



PRINCIPAL INFORMATION AND APPLICATION PACK

MAY 2020



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INTRODUCTION

Goldfields Baptist College invites suitably qualified Christian candidates to apply for the position of Principal, commencing in Term 3, 2020.

Located in Kalgoorlie-Boulder, Western Australia, GBC is a co-ed, open enrolment college with an evangelical Christian philosophy, which caters for students from Kindergarten to Year 10. Our motto is “Growing, Building, Caring” and we aim to provide a holistic education, enabling our students, with a strong pastoral care focus, to develop to their full potential – academically, socially, emotionally, physically and spiritually. GBC is part of a supportive community of staff, students, families, Governing Board and local churches.

GBC currently has 300 students, 170 in the Primary College (K-6) and 130 secondary students (7-10). The College has been operating for 20 years and is looking to consolidate and build on the foundation that has been established, especially with a view to expanding to Year 11 and 12.

At GBC, teaching is not just a career, it is a calling. Each staff member is committed to incorporating their experience, knowledge, skills and passions into the 21st century classroom with a Biblical foundation, demonstrating best practice in teaching and pastoral care for their students.

Our new Principal will be a collaborative leader who is able to nurture teams, understand the strengths of staff members and give them opportunities to develop and apply their skills and knowledge. It is important that all members of the college community feel valued, but that they are also accountable for ongoing transformation, both in personal character and teaching abilities.

We believe that the successful applicant will have a heart for God and people first, with a passion for learning and teaching, and that from this focus, genuine faith, relationships and quality education programs will be built, both in the College and the wider community.

Our College’s vision is ...

Creating an educational community that is being transformed by the truth of God’s Word, nurturing and equipping each person for life.



ABOUT KALGOORLIE-BOULDER

Kalgoorlie-Boulder is a regional city with a population of around 32 000 people. It is an historical town which was founded on gold prospecting, and mining continues to be the dominant industry in the region. Located 600 km east of Perth (WA's capital city), Kalgoorlie-Boulder is rich in cultural diversity, quality education (early childhood, primary, secondary, tertiary & TAFE), retail, hospitality and medical facilities, a great community atmosphere (with a wide range of sporting, arts and cultural groups) and opportunities for employment, entertainment and networking. It has modern amenities and is a family friendly city with a wide range of cultural backgrounds represented. Kalgoorlie-Boulder is a regional centre for outlying towns and communities.

Although the city is based in a semi-arid part of Australia, there are plenty of trees and grass, parks and playing fields (even a grass golf course!) Our closest beaches are in Esperance, which is 4 hours drive south of Kalgoorlie-Boulder. The weather is cool and dry in winter and warm/hot and dry in summer, with perfect spring and autumn weather. Everything is air conditioned!

Daily flights, passenger trains and highways provide convenient access to other parts of the state.

Although the population in Kalgoorlie-Boulder is quite transient, there are also many people who are 'locals'; long term residents who are committed to calling the city home. The use of FIFO (Fly In Fly Out) workers in the mining industry has impacted the local economy, however, there is a concerted effort to attract new residents to the city, which will benefit GBC and the whole community.

KBC & OTHER CHRISTIAN CHURCHES

Kalgoorlie Baptist Church is a medium sized Baptist Church located in Kalgoorlie-Boulder, Western Australia. The church was formed in 1966 and is a member of the Baptist Churches of Western Australia. Goldfields Baptist College was founded by Kalgoorlie Baptist Church in 2000 and is still considered a vital ministry associated with the Church.

KBC has a membership of around 40, and a regular attendance of between 120 and 180 people at Sunday morning services. KBC is a dynamic, Bible-based church that seeks to be Spirit- led and continuously transformed, building God's kingdom in the community. KBC is also a contemporary, family-friendly church who, in partnership with the Goldfields Baptist College (GBC), is seeking to reach Kalgoorlie-Boulder and beyond for Christ. Ministries include a strong network of home groups, Little Sparks (creche), Bright Sparks (kids program), Ignition (Youth group), Young Adults, Girls & Boys Brigades, Prayer Meetings and Worship Team.

The church facilities include an auditorium which seats around 350, a Kids/Youth hall, offices, meeting rooms, kitchen, foyer, the Hope Cafe and Asaph Studio (professional audio recording) - in a separate building on the premises.

