



Baptist Churches
WESTERN AUSTRALIA

ACCREDITED PERSONS IN MINISTRY POLICY

FOR THOSE SEEKING ACCREDITATION FOR MINISTRY WITHIN BCWA

3 December 2018

Accredited Persons in Ministry Policy

Purpose

Baptist Churches Western Australian (BCWA), in co-operation 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.

Background

The Constitution of the Baptist Union of Western Australia Incorporated (BUWA) identifies the role of Accredited Persons¹. It also empowers the BUWA² to clarify the role and responsibilities of an Accredited Person. The BUWA established a policy and associated guidelines for Those Seeking Accreditation as Pastors in 2007 and is reviewed from time to time.

Scope

The Accredited Persons in Ministry Policy covers a number of different kinds of pastoral ministry. The main kind is that of Accredited Pastors. An accredited pastor is one who has:

- satisfied the requirements for accreditation as pastor, as determined by the BUWA Council;
- requested that they be set apart to the ongoing work of the ministry, and
- been recommended for accreditation by the Accreditation Team.

1. Accredited Pastors are those:

- 1.1 accredited as Senior/Sole Pastors, with 4 years of study (Category 1) or
- 1.2 accredited as Specialist Ministers, with 2 years of study (Category 2)

Other kinds include:

2. Pastors in Training who have met Pre- Accreditation requirements.
3. The Policy also acknowledges that a Local Church may appoint a person to a pastoral position who is not accredited by BUWA.
4. Accreditation may also be recommended to the BUWA Council for persons who present special characteristics that do not fully comply with the requirements for Accredited Pastors.
5. The policy also includes those who are registered as a Religious Celebrants to perform Marriages.

Accredited persons will be given a status:

- **Interim accreditation:** For people working in a Baptist organisation but not attending a Baptist church. Reviewed annually.
- **Provisional accreditation:** For people who are transferring credentials from another State or Denomination; or have not yet met the normal requirements. Reviewed annually.
- **Full Accreditation.** For people who have fulfilled all the normal and usual requirements. Reviewed every 3 years.

¹BUWA Constitution Clause 9.4.1

²BUWA Constitution Powers of the Association Clause 6.9

Details

The Accredited Persons in Ministry Policy has clear parameters for Accredited Pastors.

The process will usually take a minimum of two (2) years full time equivalent from commencement to completion.

All people, men and women, seeking Accreditation as a Pastor in a Baptist Church that is a member of BUWA will:

- Demonstrate attestation of their Call
- Meet requirements for Baptism by immersion and local church membership
- Demonstrate consistent and successful involvement over at least two (2) years in Christian ministry
- Have successfully demonstrated relevant personal leadership characteristics including relevant training as well as psychological, psychosexual, personality and aptitude assessment.

Currency of Accreditation as a Pastor will vary between 1 year and 3 years.

All Accredited Pastors will be required to demonstrate active professional development and training, as well as engage satisfactorily with independent supervision.

Grounds for de Accreditation include

- Moving from ministry in a member Baptist Church in Western Australia
- Investigation of allegations of serious moral or ethical misconduct being proven
- Failure to comply with discipline recommendations

Accreditation requirements of other persons, including Celebrants, are similar to those for Special Accredited Pastors.

Review

The Council reviews the criteria for Accreditation and the process for maintaining Accreditation from time to time.

THE BAPTIST CHURCHES WESTERN AUSTRALIA GUIDELINES FOR THOSE SEEKING ACCREDITATION AS ACCREDITED PERSONS IN MINISTRY

1. INTRODUCTION

Baptist Churches Western Australia (BCWA), in co-operation 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:

- the attestation, by those who know them well, that their lives conform to New Testament standards for leadership, and
- their personal sense of a call to the ministry, and
- 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 (comprised of the Director of Ministries, Vose Seminary Principal, Church Health Pastor, Church and Leaders Pastor and other co-opted persons). Accreditation as a pastor requires the approval of the BCWA Council, on recommendation from the Accreditation Team. Those accepted by Council (and hence members of Assembly) will be presented to Assembly at a later date.

