



Ordination Formation Program Handbook 2024

Ordination Formation Program Handbook

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1. INFORMATION OVERVIEW

The Baptist Union of Victoria (BUV) accredits and ordains women and men who are called to **pastoral leadership** in and on behalf of Victorian Baptist Church communities. We desire to see pastoral leaders in our movement that are spiritually mature, theologically reflective, and emotionally resilient who are pastorally and missionally engaged in their communities. To this end, the Ordination Formation Program has been designed to be as formative as it is informative with the desire to see pastors flourish as they live out the call that God has placed on their lives.

This handbook gives information regarding entry into the **Accreditation and Ordination Formation Program**, as well the process of formation towards full Accreditation and Ordination with the Baptist Union of Victoria. This handbook is a living document with frequent revision as we continually seek to improve and adapt the program to more adequately address the changing needs of our churches and agencies.

1.1 Pastoral Leadership in Baptist Theology and Practice

A report from the **Ministry Review Task Force**, adopted by the BUV in December 2000, reflected on Pastoral Leadership in Baptist Theology and Practice. The following is an excerpt from that report which remains our guiding principle in 2023.

“The Baptist Union of Victoria acknowledges that the call and ministry of a pastor exists within the context of the whole church and its ministry, 'the priesthood of all believers'. Each local church is a community of gifted people, for each person is equipped by God for some service of the Gospel. Some of these gifts may be exercised within the gathered life of the church, while others are for service of God's Kingdom in the wider society.

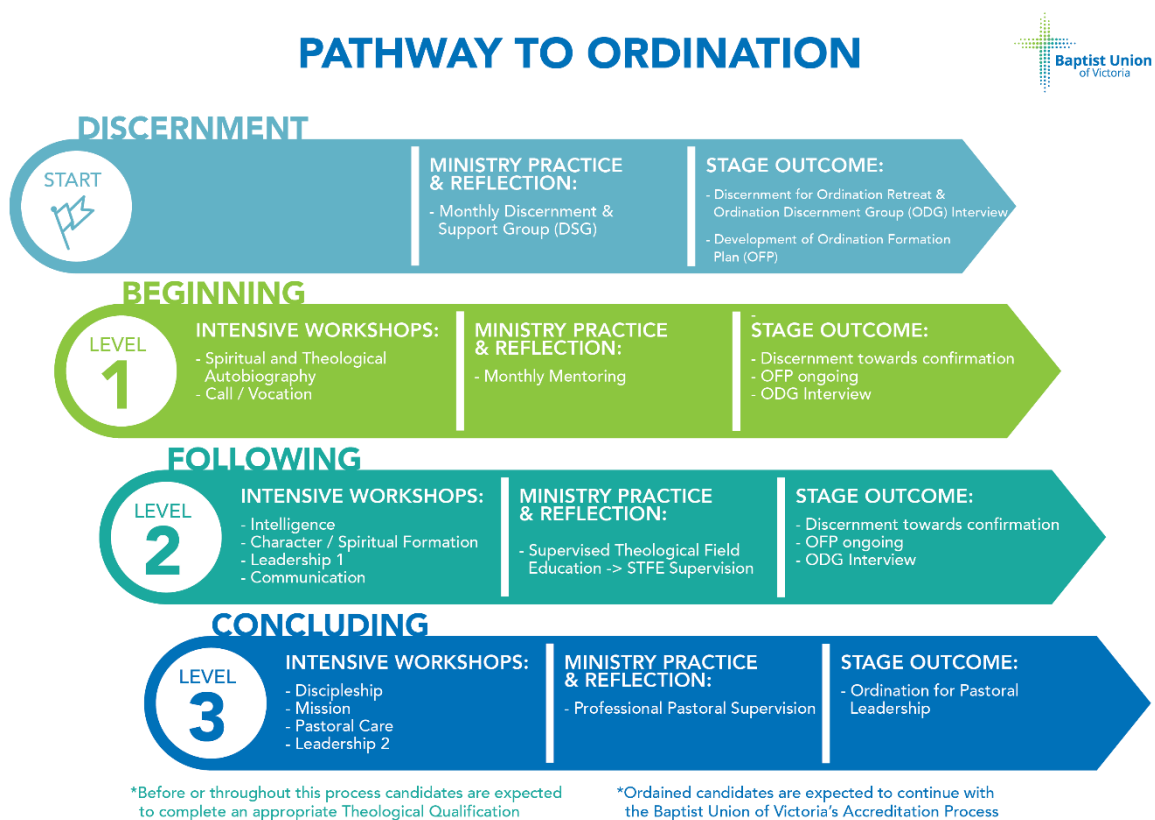
While there may be some 'optional' activities, there are ministries and activities which are essential to the very existence of the church. These include preaching the gospel, baptizing believers, studying the Scriptures, meeting for worship and participating in the Lord's Supper, the life of prayer and the pastoral care of those in need.