KBC has a full time Senior Pastor and part-time Administrator, with an active Diaconate which helps oversee the ministries of the church.

The Goldfields Ministers Network, of which the KBC Senior Pastor is a member, provides a strong partnership between the Christian churches in Kalgoorlie-Boulder. GBC has a positive relationship with the Network, inviting Pastors to be involved in assembly devotions, prayer walks, and by hosting Church Together events in the Community Hall at GBC. The College values the support provided by the local Christian churches.



GOLDFIELDS BAPTIST COLLEGE

The Goldfields Baptist College is an independent, Christian, K-10 co-educational College that was founded in 2000 as a ministry of Kalgoorlie Baptist Church. Through the College's core values of "Growing, Building, Caring" we strive to provide a high quality Christian education service to the Goldfields community. With an open enrolment policy, students flourish in the positive and supportive environment which the College provides. GBC is renowned for its high standards of pastoral care, college community and Christian ethos.

College Motto

Growing... into responsible, caring citizens, achieving our God-given potential in every area.

Building... a foundation of Christian values and a variety of skills that will help us throughout life.

Caring... for others, our environment and ourselves.

College Aims and Objectives

The aim of the College is to foster in our students the spirit and endeavour of Growing, Building, Caring. Within this framework the students are encouraged to develop:

- A love for learning and the search for truth
- Initiative and self-discipline
- A sense of social responsibility and an awareness of the needs of others
- Self-esteem, resilience and purpose
- An awareness of God's love and His desire for a personal relationship with each person

Christian Framework

The College is a ministry of Kalgoorlie Baptist Church and there is a close and significant relationship between the Church and the College. Many College staff are involved in the life of the Church and the Church seeks to connect with the College community through a variety of programs and events, as well as praying for the College. The College is also building greater connections with all the Christian churches in the Goldfields, seeking to embrace the unity Jesus desired for all believers. The staff members have a diverse range of Christian backgrounds and traditions, which brings a richness of faith, life and experience to the College community.

The College has a commitment to provide a high standard of education within the context of the Christian faith. The College has an open enrolment policy and students are not required to have an affiliation with the Baptist Church or any other denomination. All students must, however, respect and fully participate in the Christian program of the College. All College staff are committed, practising Christians. All staff must agree with, subscribe to and seek to live out daily the Statement of Faith of the GBC Association. See page 15.

Therefore it is a requirement of the Board that the Principal be a mature, committed, Biblically based evangelical Christian who is a regular participant in a local church.



College Governance

The College is incorporated under the provisions of the Associations Incorporations Act (WA). The GBC Association Inc Constitution (updated in 2019) and the structure of the College Board reflect the College's origins as a ministry of Kalgoorlie Baptist Church, and the ongoing and strong partnership between Church and College, while respecting the independence of the College as an entity in its own right. The Senior Pastor is an ex officio voting member of the College Board, with a spiritual oversight role. The Principal is an ex officio non-voting member of the Board.

The GBC Association Inc Constitution can be downloaded from the College website.

Staff

As at the end of Term 1, 2020, the College employed 40 staff (26 FTE teaching staff). All staff appointed to the College are expected to be committed and practising Christians, who agree to the Statement of Faith and sign the Code of Conduct.

The leadership and management of the College are delegated by the Board to the Principal. The Leadership Team of the College currently consists of the Principal, Deputy Principal, Heads of Learning Areas (Secondary, Primary, ECE, GETS).

The Principal is supported by a Personal Assistant who is also responsible for enrolments at the College. Other administration staff include a Communications Officer and Receptionist.

The development of staff is a priority of the College. Staff are provided with access to high quality professional development resources within and outside of the College.

The staff have a clear passion for the welfare of the students that is inherent in the culture of the College. The Principal is integral in developing and strengthening communication links within the College community.

As Kalgoorlie is a highly transient city, it is important that the College attracts, equips, encourages and retains quality teachers prepared to invest in the mission of GBC.

Pastoral Care

Goldfields Baptist College is highly regarded in the community because of its strength in pastoral care. The College invests considerable resources into providing a positive, well managed, caring and supportive environment for students and staff alike.

New staff are placed in mentoring relationships with senior teachers in the College and personal and spiritual development is incorporated into the College's staff development plan.