BCWA, both through local churches and its Council, also seek to be guided by the Holy Spirit in discharging the responsibility of de-accrediting those who are no longer to be recognised as pastors of Jesus Christ and the Word of God in our Baptist Churches. It is therefore necessary to carefully set down in these guidelines the requirements and processes to be followed in de-accreditation.

The following guidelines should be useful to:

- candidates for the ministry - outlining what the churches expect from them and what credentials they must present to member churches;
- churches - indicating what they should look for in those whose candidacy they support;
- the BCWA Accreditation Team, and Council, as they evaluate the evidence presented to them; and

- accredited pastors of the BCWA setting out the grounds upon which their accreditation may be withdrawn.

In line with the BCWA Relationship Agreement, persons appointed to pastoral ministry within constituent churches and ministries should apply for Accreditation within 12 months of their appointment.

2. ACCREDITATION

2.1 MEANING OF ACCREDITATION

Accreditation is an act of dedication by which a person is set apart to an ongoing ministry centered on the Word of God, the care of people and the equipping of God's people for service (Ephesians 4:11-16; Acts 6:2-4).

Accreditation involves the certification of people as suitable for ministry within or on behalf of BCWA. It gives recognition of their having met specific requirements and that they possess appropriate qualifications and credentials for such ministry.

2.2 MEANING OF THE WORD "PASTORS" IN WHAT FOLLOWS

In the broadest sense, all Christians are ministers. A narrower sense would limit the word "Minister" to those fully accredited to a pastoral role. The position is complicated by the use of the word "Pastor" as a personal title and also as a description of a function.

In common usage, "Pastor" and "Minister" have been regarded as practically synonymous.

In this document, "Pastor" is used to describe church leaders who have been recognised by the denomination after receiving a sense of calling prescribed study and practical experience.

For the purposes of this paper a "Senior Pastor" is one who is leading a pastoral team and/or staff either paid or unpaid. It does not refer to age or experience.

2.3 Accredited Pastors

Those who have satisfied the requirements for accreditation as pastors as determined by the BCWA Council, and have requested that they be set apart to the ongoing work of the ministry will be recommended for accreditation by the Accreditation Team.

Senior, Sole Pastors and Specialised Ministry Pastors will be entitled to use the title "Reverend" but may choose to use the title "Pastor".

The BCWA recognises two (2) categories of accredited persons for ministry in its constituent churches, agencies and ministries. A person will be accredited in one of the following categories based on their suitability to lead ministry in one of the following functions:

- **Category 1**, or '4 Year' accreditation: Sole Pastors and Senior Pastors who have fulfilled the requirements to be accredited to lead a church.
- **Category 2**, or '2 Year' accreditation: Specialised Ministers will have fulfilled the requirements for accreditation to fulfill roles in such areas as chaplaincy, youth, children, worship etc.

See Appendix 1 for the details of the different academic requirements for each of these categories of accreditation.

Accredited pastors will also be granted a status:

- **Interim accreditation:** For people working in a Baptist organisation but not attending a Baptist church. It is necessary for persons to meet the normal requirements for accreditation. Accepted applicants will be granted interim accreditation status on a yearly basis via review by the Accreditation Team.
- **Provisional accreditation:** For people who are transferring credentials from another State or Denomination, have completed a programme of theological study; or have not yet met the normal requirements, but that the Accreditation team has special circumstances for recommending Accreditation. The conditions for Provisional Accreditation will be determined by the Accreditation Team, and reviewed annually.
- **Full Accreditation.** For people who have fulfilled all the normal and usual requirements.

2.3.2 Accreditation Candidates: Pastors in Training

Are students of Vose Seminary, or who are studying an equivalent approved course of study who have applied and been accepted by the BCWA as a candidate preparing for Accredited Ministry. While completing the required studies and in conjunction with discharging ministerial responsibilities in a local church, the student becomes a BCWA "Pastor in Training" and is given the title "Pastor".

The preferred course mode for Pastors in Training moving towards accreditation is completion of an approved course of Study (at least 2 years full time or equivalent) which includes Denominational Distinctives, and satisfactory supervised pastoral service.

To ensure that satisfactory supervision and study arrangements are in place, Pastors in Training should apply to the Accreditation Team during their studies and within 12 months of their first pastoral appointment for acceptance as an Accreditation Candidate.

