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Acknowledgement of Country

We pay our respect to Elders, past and present, of the First Nations people on whose land we minister, for the way they have stewarded the Lord's good creation. We pray they continue this task, trusting that our Creator will continue reconciling all things to Himself in Jesus Christ.

Welcome

Dear friends,

It is a privilege to introduce the second edition of our Member Guide. The Member Guide serves as a vital resource, detailing the benefits and services offered by our Baptist Ministry Centre and highlighting the unity and strength we find as we serve each other in the association of churches.

In the contemporary world, the concept of collaboration is frequently emphasised as organisations strive to support one another in achieving shared goals. This idea resonates deeply with the Apostle Paul's approach as he partnered with various churches to spread the gospel. In Philippians he writes, "I always pray with joy because of your partnership in the gospel from the first day until now..." (Php. 1:4-5). Paul also valued individual partnerships, exemplified by Epaphroditus, who ministered to him during imprisonment.

Like the early church, we share a powerful vision: *to be an empowering movement that helps pastors, ministries, churches, and their communities say "Yes" to Jesus*. This shared vision, which we all contribute to, unites us and gives us a larger purpose. We can achieve this vision through intentional partnerships, where each of us has a role to play in proclaiming the gospel, making us feel empowered and responsible.

We must reflect on what this gospel partnership means for us as a union of churches. Our opportunities for collaboration in gospel work are not only essential in this age but also more accessible than they were for the first century church. This accessibility should encourage us to reflect on how we are practically applying the catchphrase "Better Together" as we engage in gospel work in a world that presents us with numerous opportunities.

May this Member Guide inspire and equip us to continue our collaborative journey, united in our mission to share God's love and truth with the world.



Pastor Victor Owuor
Director of Ministries

Our Story

1896

Our journey began in 1896 when four West Australian Baptist churches formed The Baptist Union of Western Australia, also known as Baptist Churches Western Australia (BCWA). Their goal was to engage more effectively in mission work, which at the time, was focused overseas.

Want to know more about the history of BCWA?

Check out the Baptist Historical Society.
archives@baptistwa.asn.au



**Baptist Historical Society
of Western Australia Inc.**

Today

Today, our movement is made up of more than 100 churches who, while maintaining their autonomy, have come together for mutual support and encouragement to do what most churches would find difficult to do alone.

We have evolved to become a theologically diverse, multicultural, and intergenerational association, representing over 20,000 people.

Together, we are striving to become the kind of churches described in the Bible, where there is relevant teaching, heart-felt worship, honest relationships, constant prayer, and compassionate care for those in need. We realise each church is called to reach their own community in their own unique way, but there are ways we can assist one another to be more effective.



“Woodvale Baptist Church commenced as a church plant by North Beach Baptist in 1985 in the then fast-growing suburb of Kingsley. Reflecting upon our 40 years, a Bible verse that encapsulates our thoughts is 1 Corinthians 2:9 which says, “No eye has seen, no ear has heard, no heart has imagined, what God has prepared for those who love Him”. As our church has grown numerically and spiritually over the past 40 years, this verse reinforces to us the way God has worked through WBC in our local community and into the wider world. Back at our beginning we could not grasp or imagine this, and it also serves as an encouragement to our church as we look to the next 40 years.”

Rob Furlong, Senior Pastor, Woodvale Baptist Church

Better Together



Australian
BAPTIST
MINISTRIES

Australian Baptist Ministries is a member of the international Baptist community through the Asia Pacific Baptist Federation and the Baptist World Alliance.

BCWA joins with the other State Baptist Unions across Australia to form Australian Baptist Ministries.



Partners

- Baptist Mission Australia
- Baptist World Aid Australia
- Baptist Business Services
- Baptist Financial Services
- Baptist Insurance Services
- Morling College
- BaptistCare
- Baptist Education
- Crossover
- A Just Cause



Baptist Ministry Centre

The Baptist Ministry Centre assists churches by providing support in the following areas:

- Ministry Support
- Standards and Development
- Finance and Administration
- Events
- Baptist Camping Centres

Mission, Vision, Values

Mission

Building a Healthy Church

Vision

An empowering movement helping pastors, ministries, churches, and their communities say "Yes" to Jesus.

Values

We value living lives that are fully dependent on God in obedience to Christ and the Bible

We value building trust within Baptist churches of Western Australia

We value generous hearts that are committed to building the kingdom of God

We value all people inside and outside the family of God – every generation, every culture

We value doing our best because it honours God and inspires others

We value integrity – committed to being honest, transparent and above reproach

We value community because we are stronger when we work together



2025 Snapshot

104
churches



34 regional and rural churches

31 culturally and linguistically diverse churches



11,900+
average weekly attendance

20,200+
total community connected to BCWA churches



8,100+
total church membership

336

baptisms

Healthy Churches Framework

Baptist Churches Western Australia (BCWA) is committed to *building a healthy church*. Each local church is committed to growing in health, aided by the Baptist Ministry Centre which provides support and development for churches and their leadership.