Pastoral leaders are not called to undertake all these functions alone or exclusively, but rather to offer forms of leadership which evoke the gifts and ministries of the whole congregation towards these objectives. This will involve preaching, teaching and the nurture and encouragement of individuals and different groups, within an overall vision of how the local church can fulfil its mission and purposes.

Recognizing the need for pastoral leadership of this nature, a local community of believers may discern God's leading to call out from their own number a person or persons whom God has equipped for this role. More commonly, a local church will invite a person of such gifting and training to come to join them, to lead in this way. The appointment of a pastor is thus a process of spiritual discernment, recognizing the need for leadership and recognizing that God has called and equipped a person to meet this opportunity. Age, disability or gender do not preclude persons from the ministry of pastoral leadership.

A 'call' to pastoral leadership that may lead to ordination involves three elements though not necessarily occurring in this sequence: the personal conviction of the individual, the gifts and enabling by God and, in Victoria, the affirmation of these aspects by the churches in association.”

2. THE ORDINATION PATHWAY: An Overview



The ordination journey moves through four stages, which are normally completed over the course of four years. The purpose is to guide the formation of spiritually mature, theologically reflective, and emotionally resilient pastoral leaders. Every candidate who is accepted into the pathway develops an **Ordination Formation Plan**, in consultation with the Head of Ordination and the Ordination Discernment Group, which guides the candidate through the required elements of each level in the Formation Program.

2.2 The Ordination Pathway: Application and Entry

The primary objective of the BUV's **Discernment for Ordination** application process is captured in the biblical statement, "so that you might discern what the will of God is, what is good and acceptable and perfect" (Romans 12: 2).

The process of spiritual discernment involves not only you, the applicant, and your spouse/partner (if applicable) but also your local church and the wider association of BUV churches.

After an initial conversation with your senior pastor (or equivalent), the next step is an opening conversation with the BUV's Head of Ordination to begin to explore the process and walk you through the steps you need to take. You can arrange that appointment by emailing ordination@buv.com.au.

Formal acceptance onto the Ordination Formation Program is through the annual **Ordination Discernment Retreat** held early November each year. This two-day residential retreat is an opportunity for the Ordination Discernment Group to get to know each candidate, conduct a series of conversations, and discern together God's call to pastoral leadership within the BUV. Attendance at the Ordination Discernment Retreat is *required* for all candidates who wish to enter the Ordination Formation Program.

There are 2 pathways to be extended an invitation to the annual *Ordination Discernment Retreat*:

1. **Discernment for Ordination year**
2. **Direct Entry Discernment**

2.3 Discernment for Ordination Year

If you want to explore if God is calling you to ordained pastoral leadership with the BUV, you will be invited to become a **discernment candidate** and asked to form a **Discernment and Support Group (DSG)** based in the BUV Church which you currently attend and serve. It is important that you have been an active member of your church community for at least a year and that you have some ministry responsibilities there. The members of your DSG need to know you well enough to be able to assess your gifts, character and capacity for pastoral leadership and ministry. They will support you over six months as, together, you meet to discern God's call. This period is called the **Discernment for Ordination Year**. Those monthly conversations are guided by the 'Marks of Ministry' framework which enable to candidate to reflect with the DSG about their call, character, skills, and aptitude for ministry.

