baptist churches of new zealand
te hāhi iriiri o aotearoa

BECOMING A PASTOR IN A NEW ZEALAND BAPTIST CHURCH

A GUIDE FOR PEOPLE OUTSIDE THE NEW ZEALAND BAPTIST CHURCH, OR NON-RESIDENT IN NEW ZEALAND

KIA ORA, WELCOME!

If you are not part of the Baptist movement in New Zealand, or are not resident in New Zealand, and are interested in or considering pastoral leadership in a New Zealand Baptist church, this document provides information to help inform the process.

Contact details are listed at the end (on page 7), so please feel free to email or phone one of the Baptist Union of NZ leaders.

"IF TWO OF YOU AGREE HERE ON EARTH CONCERNING ANYTHING YOU ASK, MY FATHER IN HEAVEN WILL DO IT FOR YOU. FOR WHERE TWO OR THREE GATHER TOGETHER AS MY FOLLOWERS, I AM THERE AMONG THEM."

MATTHEW 18:19-20

WHO ARE NZ BAPTISTS?

We are a collective of faith communities whose goal is to bring gospel renewal to the people and places in which we are located. Our legal title and function, The Baptist Union of New Zealand, was established in 1882, although Baptists have been ministering in New Zealand since the 1840s. We currently have 240 ethnically diverse member churches, fellowships and missional communities in New Zealand.

WHAT WE BELIEVE

The following Statement of Faith guides our beliefs:

We are a community of those who believe in God the Father, in His Son, Jesus Christ, and in the Holy Spirit—one God; who are repentant of sin and have been saved by personal faith in Jesus Christ, through His atoning death and resurrection; who publicly confess their faith and who are committed to the church's aims and functions.

All churches who are part of the Baptist Union of New Zealand adhere to these theological convictions:

- The true humanity and deity of the Lord Jesus Christ.
- The atonement made on the cross by our Lord for the sin of the world.
- The person of the Holy Spirit as the one who sets apart, empowers, and imparts spiritual gifts to the church.
- The inspiration of the Bible and its authority in all matters of faith and practice.
- Salvation and membership in the church by faith in Christ alone.
- Membership of the church for the regenerate.
- The immersion of believers as the only scriptural form of baptism.

As a Union of churches we also affirm the following statements:

Te Tiriti o Waitangi, The Treaty of Waitangi: The Baptist Union as the whānau (family) of churches believe that the gospel of Christ breaks down barriers and brings people into new relationships. Because of this we have a definitive role in acknowledging and supporting the special relationship and covenant partnership that was created by Te Tiriti o Waitangi, The Treaty of Waitangi, between Tangata Whenua (the people born of the land, indigenious people) and Tangata Tiriti (the people of the treaty, all non-Māori). This is New Zealand's unique expression of biculturalism.

Women in ministry: We value and encourage women in giving leadership within our family of churches, across all ministries, including the roles of pastor and elder.

Sexuality and marriage: Baptist ecclesiology gives churches the freedom to be locally governed. This has led to our churches hold differing views on issues relating to gender and sexuality. However, the Baptist Union Assembly believe that marriage is to be between a man and a woman, and we voted in 2015 to prohibit pastors from conducting same-sex weddings. While the Baptist Assembly holds this position, we do not accept homophobia. We believe that God calls us to love all people - regardless of their gender, race, sexual preference, status etc.

The Word and the Spirit: Historically we stand as evangelicals, founded on the word of God, with Jesus as our focus. We also welcome the renewing and empowering work of the Holy Spirit (often known as 'charismatic renewal').

HOW DO WE FUNCTION?

THE LOCAL CHURCH

Individual Baptist churches operate independently as local congregations, but recognise that they are interdependent in accomplishing the wider work of the Kingdom. Each local church is congregationally governed, meaning that, although each will have elected elders/leaders, the final authority lies in the gathered congregation who together discern the mind of Christ. Those called as pastoral leaders are servants of those congregations, with delegated authority invested in their pastoral call.

THE COLLECTIVE OF CHURCHES

The Baptist Union of New Zealand, as an interdependent, covenanted collective, has both a national and regional presence and focus.