What makes a Baptist church in Western Australia healthy?

A healthy church has a clear Jesus-Centred **identity**. The leadership and the congregation know why their local church exists, its call and God-given purpose, what they believe, their culture and values, and how Baptist principles are applied in their context.

A healthy church is a strong **organisation**. The church develops and maintains structures to support health. This includes the church's constitution, congregational governance practices, policies and procedures, Safe Church practices, financial management and more.



A healthy church has effective **leadership**. This includes board members, pastors, staff, and volunteers. Effective leadership is Spirit-led, servant-hearted, trained and skilled, continuously learning and listening, team-oriented, and sustainable.

A healthy church sees fruit in **ministry and mission**. The work of the church helps people of all ages and backgrounds say “Yes” to Jesus for the first time and in every season.

A healthy church connects with other Baptist churches in the belief that we are better together. They do this through **collaboration, innovation, and invitation**: doing life together with other churches, working towards the future and trying new initiatives, and inviting new leaders to participate in God's work through the churches.

Strategic Plan Overview

Find the 2025-2030 Strategic Plan with the full list of initiatives and outcomes on the BCWA website.

baptistwa.asn.au/resources



1 We will assist BCWA churches to develop pastors and leaders.

INITIATIVE 3 of 4:

Promote strategic environments for leadership development (e.g. through camping centres, events, internships and Morling College).

4 We will assist BCWA churches to grow Young Generations ministries.

INITIATIVE 1 of 3:

Develop targeted events and experiences to resource and equip young generations for leadership.



2 We will assist BCWA churches to grow in organisational health.

INITIATIVE 1 of 3:

Foster increased connection between churches and with the Ministry Centre around organisational health, as an expression of our value of being 'better together'.



5 We will ensure effective and efficient management of the Baptist Union of Western Australia.

INITIATIVE 4 of 4:

Equip and empower churches for evangelism, outreach and church planting.

3 We will assist BCWA churches to reach their communities effectively.

OUTCOME 3 of 3:

Total number of baptisms are more than 1,500 between 2025-2030.



6 We will operate vibrant Camping Centres that support and enhance the ministry and impact of Christian ministries in Western Australia.

Membership

BCWA consists of Member Churches who, while maintaining their autonomy, have united for mutual support and encouragement to do what most churches would find difficult to do alone.

The Relationship Agreement is a covenantal agreement between Member Churches, administered by the Council and the Baptist Ministry Centre, and contains the requirements for ongoing membership of BCWA.

Member Churches practically, prayerfully, and financially support one another as we share the good news of Jesus Christ locally, nationally, and globally. When a church joins BCWA they agree to the eight commitments listed and explored in the following pages.

Please contact the Baptist Ministry Centre if your church:

- Is considering a change to, or has recently changed, its constitution, statement of faith or other doctrinal statements, governance structure or ACNC registration.
- Has become aware of a potential Safe Church or Standards concern.
- Membership drops below 15 people.
- Has become aware of a potential Person of Concern.
- Has become aware of conflicts or receives a complaint.
- Has a pastoral vacancy, staff change, or is employing a pastor.
- Is unable to meet the minimum Annual Partnership Ministry Contribution of 5% annual general church income.
- Is considering planting a church or partnering with another church.
- Is considering starting a separate ministry arm (e.g. a service organisation, childcare).

 (08) 6313 6300

 hello@baptistwa.asn.au

Relationship Agreement

*Member Churches of The Baptist Union of Western Australia
Incorporated (BUWA) agree to:*

- 1** The Constitution of The Baptist Union of Western Australia Incorporated. **p. 12**
- 2** Adopt and maintain a Constitution and doctrinal statement compatible with the Statement of Faith of the Union, that also expresses the principle of Congregational Government. This includes the principle that the final authority for the Church is vested in the Church Members' Meeting. **p. 14**
- 3** Actively engage in our mutual relationship with one another through participation in Assembly and other discussions and forums, in person or online. **p. 15**
- 4** Adopt, implement, and maintain appropriate policies and procedures for the ongoing safety and governance of the church, consistent with relevant legislation and denominational requirements. **p. 20**
- 5** Appoint Pastoral Staff who are Registered with BCWA, or apply for Registration within six months of their appointment. **p. 23**
- 6** Financially support shared ministries through the Annual Partnership Ministry Contribution of a minimum of 5% annual general church income. **p. 28**
- 7** Complete and submit the church annual statistical return to BCWA. **p. 28**
- 8** Open communication with BCWA in meeting these responsibilities and expectations. **p. 28**

1. The Constitution of The Baptist Union of Western Australia Incorporated.

The Constitution outlines how The Baptist Union of Western Australia operates as an incorporated association. The Union is also known by its trading name Baptist Churches Western Australia (BCWA). The membership of BCWA is made up of Member Churches. Like the local church, the membership is the final authority in all matters related to BCWA.

