

QB Board Paper

QB Members' Draft Agreement

After much prayer, consultation with members, discussion, and revision, the QB Board presents this paper to its members as a possible Members' Agreement.

While this paper appears lengthy, the actual Agreement can be found on pages 3 and 4. The rest of the documentation is supporting material. The "Questions and Answers" in Appendix 9 (p. 18) offer further explanation.

The Board is looking for additional feedback before finalising a recommendation at its November meeting for the 2022 Annual Assembly.

If you have any questions or ideas or responses, please address them to the Director of QB Services (stewart.pieper@qb.org.au).

Thanks for your help.

Table of Contents

A. Background.....	2
B. Draft QB Movement Members' Agreement.....	3
APPENDIX 1: Brief Biblical Reflections on the Voluntary Association of Autonomous QB Churches.....	5
APPENDIX 2: Benefits and Services offered to QB Members	8
APPENDIX 3: Members of the QB Movement (from the Constitution)	11
APPENDIX 4: Minimum Doctrinal Statement (from the QB Constitution).....	13
APPENDIX 5: QB Core Value Statements (from the 2001 Triennial Review)	14
APPENDIX 6: QB Priorities 2020-2025 (Adopted at the 2019 Annual Assembly)	15
APPENDIX 7: QB Strategic Goals 2021-25 (Adopted at the 2021 Annual Assembly).....	16
APPENDIX 8: Governance of Churches (from the QB Constitution)	17
APPENDIX 9: Questions and Answers	18

A. Background

The QB Review (2018-19) highlighted some different understandings and possibly confusion around what was involved in being a member of the Queensland Baptist Movement. The QB Board elected not to address this issue in the initial Review recommendations, but to take more time to discuss and consult widely on the issue before bringing a separate recommendation to Assembly.

After discussion and prayer (with dedicated time at the 2020 Board Retreat), the QB Board decided on the following process to explore the possibility of a clearer agreement for member churches and pastors.

1. The Board established a Taskforce to pursue the possibility of developing a clearer QB Commitment/Agreement. Members of the Taskforce included John Sweetman, Stewart Pieper, Anne Klose, Stephen Hendrick, Peter Francis and Andrew McCafferty.
2. The Terms of Reference were:
 - a. To consult widely among the QB Movement on the desirability and content of a commitment.
 - b. To explore the use of commitments in other Christian Movements.
 - c. If appropriate, to develop draft commitments that cover all members and groups within the QB Movement.
 - d. To report to the Board by the end of July 2021.

The consultation so far has involved the following stages:

- a. Mention at the 2020 Annual Assembly.
- b. Preparation and release of an extensive discussion paper to pastors on the issue which included a number of examples of Agreements (early 2021).
- c. Thorough discussion of the issue at the 2021 Regional Gatherings (through over 70 focus groups) with extensive feedback.
- d. Invitation for and reception of further feedback from pastors and churches.
- e. Discussion of the issue at the 2021 Annual Convention.
- f. Preparation of a QB Members' Agreement document taking into account all the feedback.
- g. Input from stakeholders on this draft Agreement and further readjustment of the Agreement.

At its 5 August Meeting, the QB Board discussed the draft Agreement and decided that it was sufficiently developed for release to QB churches and pastors for further comment.

The consultative process from this point is:

- a. Release of the draft Agreement to pastors and churches (Aug).
- b. Opportunities for further questions, discussion and submissions (Aug to Nov).
- c. Rewriting of the Agreement in light of the further feedback (Nov).
- d. Decision at the November Board Meeting as to the Recommended Agreement for Assembly decision.
- e. Release to churches and pastors of the Board-recommended Agreement (Dec).
- f. Decision on the Agreement at the April 2022 Annual Assembly.

B. Draft QB Movement Members' Agreement

The QB Movement is a voluntary association of autonomous churches and registered ministers that share a common Baptist theology and church practice. We are following God's call to associate and collaborate together¹ in order to show our unity (Eph. 4:2-6) and to strengthen God's work in and through our churches.² We affirm the following Agreement which outlines the relationship between the members of the association referred to as the QB Movement.

This Agreement also covers other members of Assembly including the members of the QB Board, Malyon full-time faculty, and directors and heads of QB service organisations (Service and Charter Groups) who further the mission and ministry of the QB Movement.

This Agreement includes aspects that apply to all members (see A) and other aspects that apply to specific categories of members (see B-D). It is designed to draw together and clarify the commitment members make when they voluntarily associate with QB.

Trusting Jesus as the Lord and Saviour of his church, as a member³ of the QB Movement I/we agree:

A. All Members

1. To value the autonomy and diversity of our members and support every church in making its own decisions within the theology⁴ and values⁵ of the QB Movement.
2. To affirm the theology⁶ and values⁷ of the QB Movement and to reflect this in all Constitutions and governance documents.
3. To contribute to the unity of the QB Movement by collaborating together with and actively supporting other churches and service groups in the QB Movement.
4. To consult on all major decisions impacting the whole QB Movement and to discern God's direction together in assembly.
5. To participate in the decision-making process of the QB Movement.
6. To ensure that the Priorities⁸ and Strategic Goals⁹ adopted by the QB Movement (through the Assembly) are resourced and pursued with intentionality, and where possible to support these Priorities and Goals.
7. To develop effective, biblical leadership and governance practices consistent with Baptist principles that will contribute to the health of the QB Movement.
8. To formalise, implement and regularly review ethical and legal requirements and policies for churches, pastors and service groups as specified by the QB Movement through its Assembly (e.g. child safe, blue card, registration of ministers, marriage licensing, code of ethics, professional standards).