2.4 APPLICATION FOR ACCREDITATION

It is the responsibility of those who have satisfied all the conditions for accreditation in these guidelines, as determined by the BCWA Council, to apply to the Accreditation Team for accreditation six (6) months prior to the proposed date of their recognition, and within 12 months of the commencement of pastoral ministry.

2.4.1 Transfers

Persons who commence pastoral ministry in a BCWA constituent church or ministry, and have previously been Accredited with another state or denomination, can apply to have their credentials recognised, and will need to meet the normal requirements as determined by the BCWA Council.

A person seeking a Transfer who does not meet the ordinary qualifications, may be accepted as an Accreditation Candidate.

Provisional Accreditation may be granted subject to particular conditions determined by the Accreditation Team.

3. GUIDELINES FOR ACHIEVING AND MAINTAINING ACCREDITATION

3.1 PROCESS OF DISCERNMENT.

3.1.1 Attestation of Call

Persons applying for accreditation must present evidence of their call. This should include the attestation by those who know them well (normally their home church) that they:

- have the specific character qualities and spirituality which Christ and the New Testament writers prescribed for leaders as indicated in the following Scriptures: Matthew 20:25-28; John 13:35; 21:15-18; Acts 6:3; I Timothy 3:1-7; Titus 1:5-9;
- manifest in their lives the fruit of the Spirit (Galatians 5:22-23) which identifies them as believers; and
- They should be convinced - and be able to assure others of their conviction – that they are **called** and **gifted** of God in those skills which can set them apart as a pastor in BCWA churches (Galatians 1:1, 15-16).

Where the Accreditation Team is not convinced that these qualities are present, they may defer an applicant and request that further experience be obtained before continuing with the process of application. The Accreditation Team may also reject an application in this case.

3.1.2 Baptism and Church Membership.

All applicants shall have been baptised as a Christian believer by immersion prior to application.

The applicant should have:

- normally been a member in good standing of a recognised Baptist Church for at least two (2) years; and
- taken part consistently in worship, prayer meetings, members' and other meetings, and enjoyed such participation or be working for a recognised Baptist organisation.

3.1.3 Service.

Applicants must show evidence of consistent and successful involvement over some period of time (at least two [2] years) in leadership, including preaching, teaching, administration, and have had opportunity to assess and affirm their gifting in functions of the Christian Ministry e.g. leadership, communication, delegation, pastoral care, sharing their faith, preaching and teaching.

3.1.4 Personal Characteristics.

3.1.4.1 The leadership expectation includes:

- the capacity to influence people;
- the capacity to be sensitive to each occasion;
- an ability to communicate;
- an appropriate standard of personal presentation; and
- a willingness to co-operate.

3.1.4.2 Applicants for accreditation in the BCWA should model appropriate behaviour in regard to addictive substances, and hold firm convictions in this area which they can communicate to others.

3.1.4.3 Applicants who are married or contemplate marriage must ensure that their spouse holds similar convictions regarding the ministry and call, and are gifted for the demands of a support role.

3.1.4.4 Applicants should demonstrate evidence of exemplary Christian character and behaviour in community, church, marriage and family relationships.

Neither divorce (with or without remarriage) nor marriage to a divorced person will be treated as an automatic bar to accreditation, but as a serious matter demanding careful consideration, particularly with reference to evidence of the applicant's commitment over a period of time to the Biblical pattern of marriage. No decision concerning one applicant will be taken as a precedent when considering another.

3.1.5 Training

An approved course of study that includes Denominational Distinctives shall be required of all applicants for accreditation. Consideration shall be given to applicants to enter the Accreditation Process of Discernment if they have commenced their approved course of training.

3.1.6 Support

A person's care and capacity in financial matters is assessed by the arrangements the applicant has made to ensure viability through any initial training period, and the applicant's dependability in matters of finance, as evidenced by the ability to be an example in this area of life.

3.1.7 Personality and Aptitude Assessment

Applicants for the ministry will be required to submit themselves to such professional examination for psychological (including psychosexual), personality and aptitude assessment as the Accreditation Team requires.

3.1.8 Supervision

Applicants for the ministry will be required to actively engage in professional or pastoral supervision by an approved and suitably trained person that is reasonably independent from a pastors' place of ministry. The Accreditation Team will make available a list of approved Supervisors.

