

Baptist Registration Information for Governance Groups

The Baptist Registration (BR) system includes criteria that requires the involvement of church governance in the application and ongoing outworking of the registration process for pastors. This document includes an explanation of the criteria and information on training that is available for governance groups.

Baptist Registration is managed for the BUNZ by the Carey Centre for Lifelong Learning (CCLL) under the leadership of the CCLL Director, Dr. Glenn Melville.

Baptist Registration

Below is a list of the criteria (in italics) that is required of all registrants. Some of these criteria require the sign off and input of a member of the church elders' or governance board. This criteria is underlined with clarifying information where applicable.

1. *Must be ministering within, or on behalf of a Baptist faith community or entity.*
2. *Current member of a Baptist church.*
3. *Be endorsed by their Baptist faith community or entity or an approved entity.*
This requires the chair of the elders' or governance board to write an approval of the applicant's request for registration.
4. *Have a Terms of Call, Job Description, or recognised equivalent, and work a minimum of 40 hours per month - either paid or voluntary.*
5. *Have a Registration Development Agreement (RDA) with these four components:*
 - *Personal growth and learning*
 - *Baptist whānau engagement*
 - *Professional support*
 - *Annual review*

The RDA must be agreed in consultation with the engaging church's leadership (e.g., elders, governance board)

The RDA needs to be completed in consultation with, or endorsed by, whoever in the church has authority over the applicant/pastor. **The aim of this clause is to ensure that registration benefits both the pastor and the church for whom they work.** It also ensures that leadership are aware of the professional development that is being undertaken by, and may be needed by, the pastor. Information on the content of the RDA is shown at the end of this document.
6. *Yearly cycle - renewed in November each year.*
7. *Hold up to date Police vetting.*
The church needs to ensure that the pastor completes this process every two years.
8. *Registrants are accountable to the engaging faith community/organisation's leadership and the BUNZ in terms of achieving the RDA.*
In September/October each year a review of the RDA will need to be undertaken by the



chair of elders or the governance board with a view to both considering progress against the current RDA and identifying priorities and goals (e.g., learning options choices, whānau engagement, etc) for the upcoming registration period. This would ideally be included as part of an annual review of a registrant's role with the church.

As a part of this annual review pastors are also encouraged to undertake an intentional, self-directed process of ongoing re-evaluation of their call to their role. This is particularly important for those working with a Terms of Call.

Guidance for these reviews can be found [here](#).

9. *While registration is not compulsory, the BUNZ is only able to endorse those leaders who are registered.*
10. *Eligible to be a BUNZ Marriage Celebrant.*

The following information outlines the content of the RDA as mentioned in #5 above. Please note that some of this information is applicable to applicants other than pastors so may not be relevant to a church context. Link to further information [here](#).

The Registration Development Agreement (RDA)

The RDA is completed in consultation with, or endorsed by, whoever in the faith community, Baptist entity or approved organisation has authority over the registrant. The four components of the RDA are outlined below.

1. Personal Growth and Learning

There is a two-tier learning requirement dependent on hours worked:

- **Those working 60 hours or more per month:**
A minimum of 24 hours (3 days) of approved learning per year, 2 hours of which are to be selected from the 'priority learning' options. Learning is approved at the discretion of the CCLL Director.
- **Those working 40 - 59 hours per month:**
A minimum of 8 hours (1 day) of approved learning per year, 2 hours of which are to be selected from the 'priority learning' options. Learning is approved at the discretion of the CCLL Director.

Ministry roles can be amongst the most critical and demanding leadership roles on the planet. Serving a community of faith well requires considerable theological, sociological, organisational, technical, and relational expertise. We acknowledge more 'learning' than the minimum requirements of Baptist Registration are desirable to support and sustain robust leadership and excellence in ministry.

'Approved learning' means learning that will sustain, support, and develop the practitioner's role in ministry. This learning will be approved at the discretion of the CCLL Director.



'Priority learning' option/s will be formed each year through the Leadership Coordination office via an ongoing consultation process.

Additional to the required learning, we encourage registrants who work 60 hours or more to receive regular Spiritual Direction with a qualified Spiritual Director or via a practice of intentional retreat(s).

2. Baptist Whānau Engagement

This engagement fits with our value of associating together as a collective of faith communities seeking to bring gospel renewal to people and places.

There are two engagement requirements for those working 60 hours or more per month and one for those working less than 60 hours per month. The engagement options for each category of leader are shown on the website below.

For those registrants for whom geographical and/or financial constraints mean that attendance at the National Hui or a regional hui is not practicable every year, an alternative can be negotiated with their Regional Leader and endorsing leadership.

3. External Supervision Support

For those working 60 or more hours per month at least two-monthly external supervision by a BUNZ approved supervisor (i.e. minimum six times per year). For those working 40 – 59 hours per month regular professional supervision provided by a BUNZ approved supervisor as agreed upon in consultation with the engaging faith community or organisation's leadership.

External supervision provides a forum wherein practitioners (registrants) can critically engage with their work practice, reflect on their actions, review their decisions, and learn. It is an interactive dialogue between a supervisor and a practitioner. The practitioner is empowered to develop their vocational strengths and competencies and be supported in their personal and professional growth and development. The practitioner is also held accountable to professional standards (e.g., ethics and safety) and defined competencies.

The BUNZ National Support Centre offers a free training programme for potential supervisors twice yearly. This training has enabled us to offer supervision that is affordable.

We recommend that the BUNZ recommended rate and usage of the Ministry Enhancement Allowance (MEA) is reviewed by churches to enable registrants to fulfil this enhanced supervision criteria.

4. Annual Review

In September/October each year a review of the RDA is undertaken within the faith community or organisation with a view to both considering progress against the current RDA and identifying priorities and goals (e.g., learning options choices, whānau engagement, etc) for the upcoming registration period. This would ideally be included as part of an annual review of a registrant's role with the engaging faith community or organisation.



As a part of this annual review all registrants are also encouraged to undertake an intentional, self-directed, process of ongoing re-evaluation of their call to their role. This is particularly important for those working with a Terms of Call.

Further information can be found on the [Carey Centre for Lifelong Learning website](#) under the Baptist Registration tab.