If the DSG identifies the call, character, gifts and enabling of God for pastoral leadership ministry in you, you will be invited to attend the BUV's annual **Discernment Retreat** for 2 days in early November where you will have a series of conversations with the BUV's **Ordination Discernment Group (ODG)**.

When a discernment candidate, local BUV church-based DSG and ODG all discern calling, character, giftedness and readiness, an invitation is extended to the discernment candidate to enter the BUV's **Accreditation and Ordination Formation Program**.

2.3a The requirements of the Discernment Year:

i. **Ordination Discernment Group Contact**

- Discernment candidates are allocated an **Ordination Discernment Group (ODG) Contact** person who will be a reference point for them throughout the discernment year process: to answer questions and provide guidance about the process as needed.
- The ODG Contact should be invited to at least one **Discernment Support Group (DSG)** meeting (preferably the first or second meeting) and is available as a resource for the ongoing DSG process. The ODG Contact person will also visit the discernment candidate to hear them preach.

ii. **Discernment and Support Group (DSG)**

- The local church, represented by the DSG, plays an important role in the discernment and application process. This includes providing opportunities to test the discernment candidate's gifts and capacity for ministry and reflecting with the candidate upon their call.
- The discernment candidate is responsible for initiating the formation of the DSG in sufficient time for the discernment process to be successfully completed. The discernment candidate may make suggestions to the Senior Pastor/church leaders regarding the composition of the DSG, however, the final choice of DSG members is usually based on the recommendation of the church leadership and should include at least one experienced church leader. The DSG must be formally appointed by the church membership and should consist of 4-6 members.
- The DSG needs to be established, formally appointed by the church and have commenced meeting by **mid-February in the Discernment for Ordination Year** (as per the '**Guidelines to Establishing and Conducting a Discernment & Support Group**' document).

- The process is designed for the DSG to meet at least six times with the discernment candidate over at least six months. This will allow ample time for the discernment candidate to receive feedback about their ministry and to make changes for growth. The DSG needs time to observe the applicant's willingness/ability to grow in their ministry as a result of direct constructive instruction and feedback. **Where the DSG has not been established and begun to meet by the end of February, the applicant will need to look to the following year as their year of discernment.**
- The DSG group must meet its responsibilities as outlined in the DSG 'Guidelines', which includes submitting a comprehensive report to the BUV by **31 August in the Discernment for Ordination Year.**

iii. Emotional Intelligence Personality Profile

Discernment candidates are required to contact the BUV appointed counsellor before the **end of April in the Discernment for Ordination Year** to arrange a time for a personality profile and assessment using the **ProScan Survey**. The BUV office will email the counsellor's contact details to the discernment candidate, who must then contact the counsellor and make an appointment to meet.

The **ProScan Survey** is an instrument designed by Professional DynaMetric Programs, Inc. (PDP) to measure the major aspects of [self-perception](#), including an individual's basic behavior, reaction to environment, and predictable behaviour. It takes about 15 minutes to complete, and then in a one-hour review appointment the discernment candidate and counsellor review the material together. From this, a summary report is written by the counsellor, which is then posted to the discernment candidate.

The discernment candidate is responsible for paying the cost of the assessment, which will be approximately \$250.

The counsellor will submit the assessment to the BUV by **31 August in the Discernment for Ordination Year**. This report is not confidential unless, in the counsellor's view, the contents may have a bearing on the discernment candidate's suitability for pastoral leadership ministry. If this is the case, the counsellor will inform the Head of Ordination of any concerns.

iv. Preaching Assessments

The ministry of pastoral leadership includes preaching or communicating the Gospel message of the Bible. The BUV seeks to ordain people who are called and gifted for this ministry and who are committed to developing the gift of preaching so that they can become effective expositors of the Scriptures and communicators of the Gospel.