¹ See Appendix 1 for some biblical reflections concerning the formation of voluntary associations between autonomous churches.

² See Appendix 2 for some of the services and benefits that QB offers to its members.

³ See Appendix 3 for a list of members of QB and its Assembly.

⁴ See Appendix 4 for the QB Minimal Doctrinal Statement (from the QB Constitution).

⁵ See Appendix 5 for the QB Core Value Statements (from the 2001 Triennial Review).

⁶ See Appendix 4 for the QB Minimal Doctrinal Statement (from the QB Constitution).

⁷ See Appendix 5 for the QB Core Value Statements (from the 2001 Triennial Review).

⁸ See Appendix 6 for a detailed outline of our present Priorities (adopted at the 2019 Annual Assembly)

⁹ See Appendix 7 for our present Strategic Goals.

B. QB Churches

9. To implement the minimum governance requirements as defined by the QB Constitution.¹⁰
10. To support the mission and ministry of the QB Movement financially by planning to give at least 2.75% of church offerings.¹¹
11. To support and promote where appropriate the service groups and ministries of the QB Movement including church planting, training, financial services, care, missions, aid, and camping.

C. QB Ministers

12. To develop and implement a suitable Personal Ministry Development Plan.
13. To abide by the QB Code of Ethics and Ministry Practice.¹²
14. To collaborate with other ministers, churches, and ministries of the QB Movement.

D. QB Services and Ministries

15. To provide ministry support for churches (e.g. through Regional Ministers, QB Service Groups, ministry resources, training, leadership development, consultancies, specialist ministry areas).
16. To facilitate pastoral support for ministers (e.g. Areas Pastors, pastoral care, professional development, resources).
17. To provide administrative support (e.g. church insurance, policies, long-service leave for pastors, financial direction, financial programs, access to loans, direction on legal issues, recommended pastoral stipends).
18. To guide and support the implementation of ethical and legal requirements and policies for churches, pastors and service groups (e.g. child safe, redress scheme, registration of ministers, marriage licensing, code of ethics, professional standards).
19. To support other QB services and ministries through prayer, collaboration, sharing of resources and financial support.
20. To offer the gospel, theological and ministry training, care, and support to the community through service groups on behalf of and with the QB Movement's members.

Note: This Agreement is to be affirmed every four years by all members of the QB Movement.

¹⁰ See Appendix 8 for the present Constitutional requirements.

¹¹ 2.75% of income has been the recommended QB church contribution since 2019. An Assembly decision to accept this Agreement will mean Assembly endorsement of this contribution. The recommended contributions of other State Baptist Associations are NSW 5%; Vic 2.75%–3.75%; Tas 5%; SA 2.5%; WA 5%. See Appendix 2 for how these funds are used.

¹² The QB Ministerial Code of Ethics and Ministry Practice can be found at <https://www.qb.org.au/support-churches-pastors/support-for-pastors/ethics-and-ministry-practice/>.

APPENDIX 1: Brief Biblical Reflections on the Voluntary Association of Autonomous QB Churches¹³

1. Collaboration

The collaborative nature of God as Trinity forms the theological basis of our collaboration. Created in the image of God, we have been designed to collaborate with God and with each other.

We reflect the image of our God when we serve together in love (John 17:22). The church grows when we pray together, work together, share with each other, listen to each other, are open and honest, submit to each other, make decisions together, love each other, and need each other (Eph. 4:16). That is the unity Jesus prayed for believers in John 17:20-22. This largely occurs within the local church, but it also happens as we work together with the wider church and within associations of churches.

We don't collaborate because it's effective (although it is). We don't collaborate because it's easier (although sometimes it is). We don't collaborate because it's a modern leadership emphasis (although it is). We collaborate because, as Jesus prayed, we reflect a collaborative God to our world. Collaboration is foundational to the nature of God's church and his purpose in the world.

2. Autonomy of the Local Church

The Baptist commitment to the autonomy of the local church is derived from our belief in the immediate Lordship of Christ as it applies to the churches in which believers gather. Christ's Lordship over the local church (Col 1:18) means that:

- a. Christ never leaves a church without his presence (Matt 18:19-20), the guidance of his word (1 Tim 4:13; 2 Tim 3:16), and the guidance and gifting of his Holy Spirit (John 14:26; Rom 12:4-8; 1 Cor 12:4-28; Eph 4:11-16);
- b. together, the members of such a church are authorised and responsible to discern its calling in Christ and the means by which they are to carry this out (including their own patterns of and appointments necessary for worship, fellowship and mission) (Matt 18:17-18; Acts 6:1-6; 14:23; 1 Cor 5:3-5);
- c. and, on this basis, a church has the right and responsibility to assess and discern all teachings, influences and forms of governance which may impinge upon it as to their godliness and suitability for this church (Gal 1:1 & 6-9).