Delegates from Member Churches meet annually as the Assembly. Assembly appoints the members of Council, who are accountable to the Assembly to fulfil the responsibilities delegated to them for the effective governance and management of BCWA. Assembly also considers specific appointments, such as the Director of Ministries, receiving new Member Churches, and recognising Accredited Persons in Ministry.

Churches seeking to become a Member Church will be asked to sign that they have read the BUWA Constitution, including the Statement of Faith, and understand the relationship between their local church and the Union.

Doctrinal statements are theological positions on specific matters. The BCWA Doctrinal Statements can be adopted by Member Churches. Local church doctrinal statements need to be compatible with the BCWA Statement of Faith. Where a Member Church does not have a position on a particular topic, the BCWA position is assumed to apply.

Member Churches are aware of...

The following BCWA Policies and Guidelines apply to Member Churches:

- Membership Policy for Member Churches of BCWA
- Accreditation Policy
- Guidelines Concerning Congregational Government
- Complaints Management Policy

The following BCWA Policies provide the framework for how BCWA appoints and oversees Baptist Ministry Centre staff and Accreditation:

- Statement on Women and Men in Ministry
- Human Sexuality and the Church
- Divorce and the Ministry

All these documents are available on the BCWA website.

baptistwa.asn.au/resources

Statement of Faith and Baptist Distinctives

The Statement of Faith is a set of core beliefs that unite Baptist churches in Western Australia. It also incorporates key Baptist distinctives and the core values that shape the Baptist way of living as Christ's church.

It was updated in 1997 by Assembly to incorporate accessible language and encourage mutual respect of diverse opinions on non-essential matters. It was also written to be a training tool for churches disciplining their community around core elements of faith.

Find the BCWA Statement of Faith on the BCWA website.
baptistwa.asn.au/resources



Baptist Distinctives

Biblical authority

Autonomy of the local church

Priesthood of all believers

Two ordinances - Baptism and the Lord's Supper

Individual soul liberty

Saved and baptised church membership

Two offices of leadership

Separation of Church and State

Australian Baptist Values



JESUS-CENTRED



COMMUNITY



MISSION



FREEDOM

The Values Project promotes conversation about shared Australian Baptist values. It explores four values at the heart of where we have come from, and where we are going: Jesus-Centred, Community, Mission, and Freedom.

Find resources including videos and discussion guides at The Values Project by Australian Baptist Ministries.

baptist.org.au/the-values-project

**—THE—
VALUES
PROJECT**

2. Adopting and maintaining a Constitution and doctrinal statement that is compatible with the Statement of Faith of the Union and expresses the principle of Congregational Government, including the principle that the final authority for the Church is vested in the Church Members' Meeting.

The Baptist Ministry Centre assists churches with governance training, tools and information, and creating position statements on specific issues. Churches are encouraged to consider the BCWA positions (available on the BCWA website) and may choose to adopt these for their own church context. Where a church does not hold a position on an issue, the BCWA positions will be assumed to apply.

When becoming a Member Church, the Baptist Ministry Centre team will assist in the development of your constitution and statement of faith consistent with the BUWA Constitution and relevant policies. The team will also assist your local governing body to understand how to operate according to your constitution and statement of faith.

We require existing Member Churches to involve the Baptist Ministry Centre team if you are considering making changes to your constitution, statement of faith or any doctrinal statements, and to inform the team if any changes have been made.

Baptist Ministry Centre

The Baptist Ministry Centre was established by local Baptist churches to facilitate building healthy churches together. Throughout the following pages you will see many ways that the team at the Baptist Ministry Centre can assist your church.

The Baptist Ministry Centre is also home to the Western Australian branches of Baptist Business Services, Baptist Financial Services, Baptist Insurance Services, and Baptist World Aid Australia.

21 Rowe Avenue, Rivervale
(08) 6313 6300
hello@baptistwa.asn.au



3. Actively engaging in our mutual relationship with one another through participation in Assembly and other discussions and forums, whether in person or online.

There are many ways that churches can engage in ministry together. As a starting point, we encourage churches to get to know neighbouring Baptist churches and consider partnering together. When seeking to become a Member Church, a church can expect their pastor/s and governing body members to attend Assembly as an observer, introduce themselves to nearby Baptist churches, and connect with other pastors and leaders through various opportunities.



The Baptist Ministry Centre assists churches to collaborate through the following ministries:

Culturally and Linguistically Diverse Churches (CALD)

More than 20 different languages are spoken in Baptist churches across WA. Over the past 20 years, there has been significant growth in the ministry of Culturally and Linguistically Diverse churches within BCWA. The BCWA Ministry Support Team has been helping and equipping churches — particularly young leaders — through conversations, workshops, and encouraging them to think about “the church of tomorrow”. The team is committed to helping build healthy CALD churches so ministry can thrive, with the goal that every generation says “Yes” to Jesus.