The College has employed a Chaplain for 3 days a week (0.6 FTE). He has an office on campus and is available for all staff, students and parents. He co-ordinates programs to build emotional resilience and develop Christian faith within the College community, and is a vital part of the Pastoral Care Team. An Employee Assistance Program is available for staff if required.

The Senior Pastor of KBC is also available for counselling needs upon request.



Teaching and Learning

GBC's educational program is distinctively Christian in philosophy and practice and integrates learning within a Christian world view, using the Australian National Curriculum across all learning areas within the College. The curriculum seeks to maintain high academic standards and to stimulate and motivate students for entry to employment, TAFE and University. God's Big Story, as developed by Christian Schools Australia, is the underpinning framework for integrating God's Word into the curriculum and learning experiences.

The Primary classes are single stream to Year 6. Secondary is double-stream, Year 7-10. GBC is registered for Year 11 and 12 classes and is planning to offer this increased capacity in 2021 or 2022. The Early Childhood Education program is one of the College's strengths, as Kindy is provided for 4 full days per week (with some parents opting to send students 3 days). The National Quality Standards are an integral part of the early learning program (K-3), as the staff seek to achieve and exceed in the various areas identified in the Quality Improvement Plan.

The Principal forms part of a team aiming to create a strategy to strengthen links with Eastern Goldfields College, in order to provide a smooth transition for our Year 10 students as they progress to senior education at the local government upper school campus or onto VET pathways.

Buildings and Facilities

The College is situated on approximately 6 hectares of land, and buildings and facilities are of a high standard. The most recent capital projects include:

- A \$2 million multi-purpose community hall incorporating a high quality basketball court, showers, staging and sound facilities, storage areas, a classroom and a uniform shop. A purpose-built canteen has recently been added to this facility.
- An administration building.
- Upgraded Design & Technology workshop.
- Solar panels.
- A new secondary college block is currently under construction. It includes a new Science lab and Food Technology centre, along with contemporary classrooms and staff facilities. A new staff carpark is included in this building project. The project is scheduled to be complete by Term 3 2020.

Outdoor facilities include basketball court, playgrounds, playing field with football goals, vegetable gardens.

All classrooms are air-conditioned and well equipped with resources for teaching and learning. BYOAD policy is in place for secondary students. Teachers are also able to incorporate an ICT device into their salary package.



Finance

The College Finance Team consists of the Principal, the Senior Finance Officer, the Treasurer of the Board, the Chair of the Board and other people as required.

The annual budget is co-ordinated by this team, approved by the Board, monitored by the Finance team and implemented by the Principal and Senior Finance Officer. An external audit is conducted annually to ensure compliance with state and federal regulations and Department of Education requirements. GBC is currently in a sound financial position.

College assets were recently valued at **\$14 million**.

Compliance

GBC has policies and procedures in place to ensure the safety, risk management and compliance of the College in line with the Department of Education and other legislative requirements. GBC is currently registered until 2022 and is compliant with all regulations. GBC is also signed up to the National Redress Scheme as part of the Baptist Churches of WA.

GBC is a member of CSA (Christian Schools Australia) and AISWA (Association of Independent Schools of Western Australia). These organisations provide valuable resources to GBC.

Annual Report

Additional information about the College can be found in the Annual Report, which is available on the College website. Please go to www.gbc.wa.edu.au.

THE REQUIREMENTS OF THE PRINCIPAL

In line with the Professional Standards for Principals and the ethos of the Kalgoorlie Baptist Church and GBC, the following is required of the new Principal of Goldfields Baptist College:

1. Vision and Values

- Love God and love people (especially children)
- Have a heart to see young people come to faith in Christ and grow in discipleship.
- Be a visionary and creative thinker who shows initiative in collaborating with others to implement ideas and goals.

2. Knowledge and Understanding

- Have current Australian teaching qualifications (including registration with the TRBWA), and preferably post graduate qualifications, and experience relevant to the leadership of a K-12 school.
- Keep up to date with the latest educational pedagogies and directions and apply these within the context of the College.
- Demonstrate a broad range of experiences beyond the education sector, potentially including finance, business management, HR, legal understanding and public relations skills.