The discernment candidate is required to **preach at least twice during the six months** that the DSG is meeting with the discernment candidate.

The discernment candidate and their ODG Contact will arrange a suitable time to hear the discernment candidate preach a sermon/message at a church service or appropriate church community gathering. Since most ODG Contacts are pastoral leaders, this will need to be organised well in advance of the preaching date. If the discernment candidate is preaching in a language other than English, they must **provide the ODG Contact with an English summary or translation of the sermon/message at the time of their preaching**. The ODG Contact may provide the applicant with feedback and is encouraged to do so, and will submit a sermon evaluation to the BUV by the **31 August in the Discernment for Ordination Year**.

As well as preaching for the ODG Contact, the discernment candidate will preach **another sermon/message** during the Discernment for Ordination Year at another church service/church community gathering. From this other service/gathering, the discernment candidate is to provide the following:

- an order of service or program outlining the content of the service/gathering event;
- a typed manuscript / notes in English of the sermon/message preached;
- a Video Recording (clearly labelled with discernment candidate's name) of the whole service/church community gathering (not just the sermon/message) in a widely accessible format. This should be submitted via a USB or video link.

v. Referees

At the beginning of the Discernment for Ordination Year, the discernment candidate asks **three people** to be referees. It is essential for referees to be in a position to observe and interact with the discernment candidate within the context of their ministry or work or general life throughout the time of the Discernment for Ordination Year.

The discernment candidate completes a **Discernment Candidate Referee Information** form, which provides the three referees' contact details, and emails it to ordination@buv.com.au as soon as possible and no later than the **end of June in the Discernment for Ordination Year**.

The BUV office will send each referee a **Discernment Candidate Referee** form via email. The referees are to complete and submit their forms online by the **31 August in the Discernment for Ordination Year**.

Please note | *It is the discernment candidate's responsibility to ensure the referees have returned their completed referee forms to the BUV by the due date.*

The requirements for selecting three referees are as follows:

No referee can be related to you or related to the other referees. No referee can be someone that you supervise or have some authority over.

- One referee is to be the Senior Pastor of the church, unless you are the Senior Pastor or the Senior Pastor is a member of your DSG. If this is the case, then this referee is to be another recognized senior leader within the church, for example, the Church Secretary, Chair of the Leadership Team or Chair of Church Council. In some cases the Chair of Church Council may be the more appropriate person to complete the referee form.
- One referee is to be from outside the church, for example, a former employer, supervisor or work colleague. This person will need to know you well and be aware of your interest in becoming a Baptist pastor.
- The final referee can be from inside or outside the church but must be someone who knows you well and who is presently a part of your life (i.e. not a past, distant friend or contact)

Discernment Candidate Application Form

- The discernment candidate will complete a **Discernment Candidate Application Form**, and email it to the BUV by **31 August in the Discernment for Ordination Year**.
- The discernment candidate will email the BUV copies of certified academic transcripts of any ministry, biblical or theological study they have completed.
- If the discernment candidate is in any leadership role within their church, they already should have completed a police records check.

Please email a certified copy of it to ordination@buv.com.au so that it is received by **31 August in the Discernment for Ordination Year**.

If you don't have a police records check, please visit <https://www.police.vic.gov.au/national-police-records-checks> and click on the 'Apply for a national police check' tab. Follow the instructions and apply for your police check through your church. Once you receive your police check confirmation, please email a certified copy to ordination@buv.com.au so that it is received by **31 August in the Discernment for Ordination Year**.

If you have any concerns regarding your police records check, please contact the Head of Ordination's Administrative Assistant at ordination@buv.com.au

Discernment Candidate Responsibilities

Discernment candidates must ensure all aspects of the application process: the application form, recording of sermon (USB or video link), the ODG Contact sermon evaluation, personality profile assessment, DSG report, three references etc., are completed on time and submitted to the BUV by the **31 August in the Discernment for Ordination Year**.

