

1. Assembly Resolution

This Recognised Pastor Policy has been established in accordance with the resolution of the Assembly of Baptist Churches of South Australia and the Northern Territory (BCSANT), formerly Baptist Churches of South Australia, held on 18 November 2017 which stated:

That the establishment and administration of the “Recognised” status for people serving in pastoral roles in our churches be adopted as per the proposal.

The following policy builds upon the proposal tabled at the Assembly and is consistent with that proposal.

2. Definition

A Recognised Pastor is a person engaged in a pastoral ministry role by a Member church, who has applied, satisfied the criteria and been approved for the status of Recognised Pastor with BCSANT by the Accreditation and Ordination Committee (AOC).

3. Preamble

3.1. The status of Recognised Pastor is:

- 3.1.1. Specific to the ministry and church location it is granted for and is only transferable with review.
- 3.1.2. Not the equivalent of, nor a replacement for, Accreditation.
- 3.1.3. Not a status that carries any standing outside of Baptist Churches of SA & NT.

3.2. Lead/solo Pastors in Member churches should hold the status of Accreditation or at least be working towards such status and not relying merely on a status of Recognised Pastor.

3.3. Pastors in a church that is an Affiliate Member (Stream A) may apply for the status of Recognised Pastor at the discretion of the AOC and such applications will be considered on a case-by-case basis.

4. Criteria

4.1. To demonstrate suitability for the status of Recognised Pastor, a person must meet each of the following criteria. It is to be noted that the way in which people attain these criteria may vary, depending on their past and present circumstances.

- 4.1.1. **Membership.** Unless otherwise approved by the AOC, the person will have been baptised as a believer, and will be a member in good standing of a Member church.
- 4.1.2. **Ministry Context.** The person will have been serving in an appointed pastoral role in a Member church, at not less than 1 day per week, for at least 12 months.
- 4.1.3. **Church Endorsement.** The Member church in which the person has been in a pastoral role will provide a statement endorsing the person’s application and reporting on how the person has demonstrated competency in their role.
- 4.1.4. **Learning.** The person will have satisfactorily completed some level of Biblical, theological and/or practical training relevant to the area of ministry for which they seek

the status of Recognised Pastor. The person will also have completed the relevant BCSANT training associated with obtaining the status of Recognised Pastor.

- 4.1.5. **Engagement.** The person will have demonstrated a connection to and engagement with the Baptist movement in SA.
- 4.1.6. **Ethical Standards.** The person must certify that they agree with, and will abide by, the Baptist Churches of South Australia and Northern Territory Foundational Values, Code of Conduct and Child Protection Policy, including undertaking BCSANT recommended Child Protection training.
- 4.2. Notwithstanding the above, any person accepted by AOC into the Accreditation Formation Process shall be deemed a Recognised Pastor, such status being reviewed at the completion of or exit from the Accreditation process.
- 4.3. In each case the AOC is delegated responsibility for determining the details of the assessment process used to assess each individual's compliance with these criteria.

5. Process

- 5.1. Applications for the status of Recognised Pastor may be made to the AOC by any person who:
 - 5.1.1. Believes that they meet the criteria set out in this policy, or
 - 5.1.2. Meets some of the criteria set out in this policy and wishes to determine a pathway to meet the remaining criteria.
- 5.2. An applicant is normally required to submit to the AOC a full application for the status of Recognised Pastor. That Application may be submitted in hard copy or electronically. It is required to contain:
 - 5.2.1. An Application form succinctly outlining the basis on which the applicant claims to be ready for the status of Recognised Pastor and providing the information requested by AOC.
 - 5.2.2. Advice of their commitment to and compliance with the Baptist Churches of SA & NT Foundational Values, Code of Conduct and Child Protection Policy.
 - 5.2.3. A current Working with Children Check (WWCC) clearance
 - 5.2.4. If relevant, a letter from the Applicant's spouse to the AOC.
 - 5.2.5. A succinct written statement from the Applicant's Church Leadership Group, with their comments on the application. Specifically this statement must express how the person has demonstrated competency in their role and their suitability for the status of Recognised Pastor.
 - 5.2.6. A draft Personal Learning Plan (PLP) for the next two years of the person's ministry and service. The PLP shall express what the person will endeavour to undertake to further develop their learning and practice in the ministry area in which they are engaged.
- 5.3. The Applicant obtains an Application Pack by contacting the Personal Assistant to the Director of Ministries at the Baptist Centre.

6. Review of Status

- 6.1. The status of Recognised Pastor shall be reviewed for each person when:
 - 6.1.1. Two (2) years have elapsed from initial granting of the status and every two years thereafter; or

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- 6.1.2. There is a change of ministry role within the Member Church; or
 - 6.1.3. There is a move to another Member Church; or
 - 6.1.4. There is concern that any of the necessary criteria are no longer being met.
- 6.2. The Recognised Pastor review may be paused on request due to Parental Leave
- 6.3. At the time of the review it shall be confirmed that the following criteria are still being met:
- 6.3.1. Ministry context of pastoral ministry in a Member Church.
 - 6.3.2. Endorsement by the leadership of the Member Church.
 - 6.3.3. Continued commitment to and compliance with the Baptist Churches of SA & NT Foundational Values, Code of Conduct and Child Protection Policy.
 - 6.3.4. Satisfactory engagement with the previous PLP and approval of a new PLP.
- 6.4. Notification of change of circumstances. In the event of a change in relevant circumstances, e.g. employment situation, marital status, etc., a person with Recognised Pastor status is to advise the AOC in order to enable an appropriate review of their status.

7. Removal of Recognised Pastor Status

A person's status as a Recognised Pastor shall be removed if the person:

- 7.1. Is no longer engaged in a pastoral role in a Member church; or
- 7.2. Is found to have breached the BCSANT Code of Conduct; or
- 7.3. Fails to be compliant with the BCSANT Child Protection Policy; or
- 7.4. Is deemed by the AOC, for any other reason, to no longer meet the criteria for the status.