3. Personal Qualities, Social and Interpersonal Skills

- Demonstrate character qualities consistent with being a disciple of Jesus – a servant attitude with a desire to be obedient to God, led by the Holy Spirit and accountable to others.
- Provide strong but humble Christian leadership among the staff, with the students and as an example to the parents.
- Show strength, passion and energy for the role of Principal, with vitality and resilience that inspires others to strive for their best. Manage the stressful demands of a senior executive position with a balanced personal/family life.
- Display a high level of competence in interpersonal communication, including exemplary written and verbal skills and the ability to listen and be approachable, engendering trust and confidence.
- Have sound judgement and the ability to make wise, informed decisions that will provide a basis for a stable, unified College environment.

4. Leading Teaching and Learning

- Set high expectations and implement effective strategies for collaborative planning, monitoring and assessment of high quality learning programs.
- Encourage and inspire active engagement by the students in the learning process.
- Motivate and coach teachers to keep teaching practice current through use of research and new technologies.
- Monitor reporting on student progress and ensure systems are in place to reduce gaps in student attainment.
- Engage with other schools and organisations to share and improve practice and encourage innovation in education.

5. Developing Self and Others

- Manage the performance and continued professional development of staff.
- Support others to build resilience, personal health, wellbeing and capacity to manage the complexity of their roles.
- Provide consistently high standards for behaviour, and strategies for development, based on choices and consequences.
- Manage conflict situations with wisdom and a commitment to mediate, ensuring positive outcomes.
- Foster understanding and respect of cultural diversity.



6. Leading Improvement, Innovation and Change

- Work with others to address the challenges of change through improvement and innovation.
- Develop and implement strategies for improvement, evaluate outcomes and refine actions in consultation with others in order to engage and inspire the wider College community.
- Build a culture of trust and collaboration, where new ideas are explored and regular feedback provides the basis for ongoing innovation that leads to increasing excellence.

7. Leading the Management of the College

- Build a positive working relationship with the governing Board of GBC to set strategic direction and provide oversight for the management of the College.
- Manage the financial, material and human resources of the College wisely, including delegating tasks and ensuring accountability.
- Develop and maintain policies and procedures to ensure structures are in place for effective management.
- Use a range of technologies to record, analyse and share information, monitoring progress against goals that have been set.
- Ensure the College complies with state and federal legislation and the requirements of government and church bodies to provide education with integrity and accountability.
- Employ best practice in Human Resource Management so the College can attract, retain, develop and motivate quality staff.

8. Engaging and Working with the Community

- Communicate effectively with staff, students, parents, the College Board, stakeholders and the wider community, listening and responding with openness, insight and respect.
- Strengthen relationships between the College and Kalgoorlie Baptist Church through embracing spiritual oversight by the pastors and building links to other ministry areas (eg. Children and youth ministry, missions, internships).
- Embrace the culture of the College community, building on its strengths and engaging in beneficial partnerships within the wider community and among stakeholders.
- Understand the unique nature and diverse needs of the Goldfields community, working with parents and other community organisations (e.g. Chamber of Commerce, Sporting bodies, Business networks, other educational institutions, cultural groups, etc) to inform decision making and direct College practices.



APPOINTMENT OF THE PRINCIPAL

The Principal is appointed by the College Board on a contractual basis. The Principal is entrusted by the Board with the Christian ethos of the College and the implementation of its programs. The Principal is expected to set the tone of the College, influence the morale of the staff and create the climate in which the College's aims and objectives can be achieved. The Principal employs staff in consultation with the Board and is concerned with fostering their wellbeing, abilities and potential through professional and pastoral support, encouragement and assistance.

The Principal should seek to exemplify the ethos of the College at all times, equipped to be an educational administrator and collaborative leader of the staff and students. The Principal is expected to maintain a culture of competence and improvement among staff and students and to engender high levels of satisfaction among parents.