2.4 Direct Entry Discernment

Some applicants to the Ordination Formation Program come with significant years of experience in pastoral leadership and theological reflection and study. Their call has been recognised by a local church community and they have served faithfully for many years, but are just now exploring ordination.

Pastors who enter the ordination process in this capacity can demonstrate:

- Minimum of 7 years of experience as a pastoral leader (formally called and appointed by a local church community)
- A completed theological qualification
- Currently serving in a qualifying role

An initial conversation with the Head of Ordination (ordination@buv.com.au) will confirm eligibility. Subsequent to that confirmation, you will be asked to submit:

1. An application form
2. 3 referees
3. Academic transcripts from previous theological study
4. ProScan – Emotional Intelligence Personality Profile (see iii of 2.3a above)

Upon receipt of this information, you will be extended an invitation to the **Ordination Discernment Retreat** in November. The ODG will conduct a series of conversations to discern your calling towards entering the BUV Ordination Formation program and the retreat will determine which level you will enter upon commencement.

In both of these entry pathways, there is considerable prayerful discernment on the part of the candidate, the local church and the BUV's Ordination Discernment Group. For a process to be guided by genuine spiritual discernment there will be a level of uncertainty. Therefore, at the outset, no-one can assume or guarantee any particular outcome for a discernment candidate, or for a candidate further along in the process, as they progress through the Accreditation and Ordination Formation Program. At each level of the accreditation and ordination pathway, all parties involved need to remain open to the guidance and direction of the Holy Spirit.

Discernment is ultimately an act of surrender, not only to God but also to those involved in discovering God's will for our lives. If you are not prepared for your DSG to say, 'No' or 'Wait', or the ODG to say, 'No' or 'Wait', then you are not ready to enter into this discernment process. Even initially unwelcome decisions can be part of a process of ultimately discerning the 'good, acceptable and perfect will of God'.

3. ORDINATION FORMATION PLAN

If a candidate is accepted into the Accreditation and Ordination Formation Program by the ODG, an Ordination Formation Plan will be developed, in consultation with the candidate and the Head of Ordination, to guide the candidate through the formation program with clear expectations and outcomes.

The BUV's Ordination Formation Program seeks to prepare pastoral leaders in the following areas:

- Spiritual Formation
- Theological Reflection
- Pastoral Leadership Ministry Skills
- Resilience
- Academic Study

The *Ordination Formation Plan* is reflective of each of these areas as we strive to develop spiritually mature, theologically reflective and emotionally resilient pastoral leaders to serve the BUV family of churches and agencies. A sample Ordination Formation Plan is included as an appendix to this handbook.

We have designed a program, which includes two formation intensives offered in the first year and four formation intensives offered in the second and third years, focussing on the above areas. These are intended to complement the academic theological study, of which the minimum standard is included in the OFP.

There are four ordination specific units delivered by Whitley College (the Victorian Baptist theological college) that are required to be completed as part of- or subsequent to- that academic theological qualification. They are:

- Baptist Identity
- A Toolbox for Ethical Pastoral Leadership (based on the BUV Code of Ethics)
- and two units of Supervised Theological Field Education (STFE)

3.1 Ordination Formation: LEVEL 1

If the discernment candidate is accepted into the Accreditation and Ordination Formation Program, the ODG may suggest areas for development during their first year. The suggestions will be based on the DSG report and "Marks of Ministry" survey, comments from referees, and the ODG interviews.

The requirements for Level 1 Candidates are:

- 2 x Ordination Intensives (3 days each- one is a residential retreat): **Spiritual & Theological Autobiography and Call/Vocation**
- 6 x Sessions of Ordination Mentoring with a BUV appointed mentor
- Focus on completing academic study on the Ordination Formation Plan, including *Baptist Identity* and *A Toolbox for Ethical Pastoral Leadership* at Whitley College.
- End of year personal reflection of 750-1000 words

3.1a ODG End of Year Interview

In November, the Level 1 Candidate will meet with members of the ODG to discuss their progress and assess if all ODG recommendations have been fulfilled. This will be assessed not only on the interview but on the candidate's written personal reflection, the assessment of 3 referees, and a report from the candidate's mentor.