As we will explore further in the next section, the freedom offered by such autonomy is, as it is for individual believers, freedom *under* the unifying rule of Christ, *from* the law of sin and death (Rom 8:2), *for* loving service to one another (Gal 5:13-15; Rom 15:24-28) and the furtherance of God's kingdom (John 13:34-35; Acts 2:46-47).

¹³ These scriptural reflections are shaped by a commitment to Baptist principles concerning the autonomy of the local church and its association with other churches such as may be found in, for example, 'A Declaration of Faith of English People Remaining at Amsterdam' (1611), Articles 11, 12, 21 and 22; 'The London Confession' (1644), Articles 36, 42-4 and 47; and 'The London Baptist Confession of Faith' (1689), Chapter 26 (see particularly Sections 4, 5, 7, 9, 14 and 15). There has always been a variety of forms of associationalism, but these documents represent the main features of autonomy and association as reflected here and in the Further Reading section.

3. Association

The basis on which Baptist churches associate together is principally the unity of Christ's body, the universal church of which each local church is an expression (John 17:20-23; Eph 4:1-5).¹⁴ The primary, though not only, form of this unity for most Baptist churches has been associating with other Baptist churches with whom there is the strongest sense of the shared Lordship of Christ.

While there appear to be no formal associations of churches in the biblical record, there is evidence that churches collaborated and supported each other. Some examples include:

- a. The Jerusalem church being a hub that helped approve and staff the church at Antioch (Acts 11:22) and settled theological disputes in the wider church (Acts 15)
- b. The Antiochian church initiating and supporting church planting missions by its leaders (Acts 13:1-3; 14:27).
- c. The Antiochian church (Acts 11:29-30), the Macedonian churches (1 Cor. 8:1-5) and the Corinthian church (1 Cor. 9:1-3) making a costly commitment to give to the distressed church in Jerusalem.
- d. The direction to share the letters and teachings of Paul with other churches (e.g. Col. 4:16).
- e. The ministry of non-apostolic teachers and workers across the churches (e.g. Acts 18:24, 27; 19:1; Rom 16:1-2; 1 Cor. 3:6; Tit. 3:13; 3 John 8-10).
- f. Paul's exhortation to the Ephesians to pray 'for all the saints' (Eph 6:18)

In Baptist terms, this pattern is seen to describe a situation in which persons and bodies external to the local church may certainly offer spiritual leadership, influence and patterns of church practice, but the local church retains its authority and responsibility to discern how to engage with these. A church's participation in any formal association is therefore voluntary. Such associations or networks of churches are not a church themselves and should not override the autonomy of the local church. Nevertheless, they may well represent God's gracious and faithful resourcing of his people and mission and serve a variety of important purposes.

4. Some Purposes of Association

We have seen that collaboration lies at the heart of God's nature as Trinity. But there are also practical benefits of churches associating together.

- a. *To express their unity.* Jesus prayed that all believers would be one (John 17:20-21). This unity is mainly exemplified in the local church but can also be seen in a wider sense as believers and churches collaborate together.
- b. *To support each other.* Churches can help each other fulfil the mission of the local and global church. One biblical example of this is churches giving to the struggling Jerusalem church (see above). Association can be of particular benefit when a local church is struggling with issues of ministry or leadership.
- c. *To maintain orthodox theology and practice.* Local autonomous churches can move away from biblical orthodoxy (as seen in the NT Epistles). Without a group of NT apostles to monitor and correct doctrine and practice, churches are often safer within an association where doctrine is discussed and orthodoxy (as decided by the Association in line with Scripture) is defined, monitored and encouraged.

¹⁴ Even in the troubled times following the English Reformation, early Baptists believed it was important to find common ground with other Christians, particularly with other non-conformists such as Presbyterians and Congregationalists.

- d. *To pool resources for joint mission and ministry.* Paul's worldwide mission was initiated by the Antiochian church, but the Philippians threw their generous support behind Paul as well (Phil. 4:15-18) providing him with financial aid "again and again." There are some ministries and missions that are beyond the resources of a single church.

5. Implications for the QB Movement as an association of autonomous churches

The QB Movement is not a church but a voluntary association of autonomous churches. This has a number of significant ramifications:

- a. Membership is voluntary. Autonomous churches can choose to apply to join or to leave the QB Movement as they see fit. While all churches are called to collaborate within the body of Christ, there is no biblical compulsion for churches to be part of the QB Movement. Queensland Baptists are a group of churches that share common theological roots, feel called by God to collaborate formally together, and see the benefits of this.
- b. The servant leaders of the QB Movement only have the authority to which the churches in the Movement together have agreed through their Assembly. Such leaders are not pastors or elders of the QB Movement but are gifted, godly people who have been chosen to serve the QB Movement and its ministry and mission. They will of course seek to influence members of the QB Movement because they are spiritual leaders, but they have no biblical authority or mandate to govern churches in the QB Movement.
- c. The QB Movement does not operate as a church but as an association of churches. The New Testament does not specifically describe how such associations should function. Nevertheless, in accord with our Baptist heritage and ongoing commitment, we would understand that many of the same scriptural principles which govern the gathering of believers within churches, such as seeking to discern together according to Scripture and the leading of the Holy Spirit, will apply to the functioning of associations of churches, as their members see fit.
- d. Churches in the QB Movement willingly balance autonomy and collaboration to serve effectively with other churches.