3.1.9 Men and Women in Ministry.

The official position of the BCWA is that both men and women are acceptable to apply for accreditation.

3.2 ACCREDITED PASTOR

The following conditions apply to persons who seek accreditation to the ministry of Jesus Christ and the Word of God:

3.2.1 Candidates for the Ministry

3.2.1.1 Candidates for the ministry must complete:

- an approved accreditation course of study at Vose Seminary (See Appendix 1 for sample) or an equivalent course of study, and
- a period, immediately prior to accreditation, of continuous and satisfactory supervised pastoral service, as determined by the Accreditation Team. Normally such pastoral service is to be at least two (2) years full time equivalence.

3.2.1.2 The prescribed application forms which include:

- a letter of recommendation from the church in which they are serving.
- A reference from the pastor they most recently served under.
- referees as outlined in the application forms
- evidence of spiritual, physical, psychological and vocational suitability.

3.2.1.3 In lieu of the above, in rare cases, a person upon application and recommendation of the Accreditation Team may be accredited on the basis of a lengthy period of continuous and outstanding pastoral service.

3.2.2 Qualities and Responsibilities in Respect of Candidates

The qualities looked for in potential accredited pastors are:

- a sense of call to ongoing ministry,
- maturity in Christian experience and family life,
- evidence of personal spiritual growth,
- a basic understanding of biblical doctrine,
- the potential to lead,
- some experience of church life, and
- the academic pre-requisites as currently set out in Appendix 1.

These qualities are tested by references, psychological, personality and aptitude assessment, and interviews as determined by the Accreditation Team from time to time.

3.2.2.1 All Pastors in Training are responsible to the Accreditation Team which will provide counsel and encouragement in their progress, and development in the ministry. This may include requesting an annual Pastoral Review, and reports from the local church.

3.2.2.2 The Accreditation Team is responsible for recommendations regarding accreditation and in accordance with procedures determined from time to time.

3.2.2.3 Pastors in Training are encouraged to warmly relate to those in positions of leadership in the Baptist Church's Ministry Centre and Vose Seminary for encouragement in the work of the ministry.

3.2.2.4 Prior to accreditation being formally granted all Pastor in Training applicants are required to sign a declaration [form 2A] which includes the “Statement of Faith” of the BCWA.

3.2.3 Special Case Exemptions (Exceptions)

Notwithstanding any of the above, the Accreditation Team may, at its discretion, consider and recommend to BCWA Council, the accreditation of persons who present special characteristics which do not fully comply with the above conditions.

3.3 LOCAL CHURCH APPOINTMENTS.

A Local Church Appointment is a person appointed to a pastoral position by a local church or the BCWA who is not an Accredited Pastor or a Pastor in Training. All Local Church Appointments are encouraged to seek accreditation with the BCWA within 12 months of their appointment, and in line with The Relationship Agreement.

4. CURRENCY OF ACCREDITATION

All Accredited Pastors and Pastors in Training who are practicing in ministry will be required to keep their Accreditation current according to the processes outlined by the BCWA. Currency will be re-evaluated every three (3) years.

4.1 Requirements for Currency

4.1.1 When an Accredited Pastor or Pastor in Training is not practicing they may retain their Accreditation but it will be deemed as non-current.

4.1.2 In order to remain current, an Accredited Pastor or a Pastor in Training, needs to:

- Have current Safe Church endorsement with Baptist Churches Western Australia, including child safety and response training;
- Have an agreed supervisory arrangement for professional or pastoral supervision that is verifiable by their Supervisor;
- Have fulfilled an agreed programme of Professional Development over each three (3) year period that is verifiable from their Professional Development Log;
- Have a proposed plan of Professional Development submitted to the Accreditation Team within Three (3) months prior to the last plan expiring; and

- To sign and abide by the *Code of Ethics and Ministry Practice* for the BCWA.

4.1.3 An Accreditation card will be issued each three (3) years to indicate that a pastors accreditation is current.

4.1.4 A Marriage Celebrants License will normally depend upon successfully entering the accreditation process and/or maintaining currency of accreditation.

4.2 Establishing a Professional Development Plan (hereafter “PDP”)

4.2.1 The Accreditation Team has final authority on the content of all PDP’s submitted.

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4.2.1 The Accreditation Team has final authority on the content of all PDP’s submitted, including approval of the supervisory arrangements.