Church Planting and Revitalisation

BCWA and its Member Churches have a strong history of church planting, and this remains a priority moving forward. The Baptist Ministry Centre assists by facilitating collaboration between churches so that every church that wants to be involved in church planting and revitalisation can be. It also provides support for leadership groups and connects groups with training and funding organisations to help them start strong.

“Church planting is an adventure. We’ve stepped out with faith, not a guarantee. But we’ve seen Jesus already at work - softening hearts, and drawing people into His story. It’s not about our strength, but His.”

Belinda Lakelin, Campus Pastor,
High Wycombe Church Plant

State Baptist Youth Camp (SBYC) offers churches an opportunity to join an annual camp in March at Serpentine Baptist Camping Centre. Once a Member Church signs up their youth group, they can focus on supervising, connecting, and discipling their youth while SBYC runs and coordinates the camp. It is an action-packed weekend with Baptist youth groups from around WA, full of worship, teaching, and lots of fun.



Attracting over 1,100 participants from Baptist churches around WA, **SportsFest** is a weekend of sports, fun, and connection. Sport is a language that crosses social, cultural, and religious boundaries. As a result, SportsFest is an opportunity for young adults in our churches to invite their friends and family — who may not know Jesus — to come along as a part of the church team. SportsFest runs annually on the September long weekend in Australind.



Baptist Camping Centres
WESTERN AUSTRALIA

Serpentine Baptist Camping Centre

Only 45 minutes southeast of Perth CBD, the centre sits among well-maintained lawns, with cabins shaded by gum and peppermint trees. Guests have access to bushland adventures, in-house recreational facilities and the optional use of third-party adventure providers. Plus, Serpentine Falls and the Serpentine National Park are nearby.

Busselton Baptist Camping Centre

Located on beachfront land, Busselton Baptist Camping Centre can cater to large groups or be split into smaller areas. The layout allows for private accommodation seekers to stay alongside organised community groups with minimal impact on one another. Accommodation options include cottages and dormitory-style facilities.



Green Team's motto, "let your light shine", describes the ministry's desire to be God's light in the Leavers community. Green Team has been serving WA Leavers for more than 14 years, demonstrating to them that the local church is relevant and loves them no matter who they are and where they are at. Green Team is seeking volunteers with a heart for service to join the team each year in November.

Partners of BCWA assist churches through the following ministries:



Australian Baptist Ministries (ABM) is the national body through which national affiliated ministries, state unions and local churches partner together in support of key national and international ministries.

baptist.org.au



A Just Cause is an initiative of ABM that fosters collaborations in advocacy across Australian Baptist churches. The initiative assists churches as they pursue justice on local and national issues. Connecting people with resources, A Just Cause helps churches get informed and educated, supporting advocacy campaigns and providing practical opportunities to serve.

ajustcause.org.au



ABM supports outreach and evangelism across the nation through **Crossover**. Crossover provides encouragement, training, and resources to help Australian Baptists share Jesus. Crossover leads national projects in evangelism, church planting, and church revitalisation.

crossover.org.au

"We had the joy of baptising five young adults in National Baptism Week as part of the morning service. After the service, another man said he would like to talk about getting baptised and another gentleman visiting the church wants to know more about Jesus. God is good!"

Perth Baptist Church

National Baptism Week is an opportunity and a prompt for churches, youth groups, small groups and

**NATIONAL
BAPTISM
WEEK**

ministries to celebrate, talk about and offer baptism. Just as God came looking for us before we looked for Him, we want to be a movement that is proactive in offering baptism as the tangible way of responding to the great news. Rather than waiting for people to apply, we want to make baptism into Christ as available as Christ Himself is.

crossover.org.au/national-baptism-week

BAPTIST WORLD AID

Baptist World Aid Australia (BWAA) is the international aid and development arm of Baptist churches in Australia. Through BWAA, BCWA churches can partner with local Christian organisations in 24 countries where hunger, poverty, and injustice are prolific. Churches and individuals partner with us through community development projects, child sponsorship, disaster response and advocacy. We see a better world for all that is motivated by Christ's love of all.

Ed Devine, Church Relationship Manager WA
ed.devine@baptistworldaid.org.au

“Through our partnership with BWAA we’re encouraged to pray, consume ethically, give generously, and advocate courageously, following Jesus so that all can enjoy fullness of life as God intends.”