These principles are reflected in this statement about the QB Movement in the QB Constitution:

4.02 Jurisdiction of QB

QB is a separate identity from the Churches and other Members of QB and may through the Assembly, the Board and the Officers exercise the powers provided by this Constitution and the By-Laws over all of the Members of QB including Ministers and Churches, in all matters affecting QB's interests, but QB recognises the right of every Church to independently govern and administer its own affairs.

Further Reading

Chute, Dr Anthony L., Dr Nathan A. Finn, and Michael A. G. Haykin. 2015. *The Baptist Story: From English Sect to Global Movement*. B&H Academic, 339-342.

Fiddes, Paul S. 2018. 'Baptist Concepts of the Church and Their Antecedents'. In *The Oxford Handbook of Ecclesiology*, by Paul D. L. Avis. Oxford: Oxford University Press.

Holmes, Stephen R. 2012. *Baptist Theology*. T & T Clark International, 104-107.

Hughes, Philip J., and Darren Cronshaw. 2013. *Baptists in Australia: A Church with a Heritage and a Future*. Nunawading, VIC: Christian Research Association, 48-49.

APPENDIX 2: Benefits and Services offered to QB Members

The following figures are based on the 2020/21 budget.

Budget Item	\$ Amount	Services for Churches and Pastors
QB Movement	395,940	<ol style="list-style-type: none"> 1. Assisting churches and pastors to become more biblical, healthy, effective, intentional and visionary. 2. Director of the QB Movement (DoM) providing vision, inspiration, ideas, input and resources. 3. 14 Regional Ministers providing support, resources, networking, mentoring, advice and encouragement for pastors and churches. 4. Resources include articles, sermons, studies, Church Resources.
QB Services	533,245	<ol style="list-style-type: none"> 5. Supporting churches and pastors through and with the numerous demands and challenges of their ministry. 6. Director of QB Services (DoS) providing leadership to Board Committees, Service and Charter Groups and ensuring that the resources of these ministries support the priorities of QB and its churches. Also leading the Church Support Group that ensures that pastors and churches are well supported, and representing our QB churches in wider contexts. 7. Director of Pastoral Services (DoPS) who oversees registration and formation of pastors including ongoing professional development, training, compliance and licencing (e.g. marriage celebrants). 8. Team of Area Pastors working to build support networks among pastors and their spouses and assisting with pastoral care of pastors. 9. Professional Standards Officer helping and advising pastors and churches with difficult compliance and ethical issues. 10. Director of Church Health Services (DoCHS) providing resources, consultations, church reviews, support and training. 11. Director of Multicultural Services supporting, resourcing and assisting ethnic and multicultural churches.
Administrative Services	697,628	<ol style="list-style-type: none"> 12. Providing churches and pastors with advice and resources to effectively and responsibly manage and govern churches. 13. Enabling churches to purchase property, motor vehicles, enter into leases and contracts, and apply for grants although they are unincorporated. 14. Providing guidance on matters such as Human Resources and property transactions, including access to Christian lawyers where required. 15. Providing discounted copywrite licensing for the use of music and film. 16. Managing church involvement with the National Redress Scheme

		<p>17. Giving guidance in relation to legislative requirements placed on churches in relation to ACNC, External Conduct Standards, privacy and many other matters.</p> <p>18. Providing recommendations in relation to ministerial remuneration and spiritual appointment agreements and detailed guidance about eligibility and implementation of Exempt Benefits for ministers.</p> <p>19. Accountants providing assistance to churches with accounting packages and financial reporting issues.</p> <p>20. Providing discounted insurance for churches that is customised umbrella coverage for church requirements.</p> <p>21. Archivists ensuring that information about the present functioning of churches will be available to future generations.</p>
Total Departmental Operations	1,626,812	
Communications	95,425	22. Assisting clear communication throughout the QB Movement and ensuring that a wide range of resources and information is accessible for pastors and churches.
Other QB activities	62,880	23. Providing conferences (like Convention) and supporting our partnership with the Solomon Islands churches.
Total QB Activities	158,305	
Church Planting	98,714	<p>24. Assisting, equipping and resourcing church planters.</p> <p>25. Supporting, guiding and encouraging churches working towards church plants.</p> <p>26. Assisting and supporting young churches.</p>
Youth & Young Adults Ministry	109,706	27. Providing support, resources, networking, training, and advocacy for Youth and Young Adults Ministry Leaders.
Women's Ministry	42,121	28. Providing conferences, resources, networks, and support to women and women's ministries.
Kids and Families Ministry	51,757	29. Providing support, resources, networking, training, and advocacy for families' and children's workers in churches.
Indigenous Ministry	17,873	30. Providing support for indigenous churches and ministries.
Multicultural Churches	10,000	31. Providing support for special multicultural initiatives.
Ministry Team Support	24,659	32. Assisting all of the field ministries above.
Total Field Ministries	354,830	
Malyon Theological College Contribution	150,000	33. Equipping a new generation of church and community leaders in theology and ministry at a higher education level (with QB priorities).
Malyon Vet Contribution	100,000	34. Equipping a new generation of church and community leaders in theology and ministry at a vocational level (with QB priorities).
Global Interaction Support	21,291	35. Supporting and developing effective cross-cultural mission in our world.
BWAA Support	2,558	36. Advocating for and supporting the disadvantaged throughout the world and advising churches in these areas.