4.2.2 Each PDP will cover a three (3) year period and the contents will be rated on a standardised system of points. It is expected that a full-time pastor will complete 18 (eighteen) points of content every three (3) years.

4.2.3 The Accreditation Team will publish a list of possible contents with their point ratings each year.

4.2.4 Where a Pastor wishes to include content in their PDP that is not on the list provided, an individual assessment will be made by the Accreditation Team as to the point value of the item in question.

4.2.5 PDP’s once approved will be signed by the Accreditation Teams representative and the pastor and will include the dates of the period it governs.

4.3 Completing a Professional Development Plan

4.3.1 Each pastor will keep a personal record of content that they complete on their PDP, including supervisory arrangements, in a Professional Development Log (“PD Log”).

4.3.2 The accreditation team may request a copy of the PD Log at any point of time. It is expected that the PDP will be completed in a uniform manner (i.e. Normally 6 points per year)

4.3.3 All changes to an established PDP, including any change in supervisory arrangements, will need to be renegotiated with the Accreditation Team's representative and will need to be reissued and signed by both parties.

4.3.4 The PD Log will be submitted to the Accreditation Team three (3) months prior to the completion of the agreed three (3) year period.

4.3.5 The Accreditation Team will assess each PD Log submitted and grant Accreditation Currency based on the completed content, Safe Church endorsement and professional or pastoral supervision arrangements being fulfilled.

4.3.6 An accreditation card will be issued if the PDP has been successfully completed.

4.3.7 If a PDP is not satisfactorily completed, the currency of the Pastor's accreditation will normally be suspended.

4.4 Suspension of Currency

4.4.1 Currency of Accreditation will be suspended in the following circumstances:

- a. Non-completion of a PDP (see 4.3.7); and
- b. When Accreditation is suspended (see 6.2 below).

4.4.2 The Accreditation Team will outline a process to re-establish currency of accreditation. If the process is successfully completed the pastor's accreditation will be restored to 'current'.

4.4.3 A pastor may continue to practice in pastoral ministry during the re-establishment process as described in 4.4.2 provided they adhere to all requirements set by the accreditation team for that period.

4.5 Implications of Non-Currency

4.5.1 The pastor will not be endorsed to practice in pastoral positions by the BCWA.

4.5.2 The pastor will have their Marriage Celebrant License removed.

4.5.3 The pastor will be listed accordingly in the official list and Year Book.

5. NON-CURRENT ACCREDITATION

Non-Current Accreditation maybe held by:

5.1 Pastors who have been accredited and retired from ministry in good standing and do not intend to complete the requirements retain currency.

5.2 Pastors who have not served as a Pastor or Pastor in training for two (2) years are in good standing as members of a Baptist Church and whom the Accreditation Team believe should not be deregistered.

5.3 Pastors who have been on leave of absence approved by the Accreditation Team for two (2) years and are in good standing and members of a Baptist Church.

5.4 Pastors who have not completed their agreed PDP programme or supervisory arrangements.

6. DE-ACCREDITATION

6.1 Grounds for De-accreditation

A process for de-accreditation shall normally be initiated if an Accredited Pastor or Pastor in Training:

6.1.1 Commences pastoral service with another denomination, church or ministry agency not affiliated with the BCWA.

6.1.2 Becomes a member of another denomination or church not affiliated with the BCWA.

6.1.3 Has not had their accreditation transferred to another body within twelve (12) months of leaving Western Australia.

6.1.4 Has not maintained membership with a church affiliated with the BCWA except where distance, age or health prevents such membership being maintained.

6.1.5 Has ceased to adhere to the Statement of Faith of the Baptist Union of Western Australia.

6.1.6 Has been found guilty of serious moral or ethical misconduct.

6.1.7 Has a negative notice issued on a Working With Children's Card check.

6.1.8 Gives the Accreditation Team cause to recommend de-accreditation.

6.2. Process for De-accreditation

The Accreditation Team's recommendation concerning de-accreditation passes to the Council as required.