Jonathan Anthony, Senior Pastor, Mount Pleasant Baptist Church



Baptist Mission Australia



Lisa Cornish, WA State Leader
lcornish@baptistmissionaustralia.org
www.baptistmissionaustralia.org

Baptist Mission Australia (BMA) is the intercultural mission arm of Australian Baptist churches. Through speaking engagements, one-on-one conversations, courses, resources and events, BMA invests in the mission and ministry of local churches. You can get involved with BMA by exploring the Mission Course, joining May Mission Month, the annual Walk the World Prayer event, and supporting Friends of Baptist Mission Australia events. Together, we are senders, prayers, goers, and Good News sharers, spreading God's love in communities around the world and across Australia.

Photography by **Nick Bertke**, taken during a Global Exposure visiting BMA Intercultural workers in Thailand.



Baptist Relief Fund

The objectives of the **Baptist Relief Fund** are to provide relief to individuals residing within Australia experiencing suffering, distress, destitution or helplessness, including, but not confined to drought, flood and fire. The fund is activated by the Board of Directors, in partnership with local Baptist churches.

William Kennedy Foundation Inc

The William Kennedy Foundation, an investment trust and registered charity, provides an investment facility for the management of the Thomas Bailey Trust, Minnie Bairstow Trust, and other trusts.

Thomas Bailey Foundation

The Thomas Bailey Foundation supports the Baptist Historical Society of WA Inc. and BCWA for the benefit of local mission or a Member Church which has an identifiable need.

Minnie Bairstow Trust

The Minnie Bairstow Scholarship assists with accommodation costs for tertiary students who are Aboriginal or Torres Strait Islander, study and live in Perth, and are enrolled as a full-time or near full-time, face-to-face student in a university course.

minniebairstowscholarship.org



As a leading not-for-profit Christian-based care organisation, **BaptistCare** delivers exceptional, person-focused care to older Australians and people living with disadvantage. With over 14,000 employees and volunteers nationally, BaptistCare provides services to people of all faiths and backgrounds. Offered in partnership with the Baptist churches of WA, BaptistCare's free Demystifying Aged Care information sessions are informative and create a connection point for the community to engage with the local church.

baptistcare.org.au

Baptist Education

Baptist education fosters holistic development across the entire learning journey - from the early years to higher education - guided by Christian values that shape both character and curriculum.

Early learning centres create nurturing environments, laying foundations of belonging, wonder and spiritual growth. Baptist schools then build on this with academically rigorous and relationally rich programs, helping students flourish in wisdom, integrity and service. At the tertiary level, Baptist higher education equips leaders and thinkers through faith-informed learning, supporting both vocational pathways and lifelong discipleship.

Together, more than twenty Baptist education communities cultivate hearts and minds that are not only well-formed, but kingdom minded.

baptistwa.asn.au/find-education

4. Adopt, implement, and maintain appropriate policies and procedures for the ongoing safety and governance of the church consistent with relevant legislation and denominational requirements.

We are committed to creating and framing environments where people flourish. Good governance flows from God's call to steward and care for what He has given us: the good news of Jesus, our local community, resources, and the wider community.

The Baptist Ministry Centre helps churches be aware of, and make progress toward, meeting their policy and procedure obligations. This includes ACNC requirements, Reportable Conduct, Safe Church Policy, Work Health and Safety, Risk Management, Financial Management, Employment, Copyright, Privacy and Security, and Property.

"The Baptist Ministry Centre has been an invaluable support to our church, offering wise and timely pastoral guidance in moments of need. Their expertise has greatly assisted us in navigating constitutional matters with clarity and confidence. We are also deeply thankful for their ongoing commitment to Safe Church practices, helping us create a culture of safety and accountability for all."

Paul Colyer, Senior Pastor, Busselton Baptist Church





Safe Church

BAPTIST CHURCHES WESTERN AUSTRALIA

The Standards and Safe Church Team assist churches as they implement Safe Church across their community, informing church leaders about legislative and standards requirements and providing Safe Church training in a variety of forms to equip leaders and volunteers. The team also provides support and answers to tough questions if things go wrong.

If you have questions or need support around Safe Church in your community, the Standards and Development Team would love to hear from you.

safechurch@baptistwa.asn.au



“The Baptist Ministry Centre keeps us, the church, in the loop of meeting compliance and safeguarding everyone in the church the right way. We could never do it on our own.”

2025 Response Officer Training Attendee

National Redress Scheme

The Standards Team works with churches regarding the National Redress Scheme and other civil legal matters.

BCWA is the contact point for all Baptist churches in Western Australia who have agreed to participate in the National Redress Scheme. If an application is made against your church through the Scheme, we will provide assistance in the investigation and development of a response.

Persons of Concern

Australian Baptist Ministries adopted the Person of Concern process approximately 20 years ago. Information about Persons of Concern can be found in a document titled “An Australian Baptist Response to Persons of Concern”, found on the BCWA website. This process is used when a person is attending, or wishes to attend your church, but has been convicted of, or has been the subject of, an allegation of a sexual offence. In these situations, the team can work with your church to develop a Safety Agreement that cares for and keeps all parties safe.