Baptist Union of Australia and Baptist World Alliance Membership	61,000	37. Networking with and supporting Baptist ministry across Australia and the world.
Other External Support	5,000	38. Support for Christian Religious Instruction Alliance Qld providing advocacy, support and resourcing for Christian RI in Qld State Schools.
Total External Expenditure	339,849	
Total Expenditure	2,476,726	

Notes

1. QB churches presently contribute about \$800,000 annually which is about a third of the cost of providing these resources to our member churches.
2. The rest of the finance needed to provide support for churches presently comes largely from Carinity, Baplink, Camping, property rentals, and investments.
3. Our Charter Groups also contribute directly to churches. Baplink offers grants and financial administration support. Malyon provides a range of biblical training. QCCC supports camping programs. From 2021, Carinity will allocate another \$500,000 annually to facilitate church involvement in PBI (Public Benefit Institution) work in their communities.
4. Through Carinity, Global Interaction, Baptist World Aid, QCCC and our schools, the QB Movement also provides ministry and mission on behalf of QB churches.

APPENDIX 3: Members of the QB Movement (from the Constitution)

5.01 The Members of QB are Churches, Ministers and other individuals and bodies who are admitted as Members of QB in accordance with this Clause.

5.02 Churches

The Board may admit a Church as a member of QB. The Assembly may make ByLaws regarding the matters to be taken into account by the Board when considering an application by a Church for Membership of QB. A list of Churches who are members shall be maintained and shall be appended to this Constitution.

5.03 The Board may terminate the Membership of a Church if:

5.03 (a) the Members of the Church at a duly constituted meeting of the Members passes a motion requesting that the Church be closed and its Membership of QB be terminated;

5.03 (b) the Church has fewer than six (6) Church Members;

5.03 (c) the Constitution of the Church has been suspended or revoked or has been changed so that it no longer meets the minimum doctrinal standards set out in this Constitution;

5.03 (d) the Church becomes an affiliated member of another denomination or body;

5.03 (e) the Church no longer accepts the minimum doctrinal statement in this Constitution; or

5.03 (f) in the opinion of the Board, the Church is engaged in practices inconsistent with this Constitution and By-Laws.

5.03 (g) a request from a Church to terminate its membership following a decision to that effect taken by special resolution at a duly constituted special meeting of members of that Church.

5.04 Before the Board terminates the Membership of a Church due to its membership being less than six (6) Church Members, the Board must: -

5.04 (a) Carry out an inquiry in relation to that Church;

5.04 (b) Form a sub-committee of the Board which must meet with the Church Members of the Church for the purpose of reaching agreement on the procedure for closure of the Church and on all matters arising in relation to closure of the Church including the disposal of the property of the Church but if, after reasonable efforts by the sub-committee, it is not possible for any reason to reach agreement on these matters the Board is empowered to make a final decision in relation to those matters. The disposal of funds and other assets of the Church must be in accordance with the policies adopted and published by the Board from time to time.

5.05 Ministers

The Ministerial Services Committee may register a person as a Minister, which admits them as a member of QB. The Ministerial Services Committee may also withdraw the registration of a Minister which terminates their membership of QB.

5.06 Other Members

The Assembly, after receiving a recommendation from the Board, may admit other individuals and bodies as Members of QB.

6.03 Members of the Assembly

The Members of the Assembly are the persons whose names are listed on the roll of Members of Assembly. The roll of Members of the Assembly must include: -

6.03 (a) Registered Ministers;

6.03 (b) The Delegates appointed by Churches;

6.03 (c) The Director of the QB Movement, the Director of QB Services, the Director of Pastoral Services, the Director of Church Health Services, and the Director of Administrative Services and the Elected Members of the Board.

6.03 (d) The heads of each of the Charter Groups;

6.03 (e) Those College faculty appointed by Assembly; and

6.03 (f) Associate Members of Assembly.

