senior/Sole Pastor requires 4 years theological study at AQF 7 level. This generally includes a Bachelor of Ministries or Theology + a Graduate Diploma in Ministry.
- Category 2: Specialist requires 2 years theological study at AQF 6 level. This might include Associate Diploma in Theology; or a Diploma in Ministry.

Refer to Appendix 1 of the Accreditation Policy for full details of pre-requisite units.

Vose Seminary is the preferred provider for BCWA Accredited Persons in Ministry, and all Candidates can anticipate completing at least Denominational Distinctives and Supervised Field Education (SFE) through Vose. Vose Seminary will provide BCWA with an Academic Pathway that can map out the study journey, ensuring that all required units are fulfilled.

This Academic Pathway will be integrated into the Accreditation Pathway. Candidates are responsible to ensure that they maintain their study pathway.

Where a Candidate has completed studies through another Training Provider, the Accreditation Team will assess the qualifications based upon Academic Transcripts provided by the Candidate. The Training Provider may be contacted to provide further information.

Training Providers will be asked to complete a Reference when studies have been completed. Candidates undertaking SFE can also anticipate feedback from Vose Seminary to the Accreditation Team on any areas for further development.

## Supervision Requirements

The term 'Supervision' can be understood differently, and can be contextual. For the Accreditation journey, the following types of supervision can be generally described as:

- **Workplace Supervision.** This is the Supervision provided for day to day duties, and takes place in the workplace, usually by an up-line. It is whomever the Candidate directly reports to in their ministry context.
- **Supervised Field Education (SFE).** This usually takes place as part of a Candidates study programme, and might include units such as Pastoral Field Education, or Congregational Field Education. Each unit runs for 1 semester, and includes goal setting, reflection, group and one on one supervision. The SFE framework is a valuable framework for pastoral supervision, and enables Candidates to experience structured supervision and peer support.
- **External Supervision.** This is a requirement for Accreditation – both for Candidates, and on an ongoing basis. There are 2 types of external supervision that meet Accreditation requirements:
  - **Tier 1: Professional or Clinical Supervision** – is provided by a person who holds qualifications in Supervision. This type of supervision can be provided by a large range of professions including counsellors, social workers, or psychologists. Professional Supervision is usually more costly than Pastoral Supervision. There may be scenarios in which it is more appropriate for a Candidate to retain a Professional Supervisor; or it may be requested by the Accreditation Team, or an employer.
  - **Tier 2: Pastoral Supervision** – is provided by a suitably trained and supervised person, who has either pastoral experience, or experience in supervising pastors.

External Supervisors will understand the BCWA Code of Ethics and Ministry Practice and reporting requirements. Supervisors will not be asked to report on the content of supervisory sessions, but will be required to report any incidents of serious pastoral misconduct and to verify that supervision is taking place. This is the person who will sign the Supervision Agreement. Candidates should meet one on one with their Pastoral Supervisor at least 4 times per year; and may also opt for group supervision.

BCWA will maintain a list of approved Tier 1 and Tier 2 Supervisors.

## The Accreditation Pathway

Once a Candidate has been accepted into the Accreditation Stream, an Accreditation Pathway is developed that takes into account:

- Professional Development Plan (PDP). The PDP covers a 3 year period, and is based on a standardised system of points. A PDP needs to cover the elements of Head, Heart and Hands, and therefore will include academic, spiritual and praxis elements. Things that would be included in a PDP include formal studies, PD seminars, Safe Church training, Pastor's Retreat, Spiritual Direction and/or formation, and performance reviews.

Some Candidates will have a schedule of PDP requirements to fulfil employer requirements. These can be taken into account for the Candidates Accreditation PDP. Eg. A Baptistcare or Hospital Chaplain may be required to undertake PD in the workplace.

- Supervision Agreement (SA) and arrangements. The SA includes the nomination of an external Supervisor, (SFE will be included in the PDP).
- Medical History and Assessment, including a Doctor's Report (forms 2DOC, 2MH). The Candidate will need to pay for the cost of the Medical Assessment with a Doctor of their choice.
- Psychological Assessment. The Candidate will complete a questionnaire that will be discussed in an interview with a Psychologist. Both the Candidate, and the psychologist will sign the form as confirmation of the information provided at interview (forms 2C, 2CIR). The Psychologist will also provide a written assessment to the Accreditation Team. The interview includes the following areas of discussion: health; spiritual experience; personal/relational issues; sexual issues; drug / addiction issues. The costs of the Psychological review are shared, with the Candidate paying for the cost of the interview, and BCWA paying for the cost of the report.
- Personality and Aptitude Assessments. These may vary, and are likely to include assessments such as Leading From Your Strengths; StrengthFinder; and other assessment tools. Some of these assessments may have been completed as part of a candidates study programme, or place of work.

Once an Accreditation Pathway has been developed, the partners will each sign the document. A Representative of the Accreditation Team will meet with each Candidate to review progress every 12 – 18 months. Candidates will maintain their plan, including a log of relevant activities. If a Candidate moves churches, or changes ministry roles, the Accreditation Team should be notified, and the Accreditation Pathway reviewed. The Accreditation Team will request an exit report from the Candidate and their previous church and/or position.

## SAMPLE PATHWAY

BCWA ACCREDITATION  
PATHWAY

Applicant:

Prepared on:

Review Date:

This Accreditation Pathway is design to enable an Accreditation Candidate plan towards fulfilling the requirements for Full Accreditation. This Pathway should be reviewed in cooperation with the Candidate, their local church/ministry representative, educator and the Accreditation Team.

## Current Supervision / Support Arrangements

Type	With
Peer Group	
In employment context	
Mentoring / coaching	
External supervision (Professional or Pastoral)	

Area	Unit / Item / Action	Est Start	Est End
Supervision / Support			
	SFE Units		
	Appoint Professional Supervisor		
Assessment			
	Psychological		
	Medical		
Experience			
Development			
	Weddings PD		
Safe Church			
	Workshop		
	Endorsement Renewal		
Academic			
	Denominational Distinctives		
Final Application for Full Accreditation			
	Submit forms		