6.2.1 Automatic De-accreditation

In cases covered by clauses 6.1.1 through 6.1.4 above, the person will be advised in writing that the Accreditation Team is initiating the process of de-accreditation and the reason for this. In some cases, a representative of the Accreditation Team may need to make personal contact with the person involved.

6.2.2 Investigative cases

In cases covered by clauses 6.1.5 through 6.1.8 above, investigation will proceed according to the agreed BCWA policy and process.

6.2.2.1 At the discretion of the Accreditation Team a pastor being investigated may be temporarily removed from normal duties on full pay until the investigation is completed.

6.2.2.2 In the event that the investigation proves no wrong doing on the part of the pastor, the pastor will continue in ministry as an accredited person.

6.2.2.3 In the event that the investigation proves wrong doing on the part of the pastor, their accreditation will be suspended and they will be placed under discipline prescribed by the Accreditation Team.

6.2.3 Discipline

6.2.3.1 The Accreditation Team is authorised to suspend Accreditation pending a decision by Council.

6.2.3.2 Council will act on the recommendation of the Accreditation Team without discussion of details. Pastors are not permitted to resign Accreditation in order to avoid discipline.

6.2.3.3 All notifications to such pastors considered for discipline are to be in writing and the pastors placed under discipline are required to be involved in the restoration process which the Accreditation Team recommends.

6.2.3.4 During a period of discipline, the following will apply:

- Pastors' names are not published in the Year Book but their names remain on the official list.
- Any rights at Assembly are withdrawn.
- Pastors' cannot nominate for positions of BCWA.
- Marriage Celebrant License is withdrawn.
- Long Service Leave entitlements will not accrue during the period of discipline.

6.2.4 De-accreditation

Accreditation Team may recommend to Council that a pastors accreditation be removed in the event of;

- Non-compliance in the discipline process
- Gross breach of the qualifications for accreditation.

7. RE-ACCREDITATION OR RE-ENTRY

7.1 Re-entry may occur following a period of Special Service, Leave of Absence, Discipline or De-accreditation.

7.2 One month before the conclusion of a period of Special Service or Leave of Absence a pastor should advise the Accreditation Team indicating the pastor's intentions either to:

1. Seek re-entry to Accreditation;
2. Apply for an extension; or
3. Resign any accreditation held.

In the event of no letter being supplied as above, option (3) "resign any accreditation held" shall be deemed to be their intention.

7.3 A pastor returning from discipline or from a period of de-accreditation normally will be required to submit to the accreditation process.

7.4 However, in all cases of re-entry, the Accreditation Team will determine the process and the criteria for each situation individually.

8. THE PREPARATION PROCESS LEADING TO ACCREDITATION

The following is based on what BCWA expect of an acceptable pastor:

8.1 An Accredited Pastor of the BCWA must sincerely:

- be God's person with a clear sense of call;
- be an effective leader;
- be committed to teaching of the Word of God;
- be sensitive to all people;
- be able to equip God's people;
- be prepared to do the work of an evangelist;
- have a good understanding of biblical doctrine; and
- have a spiritually inspired social concern.

The preparation programme has an appropriate balance of ministry experience, practical ministry studies with the theoretical and biblical background underlying them.

8.2 COURSE REQUIREMENTS

The normal course components of preparation for accreditation are:

8.2.1 Category 1: four years of theological study, with a qualification at AQF level 7. This would normally be a Diploma or Degree in biblical, theological, and practical ministry subjects provided by Vose Seminary, or an approved provider, along with significant pastoral field work experience (inc. Supervised Field Education). See Appendix 1.

8.2.2 Category 2: At least two years of training, with a qualification at AQF level 6. This would normally be a Graduate Diploma of Ministries through Vose Seminary, or an approved provider, specifically designed for those in pastoral ministry. See Appendix 1.

8.3. PRACTICAL EXPERIENCE REQUIREMENTS FOR PASTORS IN TRAINING

No Pastor in Training may be approved for accreditation until the Accreditation Team has determined that the Pastor in Training has completed at least two (2) years full time equivalent satisfactory pastoral service in a church.

Normally the two (2) year period will commence at the start of the Pastor in Training's first pastorate. The Pastor in Training will fully cooperate in fulfilling the following requirements:

8.3.1 The Pastor in Training's pastoral ministry experience will be approved by the Accreditation Team.

8.3.2 The Pastor in Training will report as requested to the Accreditation Team.

8.3.3 The Pastor in Training will participate in the annual pastor's retreat and assembly.

8.3.4 The Pastor in Training will participate in mentoring for personal and professional development, as well as approved professional or pastoral supervision arrangement.