APPENDIX 4: Minimum Doctrinal Statement (from the QB Constitution)

- 4.01 It is recognised that each Member of QB has the liberty to interpret and administer the Laws of Christ however, the following must be adhered to as a minimum doctrinal requirement for admission as a member and for continuation of membership of QB:
- 4.01 (a) The Divine inspiration and supreme authority of the Old and New Testaments.
 - 4.01 (b) The existence of one God in three persons - the Father, the Son and the Holy Spirit.
 - 4.01 (c) The Deity, Incarnation and virgin birth of the Lord Jesus Christ, who is the Son of God, the Second Person in the Holy Trinity
 - 4.01 (d) The fallen sinful and lost condition of all people
 - 4.01 (e) The salvation of people from the penalty 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
 - 4.01 (f) The immediate work of the Holy Spirit in the regeneration of people, in their sanctification and in their preservation to the Heavenly Kingdom of the Lord Jesus Christ
 - 4.01 (g) The necessity, in order to obtain salvation, of repentance towards God and of faith in the Lord Jesus Christ
 - 4.01 (h) The resurrection of the dead and the final judgement of all people by the Lord Jesus Christ.
 - 4.01 (i) 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 the blood of the Lord Jesus Christ

APPENDIX 5: QB Core Value Statements (from the 2001 Triennial Review)

There is no single formulation of belief and practice which all Baptists have affirmed. Indeed, for it to be so would violate the principles of freedom which are fundamental to being Baptist. Of the following core values, none are exclusive to Queensland Baptists, but collectively they form a set of principles which is distinctively Baptist.

1. **The Lordship of Jesus Christ.** Christians everywhere confess that Jesus is Lord. The life and practices of Queensland Baptist churches affirms the sole and exclusive Lordship of Christ. No other authority should be permitted to usurp Christ's position as Lord of all.
2. **The authority of Scriptures.** The Bible, as the true record of God's revelation, is the supreme written authority for our faith and practice.
3. **Regenerate church membership.** Baptist churches consist only of believers, those born anew by the Holy Spirit, who have freely responded to serve God together.
4. **Believer's baptism by immersion.** Being a believer's church, Queensland Baptists affirm that baptism is for believers only and that full immersion is the appropriate mode for baptism.
5. **The ministry of the Holy Spirit.** The presence of the one Holy Spirit in the life of every believer draws believers together into a community of faith. The Spirit is the source of spiritual gifts which bring vitality to worship and mission.
6. **The priesthood of all believers.** There is no intermediary between God and humanity except Jesus Christ. Baptists believe that every believer is called upon to fulfil the ministry of the church, to worship God and bear witness to His good news.
7. **Congregational church government.** Each local church has the freedom and responsibility to conduct its own ministry. Whilst affirming the place of leaders to guide, the local Baptist congregation has the final authority, under Christ, for the life and mission of the church.
8. **Servant leadership.** Queensland Baptists will exhibit a strong commitment to developing, identifying, installing and releasing, visionary, gifted, anointed, godly, servant leadership; who whilst leading, still are accountable to God through the Church Meeting.
9. **Liberty of conscience.** Baptists accept that no one can coerce a person to believe; no one can force a church to accept a creed. Central to the Baptist identity is a strong commitment to total religious freedom.
10. **Diversity of practice.** Queensland Baptists exhibit a strong commitment to diversity of practice and methodology in ministry between churches believing that this allows for congregational creativity, expression of unique personality, matching of local needs and resources, and the possibility of mutual enrichment.
11. **Evangelical Christian doctrine.** Queensland Baptists exhibit a strong commitment to evangelical Christian doctrine, and to evangelisation of all people in obedience to the Word of God.

APPENDIX 6: QB Priorities 2020-2025 (Adopted at the 2019 Annual Assembly)

- a. *Biblical Authority.* The truth of Scripture centred in Jesus is fundamental to all our beliefs and practices. We study the Bible, we teach and preach the Bible, we submit to Scripture and we live its truth. We expect Scripture to direct and change our hearts and minds as it is enlivened by the Holy Spirit. (2 Tim. 3:16; John 16:13)
- b. *Faith-filled Prayer.* In God's grace, through prayer, he offers us an important role in the spiritual battles on the front lines of God's growing kingdom. We build faith by listening to God, standing on his promises and celebrating his powerful work. We intentionally foster individual and corporate prayer throughout our Movement. We believe that God wants us to ask him for even greater things than what we have seen so far. (John 14:12-14)
- c. *Collaborative Autonomy.* We fully support the autonomy of the local church and value the diversity it produces. Each of our churches enjoys the freedom to follow God's leading, but this does not mean independence. Together we form the body of Christ and together we have greatest kingdom impact. We are strongly committed to collaboration – learning from each other, serving each other and working together towards our God-given common vision. (Eph. 4:16)
- d. *Servant Leadership.* We believe that God equips and appoints leaders in our churches and Movement and that these leaders are called to lead (Heb. 13:17). We are committed to developing these leaders. Our leaders are first and foremost servants. They lead under God because they want to serve those they lead. Like Jesus, they put aside their own agendas to serve God's purpose for his people (Matt. 20:25-28) which is usually found through the Holy Spirit leading the body of Christ.
- e. *Effective Mission.* We have been called by God to share his good news of personal salvation (Col. 2:14), of the reconciliation of the whole of creation (Col. 1:20), and of the triumph of Jesus over evil (Col. 2:15), all achieved through the cross and resurrection of Jesus. We evangelise humbly but boldly. We find effective and strategic ways that Jesus will use to transform lives, communities and societies through the power of the gospel. (Rom. 1:16)
- f. *Intentional Discipleship.* As our societal practices move further away from Christian truth and values, we recognize the crucial task of equipping and discipling Christians to live God's way as salt and light. Drawing on our resources and gifts, we intentionally develop effective methods of spiritual formation to grow disciples of Jesus. Such discipleship includes baptising new Christians and teaching them to obey all Christ's commands (Matt. 28:18-20). We are committed to be a Movement that produces mature followers of Jesus.