Employment Information

1. The Principal is appointed by, reports to, and is accountable to the College Board. The Board will support the Principal through regular meetings, encouragement, prayer, feedback and a formal appraisal process.
2. An attractive remuneration package commensurate with the responsibilities of the position and the experience of the applicant, will be negotiated, based on a fixed annual salary, superannuation and tools of the trade. Residential accommodation is not provided as part of the salary package and remains the responsibility of the successful applicant.
3. A contract of employment will specify the details of the remuneration package, and the terms and conditions of employment with the College.
4. Reasonable relocation expenses will be reimbursed.
5. The initial term of appointment will be three years. Further terms may be offered subject to satisfactory performance appraisal. An initial review will take place after six months in office and a full and formal review during the third year of contract. An annual, simplified review will also be performed between the Board and Principal.
6. At the expense of the College, the successful applicant may be required to undertake a medical examination and/or psychological examination.
7. The Board reserves the right to -
 - fill the position by invitation
 - not appoint
 - readvertise the position
 - review and alter the terms and conditions set out in this and any associated document at any time prior to appointment



8. It is a condition of application that the College is authorised to discuss the application with nominated referees and that the content of records of discussions with referees will not be disclosed or accessible to the applicant.
9. The Selection Panel reserves the right to consult with persons other than the nominated referees and the content of records of such discussions will not be disclosed or accessible to the applicant.
10. The Board will keep each applicant's information on file until the end of the recruitment process, after which time all records pertaining to unsuccessful candidates will be destroyed.
11. The successful applicant will be notified via email and will commence duties in Term 3 of 2020, or at a later date by negotiation.
12. Applications can be submitted to Mrs Helen Kenny, Board Chair board@gbc.wa.edu.au prior to 5pm Monday 25th May, 2020. All applications will be treated in confidence.



PRINCIPAL'S APPLICATION - PERSONAL DETAILS

Name:	
DOB:	
Current Address:	
Email:	
Phone:	
Family:	
Church Involvement:	
Professional Roles:	
Education:	
Other Fields:	
Leisure Activities:	
Volunteer/Community:	
Referees:	1 Name
	Position
	Phone
	Email
	2 Name
	Position
	Phone
	Email
	3 Name
	Position
	Phone
	Email

Please attach the following:

- WA Teachers Registration Board Registration Number
- Working With Children Check
- Police Clearance
- Current Curriculum Vitae

PRINCIPAL'S APPLICATION - SELECTION CRITERIA

Please address the following criteria on a separate document. Please limit each response to between 200 and 300 words.

Vision and Values

Christian value of love for God and others has a very high priority at Goldfields Baptist College.

What is your philosophy of Christian education and how does faith impact your role as a Principal?

Knowledge and Understanding

Applying knowledge, skills and understanding within the context of a school environment is vital to ensure quality education and positive relationships.

Discuss how your background experience will provide you with a solid foundation for the role of Principal of GBC.

Leading Teaching and Learning

Passion for education, for individuals and within the school community, provides the basis for being an effective school leader.

Explain how you can create a positive culture of challenge and support among the staff at GBC, building a collaborative team that applies best teaching practice and inspires learning for life.

Developing Self and Others

The way people handle challenges and stress can indicate the character of a person in a leadership role.

Discuss some of the ways you have built resilience and leadership capacity within yourself and your colleagues in the past. How can you model a balanced lifestyle for the college community at GBC?

Leading Improvement and Change

Change and transition are part of life in Kalgoorlie-Boulder and 21st century education that need to be understood and managed.

Provide examples of the strategies you would use to lead innovation in a managed framework, so that you take everyone along with you on the journey.

Leading the Management of the College

Being accountable, delegating and effectively applying methods and technologies to ensure GBC is managed with integrity are important elements of the Principal's role.

Discuss how your experience, skills and knowledge in managing finance, building relationships with stakeholders (including the Board) and applying technology effectively will benefit our College into the future. Give an example of how you have dealt with conflict in one of these areas in the past.

Engaging and Working with the Community

It is vital that our new principal 'fits' within the culture of our College and the wider Goldfields community.

Outline your personal qualities and strengths that will engage people, value their diversity and help them catch the vision of the College?