9. SPECIAL CASE EXEMPTIONS

The Accreditation Team, may recommend to Council exemption from any of the above guidelines.

10. MARRIAGE LICENCE

On receiving an individual's application, the accreditation team may recommend to the government that the following people be licensed to perform marriages as a Religious Celebrant representing Baptist churches, under the Marriage Rites of the Baptist Union of Australia:

- Accredited persons (category 1 or 2);
- Accreditation Candidates;
- Interim Accredited Persons for the duration of their accreditation;
- Provisionally Accredited Persons;
- Senior Pastors of a recognised Baptist Church who are not accredited;

Receiving endorsement to become a Baptist Marriage Celebrant normally requires the following courses to be completed:

- Marriage and Funeral Professional Development;
- Denominational Distinctives; and
- Any other training specified by the Accreditation Team as deemed necessary for an individual.

Transferring a credential from another organisation or state will still require the above requirements to be met.

10.1. REQUIREMENTS FOR REGISTRATION

In order to fulfil the requirements of Registration a person will need:

- To be currently practicing in a ministry appointment;
- Have current Safe Church endorsement in the Baptist Churches Western Australia;
- Have an agreed supervisory arrangement for professional or pastoral supervision that is verifiable by their Supervisor;
- To have fulfilled an agreed programme of Professional Development over any previous period of registration to be verifiable from their Professional Development Log;
- To have a proposed course of Professional Development agreed to by Accreditation Team for the next three year registration period;
- To sign and abide by the *Code of Ethics and Ministry Practice* for the BCWA; and
- Marriage celebrants Licenses will be tied to successful and current Registration.

10.2. EXEMPTIONS

In rare cases the Accreditation Team may grant endorsement for an individual to become a Baptist Marriage Celebrant where they do not meet the above criteria but have made a written application.

The accreditation team may decide to endorse an individual for one of the following reasons:

- The individual is a geographically remote leader where there is no celebrant to perform weddings;
- The individual is a leader who works with an ethnic group that does not otherwise have access to a marriage celebrant; or
- There are other exceptional circumstances that warrant consideration by the Accreditation Team.

10.3. REQUIREMENTS FOR CURRENCY

A Marriage Celebrant's License will normally depend upon successfully entering the accreditation process and/or maintaining currency of accreditation. In becoming a Baptist Marriage Celebrant an individual commits to ongoing training; specifically to keep up with changes to the Marriage Act, changes to the Baptist Rites, and contemporary methods for conducting wedding ceremonies.

This training may form part of the PDP (see section 4 above). This training will occur at least every three [3] years as a minimum.

10.4. REMOVAL FROM THE LIST OF MARRIAGE CELEBRANTS

The Accreditation Team can remove an individual from the list of Baptist Marriage Celebrants for the following reasons:

It is stated or implied as a result of these accreditation guidelines that:

- The individual has not complied with 10.1 above;
- The Accreditation Team believes that the individual is not representing BCWA appropriately; or
- The individual has not endeavoured to keep their details updated with BCWA or, as their representative, is not suitably accountable to BCWA.

When an individual is removed from the list, normal efforts (i.e. email or mail to last known address) will be made to contact the person to inform them of the decision.

Appendix 1

SUMMARY OF ACADEMIC ACCREDITATION REQUIREMENTS

Category	Relevant Qualifications	Essential Units
Category 1. - Senior or Sole Pastors	4 years theological training at AQF 7 level, or the equivalent e.g.	Minimum Requirements e.g.
	B.Min + Grad Dip Min B.Th. + Grad Dip Min Advanced Dip Min + Grad Dip Min B.Min + MA B.Th + MA M.Div + Grad Dip Divinity	Biblical Studies units Church History units Theology units Supervised Field Education x 2 units Ethics Leadership Preaching Pastoral Care Denominational Distinctives Evangelism or Church Health and Growth or Mission
Category 2. - Specialised Ministry e.g. Youth, Chaplaincy	Equivalent of at least 2 years formal theological training at AQF 6 Level.	Minimum Requirements
	Associate Dip in Theology Dip. Ministry Grad Dip Div + Cert IV in Ministry	Biblical Studies units Theology units Area of specialization x1 unit Supervised Field Education x 1unit Leadership x1 Pastoral Care x1 Denominational Distinctives x1 Ethics <i>At least 1 of</i> Evangelism Church Health and Growth Mission