We function regionally through our network of Regional Associations. The Regional Associations exist for the purpose of extending and resourcing the activities of the denomination throughout New Zealand. Each association has a Regional Leader and a Governance Board, and some have specialised coaches to support the churches of that region in their ministry with children, youth and families (see contact details on page 7).

We function nationally through:

- the annual Baptist Hui
- National Council
- the National Leader
- the National Support Centre

As Baptists, we are committed to a truly bicultural partnership. The Assembly Council and Manatu Iriiri Māori (Māori advisory group) reflect this partnership, both working together to provide governance to our movement. These groups represent the Assemblies between the annual gathered Assembly (aka Baptist Hui), providing governance and leadership to the life and work of the Union itself. They are responsible for establishing policies and practices consistent with the determinations of Baptist Hui and the wellbeing of the movement.

The Baptist National Support Centre exists to help resource churches so they can better fulfil their mission in their local communities. Their goal is to provide resourcing in key strategic areas such as finance, operations, leadership development, communication and human resources.

We also have two core agencies, one to spearhead the Union's work of global and local mission, and the other to provide pastoral and theological training:

- Arotahi: New Zealand Baptist Missionary Society
- Carey Baptist College

Further information on each of these people, groups and events can be found on our websites:

- Baptist Union: baptist.nz
- Arotahi: arotahi.org.nz
- Centre for Lifelong Learning: lifelonglearning.org.nz
- Carey Baptist College: carey.ac.nz
- Leadership Hub: leadership.baptist.nz

WHAT ARE THE COMMITMENTS EXPECTED OF A BAPTIST PASTOR?

As a Baptist pastor you would be required to adhere to the beliefs and affirmations previously listed. You would also be expected to:

- Have current Baptist Registration—information about registration can be found at the Carey Centre for Lifelong Learning: lifelonglearning.nz.
- Attend the annual Baptist Hui.
- Participate in your local pastors' cluster group: the Regional Leader (see contact details at the end) has information on cluster groups and other regional events.
- Adhere to the *Te Wao Tōtara: Code of Ethics and Conduct* for Baptist pastors (available on the Leadership Hub website).

WHAT TRAINING IS AVAILABLE?

The Carey Centre for Lifelong Learning exists to support the on-going professional development of church and mission leaders. The Centre also aims to help churches thrive by providing them with training resources for robust leadership, growing discipleship, authentic worship, healthy resources, and effective mission. The Centre specialises in developing and delivering learning options beyond the NZQA framework. Training is provided online and in-person.

Our Pastoral Leadership (PL) training programme is run and administered by Carey Baptist College. The programme consists of a three year Diploma in Pastoral Leadership completed either on-site or by distance. This training can also be done as professional development for pastors already working in churches.

Pastors who come from overseas, or outside of the denomination may have done theological training elsewhere. In this case we do recommend taking the 'Baptist Churches' course at Carey Baptist College. This course is an exploration of the contexts and convictions of Baptist churches as they developed in England, America and New Zealand. It also integrates these contexts and convictions with contemporary issues in Baptist ministry and mission.

For more information go to: carey.ac.nz/study

WHAT SUPPORT IS OFFERED TO PASTORS AND BAPTIST CHURCHES?

The Baptist Union and its member churches have responsibilities to each other. We agree to maintain a national structure and a regional network which make available resourcing, support, and leadership for the member churches through the following:

REGIONAL NETWORK

Each Regional Association and Regional Leader provides the following for local churches:

- Pastoral search advice and support
- Cluster groups for pastoral leaders and in some regions for elders
- Ministry resourcing
- Pastoral support, advice & encouragement
- Localised training for pastoral leaders and elders
- Some regions also provide specialised coaching in ministry with children, youth and families.

Contact details are on page 7

NATIONAL STRUCTURE

The BUNZ has the following governance and leadership roles:

- President
- Vice-president
- National Council
- National Leader

Our two core agencies also provide resourcing and training:

- Arotahi (NZBMS)
- Carey Baptist College and the Carey Centre for Lifelong Learning (Baptist Registration)

National Support Centre staff:

- Communications Director
- Leadership Coordination Director
- Operations and Finance Director
- Administration
- Te Pouarataki mō te hīkoi (Treaty guide)
- National Youth Catalyst (BYM)
- National Children's and Families Catalyst (BCFM)

Other national groups:

- Manatu Iriiri Māori
- Orbit
- Women's Board

NEXT STEPS

We would love to chat with you further about becoming a Baptist pastor. Please call either the Leadership Coordination Director at the National Support Centre or the Regional Leader for the region in which you are located.