If you believe your church may be needing a Person of Concern process, please contact the Baptist Ministry Centre.

sue.ash@baptistwa.asn.au



A ministry of ABM, **Baptist Insurance Services (BIS)** enables Australian Baptists by developing, educating, and providing comprehensive risk management and insurance programs. BIS supports Baptist organisations so they can concentrate on proclaiming the good news of Jesus Christ whilst minimising the need to take critical funds away from the important ministries they run.

The State Manager, Gail, is available at the Baptist Ministry Centre and at events and workshops throughout the year. Gail is happy to meet in person or hold presentations with boards and leadership groups.

Gail Maddocks, WA State Manager
0499 800 930 | (08) 6313 6300
gail.maddocks@baptistinsurance.com.au



For over 40 years, **Baptist Financial Services (BFS)** has helped ministries get the funding and support they need to build and expand their ministry operations — they partner with 87% of Baptist churches in WA. BFS supports Baptist churches with accounts, services, church giving, and loans. They also sponsor local events like BCWA Pastoral Retreat, SportsFest, Global Leadership Summit, CMA workshops, BCWA governance, finance and administration training and more.

Shelley Bartels, Relationship Manager WA
0417 970 042
shelleyb@bfs.org.au
accounts@bbss.org.au



Baptist Business Services

Baptist Business Services (BBS) understand that staying on top of bookkeeping and payroll can be a burden, especially if it does not fall within the skillset of your team. At BBS, we handle the financial side of your operations — including the complexities of specific laws that apply to churches — so you can focus on your mission. BBS helps clients migrate to industry-leading accounting and HR software, streamline bill paying and reimbursement processes, and assists with payroll (including Single Touch Payroll). They also provide detailed monthly reporting, IAS and BAS preparation and lodgement, facilitate audits and statutory reporting (if required), and provide phone support.

“I am so thankful for the service of Baptist Business Services. BBS understand churches, their needs and their pastors. In my highly transitional community BBS provided reliable, consistent, and excellence in payroll, bookkeeping and compliance issues. When I don't understand something BBS are happy to help out without embarrassing me with my lack of knowledge.”

Gavin Douglas, Pastor, Tom Price Baptist Church

5. Appoint Pastoral Staff who are Registered with BCWA, or apply for Registration within six months of their appointment.

Registration and Accreditation

Alongside the Baptist distinctive of the priesthood of all believers, we also believe that Christ gives leaders to his church, including those set aside for pastoral ministry. This is particularly important in demonstrating appropriate processes for the appointment and supervision of pastoral staff, and for those we call “Pastor”.

Registration with BCWA assists churches in ensuring that those called into pastoral ministry are equipped and engaged in ongoing pastoral development and supervision, are aware of their legal and ethical obligations, and of the BCWA context. Registration is reviewed and renewed every three years.

Accreditation involves recognition by Assembly, certifying people as suitable for ministry within or on behalf of BCWA. It recognises pastors having met specific requirements and that they possess appropriate qualifications, experience and credentials for pastoral ministry. It is a process undertaken over several years and is administered by BCWA on behalf of Member Churches. Category 1 Accreditation of Persons in Ministry is the equivalent of ordination in other denominations. BCWA has been accrediting women in pastoral ministry since 1995.



Baptist Pastoral Retreat

The Baptist Pastoral Retreat is held annually in April and is open to pastoral leaders, chaplains, and their spouses.

“Going to the retreat is like having your cup filled to the next level! Being able to pause to reflect, soak in some amazing sermons, spend time with your spouse and other's doing ministry is just the encouragement I needed to be re-energised to keep on striving for the Lord!”

2025 Baptist Pastoral Retreat Attendee

Contact the Baptist Ministry Centre for more information.

Registration process as a Person in Ministry

A Person in Ministry includes Senior Pastors, Associate Pastors, Ministers, Chaplains, church planters, missionaries, and religious workers.



Expression of Interest (EOI): For unregistered individuals seeking a pastoral position within the BCWA context or churches wanting to pre-screen applicants for a formal ministry position. For individuals, an EOI application includes completing an EOI Application Form, providing a Pastoral Profile, and a Safe Church and Standards screening. Once accepted, an individual's name will be added to the list of people available for a pastoral appointment.

For churches, we strongly recommend that you contact BCWA prior to making pastoral appointments to ensure that appropriate Standards checks are completed, and that the appointee would be eligible for Registration and/or Accreditation.

Registration: Persons in Ministry can be registered as:

- a Local Appointment,
- an Accreditation Candidate or,
- an Accredited Person in Ministry.

Registration as a Local Appointment acknowledges a local church decision and expires when a person concludes the role within the local church. Churches should ensure that the appointment meets the Australian Taxation Office definition for Minister of Religion.