SUMMARY

GUIDELINES FOR SEEKING ACCREDITATION

Accreditation is the certification of men and women as suitable for ministry within the Baptist Churches Western Australia. The BCWA Relationship Agreement expects that pastors will apply for Accreditation within 12 months of their appointment.

Accreditation may be obtained in one of the following categories:

- Cat 1: (4 years) Sole Pastors and Senior Pastors
- Cat 2: (2 years) Specialised Ministries
e.g. Chaplains, Children, Youth, worship.

Accreditation will be granted with a status:

- Interim Accreditation
- Provisional Accreditation
- Full Accreditation

PROCESS OF DISCERNMENT.

Applicants will be required to submit themselves to a process of Discernment by the Accreditation Team that under normal circumstances shall take a minimum of two (2) years full time equivalent from commencement to completion.

1. Attestation of Call

Persons applying for accreditation must present evidence of their call including:

- Attestation by those who know them well (normally their home church) that they:
- Qualities of character and spirituality which Christ and the New Testament writers prescribed for leaders: Matthew 20:25-28; John 13:35; 21:15-18; Acts 6:3; I Timothy 3:1-7; Titus 1:5-9.
- Evidence of the fruit of the Spirit in their lives.
- Being convinced and be able to assure others that they are **called** of God and **gifted** of God in the skills needed to set them apart as Pastors in the churches (Galatians 1:1, 15-16).

2. Baptism and Church Membership.

Applicants shall have:

- Been baptised as a Christian believer by immersion prior to application;
- Normally been a member in good standing of a recognised Baptist Church for at least two (2) years; and

- Taken part consistently in worship, prayer meetings, members' and other meetings.

3. Service.

Applicants must show evidence of consistent and successful involvement over at least two [2] years in church leadership, including preaching, teaching, administration, and have had opportunity to assess and affirm their gifting in functions of Christian Ministry e.g. leadership, communication, delegation, pastoral care, and sharing their faith.

4. Personal Leadership Characteristics.

- The capacity to influence people;
- The capacity to be sensitive to each occasion;
- An ability to communicate;
- A general neatness of appearance;
- A willingness to co-operate;
- Free from substances abuse;
- Spousal support; and
- Financial propriety.

5. Training

Generally a Degree or Diploma from Vose Seminary which includes Denominational Distinctives.

6. Personality and Aptitude Assessment

Applicants for the ministry will be required to submit themselves to such professional examination for psychological, personality and aptitude assessment as the Accreditation Team requires.

7. Transfers

Persons who commence pastoral ministry in a BCWA constituent church or ministry, and have previously been Accredited with another state or denomination, can apply to have their credentials transferred, and will need to meet the normal requirements as determined by the BCWA Council.

8 Special Case Exemptions (Exceptions)

Notwithstanding any of the above, the Accreditation Team may, at its discretion, consider and recommend to BCWA Council, the accreditation of persons who present special characteristics which do not fully comply with the above conditions.

9. Currency of Accreditation

All Accredited Pastors, Pastors in Training who are practicing in ministry will require Currency of Accreditation from the Baptist Churches of Western Australia. This currency shall cover a period of three (3) years.

Requirements for Accreditation Currency

In order to fulfill the requirements of currency of accreditation a person will need:

- To be currently practicing in a ministry appointment.
- Have current Safe Church Endorsement with Baptist Churches Western Australia.
- Have an agreed supervisory arrangement for professional or pastoral supervision that is verifiable by their Supervisor;
- To have fulfilled an agreed programme of Professional Development over any previous period of accreditation to be verifiable from their Professional Development Log.
- To have a proposed course of Professional Development agreed to by Accreditation Team for the next three year registration period.
- To sign and abide by the *Code of Ethics and Ministry Practice* for the BCWA.
- Marriage celebrant's Licenses will be dependent upon successful and current Accreditation.