APPENDIX 7: QB Strategic Goals 2021-25 (Adopted at the 2021 Annual Assembly)

Priority	Scripture Matt. 28:18-20	Main Goal	Result (5 years)	Explanation
1. SERVANT LEADERSHIP	<i>"Then Jesus came to the eleven disciples and said."</i>	Every pastor investing in 11 emerging leaders.	4000 emerging leaders developed	<ol style="list-style-type: none"> 1. This is a significant challenge for every pastor, but it is over five years. It could mean investing in two emerging leaders each year (2 Tim. 2:2). 2. All leaders need to be involved in developing leaders, not just pastors. But pastors need to lead the way. 3. Investing means doing something intentional and regular to help emerging leaders develop their character and grow their influence. 4. As an aging Movement, we want to invest in younger leaders where possible.
2. FAITH-FILLED PRAYER	<i>"All authority in heaven and on earth has been given to me."</i>	Every church praying for revival every week.	300 churches and communities praying desperately for revival	<ol style="list-style-type: none"> 1. The prayer may be in large or small settings, in services or in groups, in person or online. 2. The prayer may cover other issues, but there will be a focus on faith-filled prayer for revival in the church and community. 3. Revival involves God moving in great power to bring spiritual life and deep transformation to the church and community.
3. INTENTIONAL DISCIPLESHIP	<i>"Therefore go and make disciples of all nations."</i>	Every church making a pathway to make followers of Jesus in every generation.	20,000 growing disciples of Jesus	<ol style="list-style-type: none"> 1. A true follower of Jesus is a disciple of Jesus. 2. A pathway is an intentional way to grow Jesus followers. It may focus on any of church services/life groups/workplace/mentoring/courses/practical action/etc. 3. Discipleship involves both knowing and doing the truth ("teaching to obey"). 4. Churches need to work out how to develop disciples in each generation.
4. EFFECTIVE MISSION	<i>"Baptising them in the name of the Father and of the Son and of the Holy Spirit."</i>	Everyone sharing the gospel with someone so that together we baptise 1000 new believers every year.	5,000 new baptised believers	<ol style="list-style-type: none"> 1. Mission involves everything we do to share and live the gospel. This includes personal witnessing, planting churches, intercultural mission, serving the community, standing for justice, caring for the disadvantaged, blessing our workplace, online outreach, etc. 2. While baptisms are not the only measure of effective mission, because Jesus focuses on baptising in the Great Commission, it is an appropriate goal.
5. BIBLICAL AUTHORITY	<i>"Teaching them to obey everything I have commanded you."</i>	Everyone engaging with God's Word every day.	20,000 engaging with the Bible daily	<ol style="list-style-type: none"> 1. Engaging with God's Word involves intentionally reading or listening to some Scripture and reflecting on it in order to grow closer to and more like Jesus. 2. We strongly believe that regular Bible engagement is vital to knowing and growing in Jesus as Lord.
6. COLLABORATIVE AUTONOMY	<i>"And surely I am with you always, to the very end of the age."</i>	250 churches working together to fulfil Jesus' mission through every Region in Queensland.	250 churches collaborating	<ol style="list-style-type: none"> 1. "Working together" means actively choosing to collaborate with other churches and service groups in the QB Movement. 2. We presently have about 220 churches and fellowships, so meeting this goal will mean planting more churches and fellowships. 3. Much collaboration will occur within Regions supported by Regional Ministers.

APPENDIX 8: Governance of Churches (from the QB Constitution)

It is recognised that each Church has the liberty to govern its own affairs in whatever way it chooses but the following must be adhered to by a Church as a minimum standard for admission as a Member of QB and for continuation of that membership:

4.03 (a) A meeting of the Church Members must be held at least once each year.

4.03 (b) The Minister or Senior Minister where there is more than one (1) minister appointed must be registered by QB.

4.03 (c) The Minister or Senior Minister where there is more than one (1) minister appointed is appointed or removed by a duly constituted meeting of Church Members

4.03 (d) The Executive Leaders (e.g. Board, Elders or Diaconate) are appointed or removed by a duly constituted meeting of Church Members

4.03 (e) Church Members must have the right to vote in relation to the sale or purchase of any real property and in respect of any significant transactions affecting any real property used by the Church

4.03 (f) At least once each year financial reports and a budget for the following year must be presented to a meeting of the Church

4.03 (g) Any changes to the Church constitution are communicated to QB.