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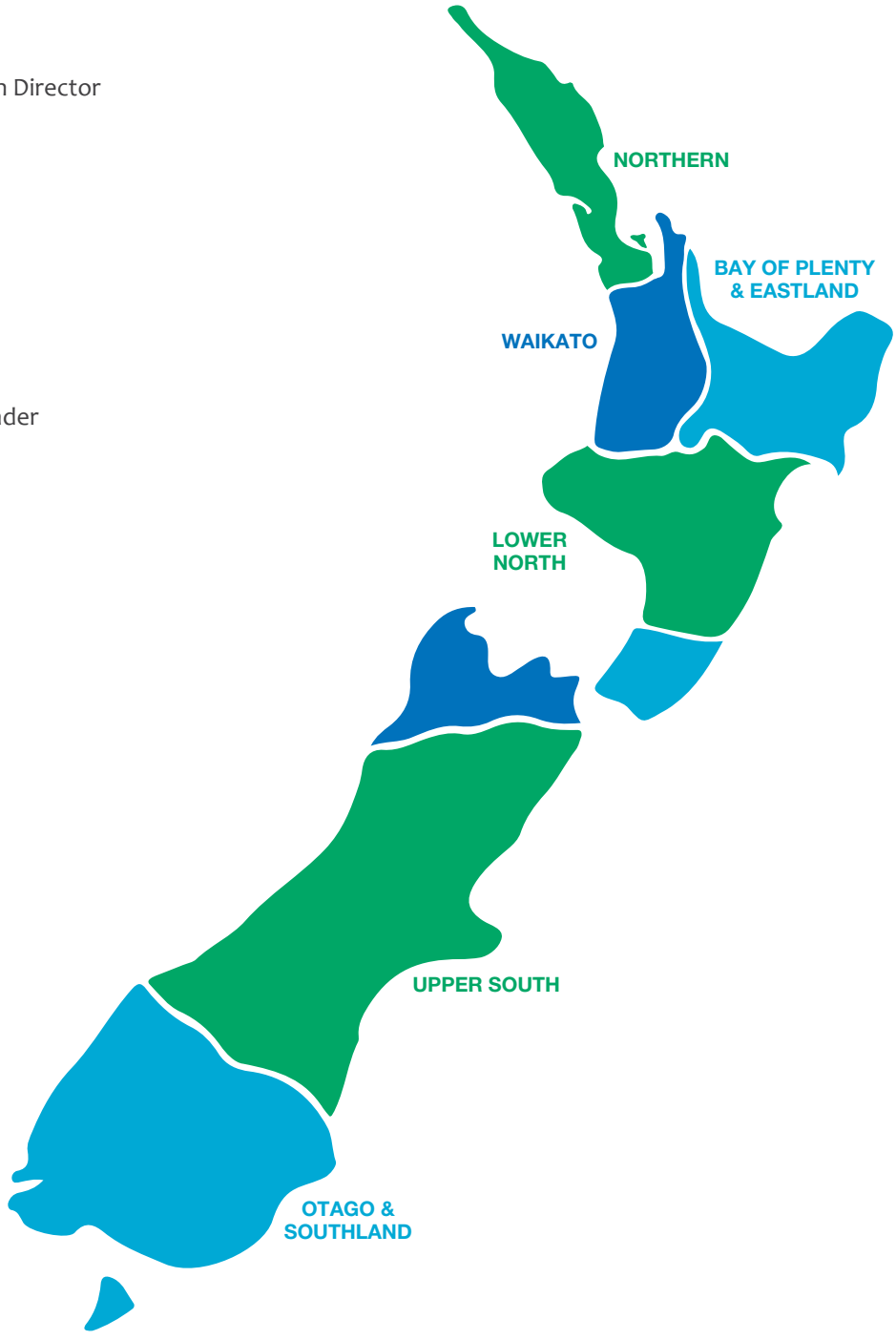

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