STATEMENT OF FAITH

The “Statement of Faith” to be accepted by Members of the GBC Association & Kalgoorlie Baptist Church is as follows:

We believe in:

(1) God

There is one true eternal God, the Creator of Heaven and the universe, who is infinite in power, wisdom, holiness and love, and exists outside of time and space. He is triune in nature, existing in three distinct persons – God the Father, Jesus the Son, and the Holy Spirit, all being equal in power and glory. God is all-knowing, all-powerful and ever-present, the everlasting God who does not change.

a. God the Father: The Father is the first Person of the Godhead, eternally co-existing with Jesus the Son and the Holy Spirit. By His Son, He freely and supernaturally created the world from nothing. His plans and purposes cannot be thwarted. He is faithful to every promise, and in His unfathomable grace, He gave His Son, Jesus Christ, for mankind’s redemption.

b. Jesus: Jesus is the second Person of the Godhead, eternally one with God the Father and the exact expression of His glory. He is the one and only Saviour, the sole way for humanity to approach God. Jesus became human through being conceived of the Holy Spirit and born of the virgin Mary, perfectly uniting the nature of God and the nature of humanity within one Person – wholly God and wholly man. He lived a perfect and sinless life, voluntarily dying on the cross as a substitutionary sacrifice to bring atonement for sinners, being bodily resurrected and ascending back into Heaven.

c. The Holy Spirit: The Holy Spirit is the third Person of the Godhead, eternally one with the Father and the Son, and sent into the world to convict people of their sin and to achieve God’s purposes within the world and the Church, sanctifying, sealing and filling all who trust in Jesus Christ. The Holy Spirit convinces sinners of their sinfulness, leads them to personal faith in Jesus Christ, and works within the lives of all believers to make real the presence of Christ, lead them into truth, bestow spiritual gifts for ministry and service, and produce spiritual fruit for holy living.

(2) Scripture

The Scriptures, consisting of the sixty-six books of the Old and New Testaments, are divinely inspired – written by humans but authored by God – and without error or fault as originally given. They are supreme in authority for faith and conduct, and reveal God’s will and purpose for humanity.

(3) The Devil

Satan, the devil, is an angel created by God who became His enemy through his own pride and rebellion, taking other corrupted angels with him. Known as the ‘god of this age’, ‘Prince of Darkness’ and ‘Father of Lies’, the devil seeks continually to frustrate God’s purposes and to ensnare humanity, separating mankind from God. His defeat was accomplished at the Cross of Christ and he will face his ultimate doom at the end of time, being cast into the lake of fire for eternity.



(4) Sinfulness of Humanity

Humans were created in the image of God, male and female, for fellowship with Him. Rebellion and disobedience caused humanity to fall from communion with God, corrupting their very nature and making all people sinful both by nature and by choice. As a consequence, all humans are spiritually dead, under the dominion of Satan and subject to God's wrath and condemned to eternal punishment. We are both helpless and hopeless apart from God's grace.

(5) Salvation

Jesus took the form of a man and, although sinless, died a sacrificial death to atone for the sins of humanity and to bring redemption from the guilt, penalty and power of sin. He was raised from the dead, demonstrating God's acceptance of Christ's atoning death. This atonement is sufficient for the entire world but effective only for those who receive it through confession of Christ's Lordship, belief in his resurrection, and repentance from sin. A sinner can only be justified and reconciled to God based on God's gracious gift of salvation through Christ Jesus, received through faith – there is no way to personally merit or earn salvation. The ministry of the Holy Spirit is necessary for the acceptance of God's gift of eternal salvation.

(6) Eternity

The human soul exists from conception into eternity. Those who have received God's gift of salvation will spend eternity in the presence of God. Those who, through unbelief, have never been reconciled to God through Jesus Christ will be subject to eternal punishment.

(7) The Church

The Church is the Bride of Christ, separated from the world through faith in Jesus Christ as Lord and Saviour and under the Lordship of Christ. The Church is the united Body of Christ, formed into local congregations where two or more individual believers meet together for worship, fellowship and service under scriptural principles.

(8) Baptism and the Lord's Supper

Jesus Christ gave only two ordinances for the Church to follow: Baptism and the Lord's Supper. These ordinances are both given as an obligation on all believers.

- a. Baptism is the full immersion of believers in the name of the Father, the Son and the Holy Spirit upon profession of their faith, and is symbolic of faith in and identification with the crucifixion, burial and resurrection of Jesus Christ.
- b. The Lord's Supper is a commemoration, until Christ's return, of the sacrifice of the body and blood of Jesus, to be observed by believers only.

(9) Marriage

Humans are created in the image of God, male and female, equal in value but different and complementary to one another. Marriage is the God-ordained union of one man and one woman to the exclusion of all others, voluntarily entered into for life.





Goldfields Baptist College
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www.gbc.wa.edu.au

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