The ODG will seek to discern if the Level 1 Candidate is ready to progress into Level 2 of the Accreditation and Ordination Formation Program. The decision will be communicated to the candidate as soon as possible after the interview. All candidates will receive a letter confirming the outcome of the interview, including a copy of the ODG's recommendations. Where appropriate, the candidate's Senior Pastor (or equivalent) and/or Chair of Leadership Team or Church Council (or equivalent) will receive a letter of notification regarding the interview outcome.

What do I submit to the ODG at the end of Level 1?

i. Referees

Towards the end of the candidate's first year, the Head of Ordination (on behalf of the ODG) will seek three references from key people from the Level 1 Candidate's church. It is essential for referees to be in a position to observe and interact with the candidate in their place of ministry throughout their time as a Level 1 Candidate. The candidate should also provide their referees with a copy of their goals for the year.

The requirements for selecting three referees are as follows:

No referee can be related to you or related to the other referees. No referee can be someone that you supervise or have some authority over.

- One referee is to be the Senior Pastor of the church unless you are the Senior Pastor. If this is the case, then this referee is to be the Church Secretary or Chair of the Leadership Team or Church Council (or equivalent)
- One referee is to be a member of your DSG from the Discernment for Ordination Year. Or, someone else who knows you suitably well in that capacity.
- The final referee can be a church Elder / Deacon / Secretary (if not used previously) or other experienced leader in the church.

The Level 1 Candidate will complete a **Level 1 Candidate Referee Information** form, which provides the three referees' contact details, and will email it to ordination@buv.com.au as soon as possible and no later than the **end of July in their Level 1 Year.**

The BUV Support Hub will send each referee a **Level 1 Candidate Referee** form via email. The referees are to complete and submit their forms directly to ordination@buv.com.au by the **30 September.**

Please note | *It is the Level 1 Candidate's responsibility to ensure the referees have returned their completed referee forms to the BUV by the due date.*

ii. Ordination Mentor's Report

It is important that Level 1 Candidates arrange with their mentor early in the year to meet regularly throughout the year. Based on these meetings, the supervisor will submit a report to the BUV indicating the Level 1 Candidate's readiness to progress into Level 2 of the Accreditation and Ordination Formation Program. This report must be emailed to the BUV by the **30 September.**

Please note | *It is the Level 1 Candidate's responsibility to ensure their Supervisor has returned the completed supervision report to the BUV by the due date.*

Personal Reflection

Towards the end of the first year, the candidate will provide a personal reflection on their ministry journey during Level 1 which will form part of the required documentation for assessment. The candidate should address and include their growth in study, ministry situation and personal life. The reflection should be between 750-1000 words and must be submitted by the **30 September**.

Whitley College Feedback

The BUV will also seek reports regarding the Level 1 Candidate from the faculty at Whitley College. Feedback is provided regarding the candidate's self-awareness; aptitude in resolving conflict; academic progress; commitment and support to student cohort; ability to articulate ideas; punctuality; attendance; completion of assignments; diligence in the study process; and any challenges experienced throughout the year. Whitley College will submit this feedback directly to the Head of Ordination at the BUV Office.

Possible Outcomes of the ODG Interview may include the following:

- The ODG confirms the person as a candidate for ordination and recommends that the candidate progress into Level 2 of the Accreditation and Ordination Formation Program.
- The ODG extends a person's provisional candidature. In this case the ODG may recommend that the candidate defer from the Accreditation and Ordination Formation Program for a year. In most cases, the ODG will refer the candidate to further formation opportunities for development and growth during this period. The ODG will request to interview the candidate again in 12 months' time.
- In rare cases, the ODG may decide not to confirm the person as a candidate for ordination and they will be asked to leave the Accreditation and Ordination Formation Program.