Accreditation: Persons seeking Accreditation will usually first be registered as an Accreditation Candidate while completing any required studies and experience. Accreditation Candidates are eligible to be nominated as a Marriage Celebrant, and to use the prefix "Ps".

Active Accredited Persons are eligible to be nominated as a Marriage Celebrant; use the prefix "Ps" when in current ministry and are eligible to vote at Assembly.

Ongoing Formation: All Registered Pastors are required to engage in professional Supervision, fulfil a Professional Development Plan (in consultation with the local church and the Accreditation Team), and maintain Safe Church Endorsement.

Helping Churches with Pastoral Appointments

The Baptist Ministry Centre has a range of resources to assist churches with pastoral appointments. We encourage local church governing bodies to seek advice and assistance at each stage of the journey to ensure good processes and a healthy church and pastor relationship.



Peer Groups

Peer Groups connect pastors, providing relational and spiritual support for life and ministry — there are over 125 pastors connected in a Peer Group across WA. Peer Groups typically meet once every six weeks and are structured around connection, prayer, and development. They are often hosted by a facilitator who helps foster a safe environment where vulnerable sharing can take place.

“I’ve been in my peer group for many years now. This group of peers have been able to walk alongside me during the highs, and lows of my ministry journey and are always a source of encouragement and strength. I highly recommend a committed involvement with a peer group over the long term.”

James Middleton, Lead Pastor, Austin Cove Community Church



Young Generations

Effective ministry with young generations and their families is vitally important for healthy churches. Our desire is to support churches as they equip and empower leaders for fruitful ministry with children, youth, and emerging adults. As churches engage with practical and intentional strategies to encourage robust faith we will continue to see an increase in lifelong discipleship across all generations.

“Being able to do ministry alongside Baptist churches across WA, like having a combined youth camp, is such an encouragement for me. I can see that the young generation of emerging adults, youth and kids are on fire for Jesus and I can’t wait to see how God will continue to grow His people.”

Lauren Eddy, Youth Intern,
Riverton Baptist Community Church

mim.hosking@baptistwa.asn.au

younggen.baptistwa.com.au



Supervision

BCWA are participants in the National Framework for Supervision, adopted by ABM, and require all pastors to participate in ongoing pastoral or professional supervision external to their places of ministry. Supervision is a requirement to maintain Registration, along with Safe Church endorsement, and a Professional Development Plan. BCWA recommend that churches allocate a budget for supervision of pastoral staff.

The Pastor can choose their own Supervisor from a list of qualified Supervisors maintained by BCWA. Pastors need to notify BCWA of the appointment of a Supervisor, and Supervisors must be listed with BCWA.

www.baptistwa.asn.au/for-pastors/

CALD Supervision

BCWA recognises that there are specific challenges for Culturally and Linguistically Diverse (CALD) churches and pastors when accessing Supervision. To assist here, BCWA have appointed a qualified Professional Supervisor and experienced Pastor to provide Supervision on behalf of BCWA. Please email Mike Bullard for more information.

mike.bullard@baptistwa.asn.au

Human Resources Support

Pastors, Chaplains, Ministers of Religion, and Religious Practitioners are all names used to describe those set aside as Persons in Ministry, a unique position in law. There is no union nor award that covers the role, and in the past, such a calling was outside employment law. However, today it is generally understood that in the BCWA context, pastors are the equivalent of an employee. For a Person in Ministry to be eligible to receive Non-Reportable Fringe Benefits Tax, it is important to consider Australian Taxation Office (ATO) Tax Ruling TR 2019/3.

BCWA provides a Statement of Understanding (SOU) which outlines the unique nature of the call, considers the local church constitution, national employment standards, and the ATO recognition of Ministers of Religion. This is supported by Pastor-Church Agreement Guidelines, which cover matters such as leave entitlements, the working week, insurances, superannuation and other elements of the SOU. Templates for SOU, along with other appointment resources are available on the BCWA website.

BCWA publishes recommended Stipends annually, scaled according to Registration status and experience. The Head of Finance and Administration is available to assist with enquiries regarding stipends, Non-Reportable Fringe Benefits Tax and other employment matters. The latest recommendation can be found on the BCWA website.

baptistwa.asn.au/resources



MORLING
COLLEGE

Where is God calling the members of your church congregation?

At **Morling College**, we are passionate about equipping followers of Christ through biblically grounded education—so they can serve with confidence wherever God calls them. We support Baptist churches directly by preparing emerging leaders and further developing experienced pastors.

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6. Financially support shared ministries through the Annual Partnership Ministry Contribution (a minimum of 5% annual general church income).

BCWA support is only possible due to financial support from Member Churches. It is expected that churches will contribute 5% of their annual income towards their Annual Partnership Ministry Contribution. Please note, income received for designated mission or building funds is not included as annual income.