APPENDIX 9: Questions and Answers

1. **How is this QB Agreement different from present expectations?**

This document clarifies the commitments that are involved in being a member of the QB Movement. Almost all of these commitments would already be understood by members and many are enshrined in the QB Constitution. Possibly the only new aspect of the Agreement is an Assembly-agreed budget contribution to QB of 2.75% (previously a recommendation, now an agreement) from member churches. But this document brings together the commitments we make to each other in a single statement that will be regularly affirmed by QB members.

2. **Who will benefit from this Agreement?**

All members of QB benefit from a clearer outline and understanding of the benefits and commitments of being a member of the QB Movement.

- Churches will benefit though a clearer statement of what it means to be a member of the QB Movement.
- New churches will have clearer information to assist in deciding whether they wish to become a member.
- Registered ministers probably already understand their responsibilities, but new applicants will benefit from a clear summary of the required commitment and benefits.
- The QB Movement will benefit from a shared understanding of what membership means and a greater ownership of this by member churches.
- The leadership of QB and its service and charter groups will have greater clarity around their responsibilities.

3. **Who will be asked to sign the Agreement?**

The Constitution spells out the members of the QB Movement and its Assembly who will be asked to sign the Agreement. They are:

- Member churches who have been formally admitted (who appoint delegates to Assembly)
- Registered ministers
- Directors of the QB Movement, QB Services, Pastoral Services, Church Health Services, and Administrative Services
- Elected members of the QB Board
- Heads of the Charter Groups
- Malyon faculty appointed by Assembly

The Constitution also includes church delegates as members of Assembly, but they will not need to separately sign the Agreement because they will represent churches who have already signed.

4. **How often does the Agreement need to be reaffirmed by QB members?**

Presently ministerial registration needs to be renewed every four years. This would seem to be a suitable cycle for all QB members. At each annual Assembly, the QB Movement will celebrate new and existing members who have affirmed the Agreement.

5. **How do churches affirm the Agreement?**

Because we believe that God's will for the local church is discerned through the members, it is expected that the decision would be made through consultation with the church members.

6. **How do registered ministers and other individual members affirm the Agreement?**

Affirmation of the Agreement will be part of the registration and re-registration process for ministers. Other individual members will be asked for a signed personal affirmation.

7. What are the implications for a present QB member that is not willing to affirm the Agreement?

This would result in a process of dialogue between the member and QB, exploring the obstacles to agreement. However, further ramifications would be decided by the Assembly, mainly through constitutional processes. Any recommended constitutional additions dealing with this Agreement will be available at least two months before the 2023 Annual Assembly.

8. What are the implications for QB members who do not stick to their Agreement?

The Agreement outlines our mutual understanding of what it means to be a member of the QB Movement. It does not deal with breaches of the Agreement by members. This would need to be separately included in the QB Constitution. It is anticipated that the acceptance of the Agreement by Assembly would be followed by some recommended constitutional changes to be considered by Assembly that deal with breaches of the Agreement. Any recommended constitutional additions dealing with this Agreement will be available at least two months before the 2023 Annual Assembly.

9. What happens if the Agreement changes?

Only the QB Assembly can change the Agreement. If this occurs, all members will have the opportunity to affirm (or not affirm) the new Agreement.

10. What happens with churches that cannot give 2.75% of their income?

Presently only 12% of QB churches give the recommended 2.75% and 38% give nothing at all, so the majority of churches will need time to adjust their budgets. We will be looking for progress for the first few years. Some conversations may be needed. The principle here is fairness – that all churches share fairly in the costs of providing resources that the QB Movement offers to its members. If, on the rare occasion, 2.75% creates an impossible load for a church for a period of time, the church will be treated with compassion and grace.

11. How quickly would this Agreement be introduced?

From the Assembly decision to adopt the Agreement, it is anticipated that members would be given 12 months to work through the issues involved in signing the Agreement. If this time allowance proved inadequate for valid reasons, extensions could be granted by the QB Board.

12. Are there any restrictions on QB member churches or pastors joining other networks?

There is a statement in the QB Constitution that says that "The Board may terminate the Membership of a Church if the Church becomes an affiliated member of another denomination or body" (5.03 (d)). The Constitution gives no further advice on what "another body" may be and this has never been tested. But here is an opinion of what the Constitution may be barring for its members.

The biblical reflections in Appendix 1 show that collaboration and association are integral to the unity and mission of the church. Our QB churches are autonomous but not independent of God's wider work. QB encourages our members to collaborate across denominations and ministries and missions. QB does not have all the wisdom or resources that a local church or pastor needs. This commitment to wider collaboration will usually mean the involvement of QB members with and possibly membership of a range of groups (e.g. parachurch organisations, mission agencies, local fraternals and networks).

But the following memberships would be of concern to the QB Movement:

- Membership in an organisation or body whose theology contradicts the QB Minimum Doctrinal Statement (see Appendix 4).
- Membership in an organisation or body that forces dissociation from other QB members.
- Membership in an organisation or body that constrains a member's support of the above QB Agreement.