3.2 Ordination Formation: LEVEL 2

Candidates will usually have another two years of formation under the supervision of the Baptist Union of Victoria's ODG and Head of Ordination. Factors such as academic study, emotional and cultural intelligence, spiritual maturity and practical theology will be taken into account in determining the appropriate length of time for candidature. The candidate will continue to work towards meeting the requirements of their Ordination Formation Plan, including (but not limited to):

- 4 x Ordination Intensives (from among the possible eight- 4 offered in alternate years). One is a 2-night residential retreat.
- In most cases, Level 2 Candidates will also complete two units of **Supervised Theological Field Education (STFE)** at Whitley College during this year.
- Supervision sessions in Level 2 are an integral part of STFE. However, if a candidate is not undertaking STFE then they will be provided with an Ordination Mentor as with Level 1.
- End of year personal reflection of 750-1000 words due 30 September

3.2a ODG End of Level 2 Interview

In November, the Level 2 Candidate will meet with members of the ODG to discuss their progress and assess if all ODG recommendations have been fulfilled. This will be assessed not only on the interview but on the candidate's written personal reflection, the assessment of 2 referees, and a report from the candidate's STFE supervisor (or similar) and other Whitley College feedback from study.

The ODG will seek to discern if the Level 2 Candidate is ready to progress into their Ordination year. At the end of their Level 2 year, the candidate will present to the ODG for final confirmation regarding:

- the satisfactory testing of the call to ministry and the practical evidence of the gifts, character and capacity appropriate for pastoral leadership ministry;
- satisfactory progress towards pastoral leadership formation;
- the receiving and acceptance of a call to pastoral leadership ministry related to and approved by the Baptist Union of Victoria (this may include acceptance for service with Global Interaction or other BUV agencies);
- the candidate's readiness to enter Level 3 of the Accreditation and Ordination Formation Program and their ordination year.

The decision will be communicated to the candidate as soon as possible after the interview. All candidates will receive a letter confirming the outcome of the interview, including a copy of the ODG's recommendations. Where appropriate, the candidate's Senior Pastor (or equivalent) and/or Chair of Leadership Team or Church Council (or equivalent) will receive a letter of notification regarding the interview outcome.

3.3 Ordination Formation: LEVEL 3

Level 3 is the year in which you are ordained. There is generally one BUV Ordination Service each year, which is held in late October. Any remaining requirements on the Ordination Formation Plan are completed in this final year.

- 4 x Ordination Intensives (from among the possible eight- 4 offered in alternate years)
- Level 3 candidates will engage with a Professional Supervisor according to the recommendations for "Ordained and Accredited Ministers"
- Ordination Retreat Day in September in preparation for the Ordination Service
- Any remaining academic study from the Ordination Formation Plan
- Ensuring BUV Accreditation status is completed and up to date.

Please note | A candidate's ordination is dependent upon them receiving and accepting a call to a pastoral leadership role with a BUV church, or to a pastoral leadership ministry related to and approved by the Baptist Union of Victoria (which may include acceptance for service with Baptist Mission Australia or another BUV agency).

3.4 Special Provisions for Multicultural Pastors

For pastors whose first language is not English and would like extra support in the process, a BUV Multicultural Church Health Consultant will be contacted and invited to assist the candidate through the entire process, if required.

Interpreters may also be called to assist the candidate in all stages of the process, if required.

Candidates whose first language is not English will have an interview with the Head of Ordination and the Academic Dean of Whitley College to discuss their academic theological study. There will be some flexibility extended in this area based on the English language capacity of the candidate.

4. Policies for Pastoral Leadership within the BUV

4.1 The Baptist Union of Victoria Doctrinal Basis

If you apply to enter the BUV's accreditation and ordination formation program, you will be asked whether you accept and agree to the Baptist Union of Victoria's Doctrinal Basis.