7. Complete and submit the church annual statistical return to BCWA.

To assist BCWA in setting an annual budget, churches submit their statistics, including their proposed contribution, each July. These statistics also help BCWA create a yearly snapshot of Baptist churches in Western Australia. The 2025 Snapshot, based on the information submitted in July 2025, can be found on page seven of this Member Guide.

8. Open communication with BCWA in meeting the previous seven responsibilities and expectations.

We deeply value our relationship with churches - hearing stories of how God is working in your community and partnering with you in prayer. We also understand that your church's circumstances may change over time. That is why we encourage open and ongoing communication, so we can better support and stay informed about your ministry.



Become a Member Church

*Expression
of Interest*

New church plants and existing churches seeking affiliation with BCWA can apply to become a Member Church. The Baptist Ministry Centre will assist the church and its leadership through a process that confirms the church's eligibility and assists the church to meet all elements of the Relationship Agreement.

*Members
Agreement*

An **Expression of Interest (EOI)** form begins the process and initiates conversations with the church and an eligibility check. The church will hear about the privileges and responsibilities of being a Member Church before making a decision at a local church **Members' Meeting** to proceed toward BCWA church membership.

EOI Outcome

An Assessment Team will then assess the EOI and inform the church of the decision to begin a pathway toward membership.

*Pathway
<2 Years*

The **Pathway to Membership** can take up to two years and involves a church working toward meeting all requirements of the Relationship Agreement. The Baptist Ministry Centre team assists churches with training and resources to meet these requirements.

*Application
Membership*

At the conclusion of the pathway, an **Application for Membership** is submitted to the BCWA Council for provisional approval, before Assembly votes to accept the church as a Member of BCWA.

*Ongoing
Membership*

The church then continues the journey of learning and growing through **Ongoing Membership** with support from the Baptist Ministry Centre.

Contact Us

General Enquiries

Matt Chapman	hello@baptistwa.asn.au
Anneliese Faase	reception@baptistwa.asn.au
Marianne Walker	marianne.walker@baptistwa.asn.au

Accreditation and Registration

Accreditation Team	accreditation@baptistwa.asn.au
Marianne Walker	marianne.walker@baptistwa.asn.au

Baptist Camping Centres

Ben Jefferies	ben.jefferies@baptistwa.asn.au
Sandra Tioke	sandra.tioke@baptistwa.asn.au
Camping Centre Bookings	bookings@baptistcampingcentres.org

CALD Churches

Cung Uk Lal	cung.lal@baptistwa.asn.au
Mike Bullard Equipping/Supervision	mike.bullard@baptistwa.asn.au

Church Constitution and Governance

Nathan Seinemeier	nathan@baptistwa.asn.au
Glenn D'Vauz	glenn@baptistwa.asn.au

Church Planting and Evangelism

Ministry Support Team	hello@baptistwa.asn.au
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Complaints

Nathan Seinemeier	complaints@baptistwa.asn.au
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Council

BCWA Council	council@baptistwa.asn.au
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Events

SBYC and Baptist Pastoral Retreat	events@baptistwa.asn.au
SportsFest	sportsfest@baptistwa.asn.au
Green Team	greenteam@baptistwa.asn.au

Finance, Administration, Property, and Human Resources Support

Glenn D’Vauz	glenn@baptistwa.asn.au
Marianne Walker	marianne.walker@baptistwa.asn.au

Pastoral Search and Pastor Review

Pastor Review	hello@baptistwa.asn.au
Matt Chapman Pastoral Search	matt.chapman@baptistwa.asn.au
Nathan Seinemeier Standards Check	nathan@baptistwa.asn.au

Safe Church and Standards

Nathan Seinemeier	safechurch@baptistwa.asn.au
Sue Ash Professional Standards/POCs	sue.ash@baptistwa.asn.au
Safe Church Workshops	safechurch@baptistwa.asn.au

Workers Compensation

Workers Compensation	workerscomp@baptistwa.asn.au
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Young Generations (Children, Youth, and Emerging Adults)

Mim Hosking	mim.hosking@baptistwa.asn.au
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BCWA Partners in the Baptist Ministry Centre

Shelley Bartels BFS BBS	shelleyb@bfs.org.au
Baptist Business Services	accounts@bbss.org.au
Gail Maddocks BIS	gail.maddocks@baptistinsurance.com.au
Lisa Cornish BMA	lcornish@baptistmissionaustralia.org
Ed Devine BWAA	ed.devine@baptistworldaid.org.au



Baptist Churches

WESTERN AUSTRALIA

-  21 Rowe Ave, Rivervale 6103
-  PO Box 370, Belmont WA 6984
-  (08) 6313 6300
-  hello@baptistwa.asn.au
-  baptistwa.asn.au



Each dot represents a Baptist church, school, or camping centre in WA.