- The divine inspiration and supreme authority of the Scriptures of the Old and New Testaments
- The existence of one God in three persons - the Father, the Son, and the Holy Spirit.
- The deity and incarnation of the Lord Jesus Christ, who is the Son of God, the second person of the Holy Trinity.
- The fallen, sinful and lost estate of all people.
- The salvation of men and women from the penal consequences and power of sin through the perfect obedience of the Lord Jesus Christ, His atoning death, His resurrection from the dead, His ascension to the right hand of the Father, and His unchanging priesthood.
- The immediate work of the Holy Spirit in the regeneration of men and women, in their sanctification, and in their preservation to the heavenly Kingdom of the Lord Jesus Christ.
- The necessity, in order to know salvation, of repentance towards God and of faith in the Lord Jesus Christ.
- The resurrection of the dead, and the final judgment of all people by the Lord Jesus Christ.
- The two ordinances of the Lord Jesus Christ, namely Baptism and the Lord's Supper, which are of perpetual obligation: Baptism being the immersion of believers upon the profession of their faith in the Lord Jesus Christ, and a symbol of the fellowship of the regenerate in His death, burial and resurrection; the Lord's Supper being a memorial, until He comes, of the sacrifice of the body and blood of the Lord Jesus Christ.

4.2 Related Policies of the Baptist Union of Victoria

- The BUV has adopted a **Code of Ethics for Pastoral Leaders**. All pastoral leaders are required to sign a statement of compliance with the Code. Applicants should be aware of the contents of this document.
- The BUV is committed to every church being a safe place for all who attend its activities. For this reason, we have in place a **Duty of Care Policy** document that clearly outlines the requirements for all who exercise leadership in a church. Potential applicants should familiarize themselves with this document. It is important to note that any BUV ordained and accredited pastoral leader who is found to have engaged in misconduct involving adult-to-child sexual abuse, significant violence or significant predatory behaviour will have their ordination revoked, their accreditation removed, and will have no prospect of returning to positions of pastoral leadership within the BUV.
- Any candidate for ordination who has been divorced or is married to a person who has been divorced, must discuss the circumstances related to the marriage breakdown with the BUV's **Director of Mission & Ministries (DoMM)**. If the DoMM is satisfied that there has been no moral impropriety on the part of the candidate, the application may proceed.
- Persons who engage in homosexual practice will not be ordained.

Ordination Formation Plan

Name:

Ministry Formation Program

	Level 1	Level 2	Level 3
	2024	2025	2026
Ordination Intensives			
Level 1			
1. Call and Vocation			
2. Spiritual and Theological Autobiography			
Levels 2 & 3			
3. Mission			
4. Discipleship			
5. Issues in Pastoral Leadership			
6. Leadership 1			
7. Character and Spiritual Formation			
8. Leadership 2			
9. Cultural and Emotional Intelligence			
10. Communication			
Mentoring/Supervision			
ODG Interview			
Documentation Completed	Date		
Police Check			
WWCC number submitted			
Creating Safe Spaces (within 3 years)			
BUV Code of Ethics signed			

Ordination Formation Plan

Academic Formation Program

The following are agreed minimum requirements for Ordination candidates.

Field B: Biblical Studies.	
1. Introduction to Old Testament	
2. Introduction to New Testament	
3. Exegetical subject- OT	
4. Exegetical subject- NT	
Church History:	
1. History and Theology of the Baptist Movement (Baptist Identity)	
2. 1 x general Church History subject	
Systematic Theology.	
1. Introduction to Theology	
2. Christology	
3. Ecclesiology	
Field D: Theology: Mission and Ministry.	
1. Pastoral Care – Introduction and skills	
2. Missiology	
3. Ethical Pastoral Leadership – around BUV Code of Ethics (Toolbox for Ethical Pastoral Leadership)	
4. Supervised Theological Field Education (STFE) – Foundation and Advanced 2 units	
5. Spiritual formation/spirituality	
6. Preaching/homiletics	

Last updated: