



## Newly Accredited Ministers: Information for churches

This document explains what is expected of churches that call a Newly Accredited Minister.



## Newly Accredited Ministers Information for Churches

### 1. What is a Newly Accredited Minister?

Newly Accredited Ministers, or NAMs, are most usually those who have recently completed their ministerial formation at one of our Baptist colleges. Their names are added to the Baptist Union's Register of Nationally Accredited Ministers, but for a probationary period they receive special support and oversight as outlined below.

Alternatively, a NAM might be a minister who has gained accreditation after attending Residential Selection Conference. This conference, known as RSC, tests the calling of those who already have the theological qualification required but whose ministerial formation has not been undertaken in one of our Baptist colleges.

If you call a NAM to be your minister, you should be aware of the expectations the NAMs' programme places upon both them and your church. However, we trust that these expectations will be seen less as a burden and more as an opportunity for your church to invest in the life of Baptists Together by nurturing a minister through their early years of accredited ministry. We are hugely grateful for every church that partners with us in supporting the developing of our ministers.

### 2. The NAMs' programme

All accredited ministers are strongly encouraged to engage with an ongoing programme of continuing ministerial development, or CMD. The Baptists Together CMD framework calls for each minister to practise five 'CMD habits', namely:

**Learning** – by gaining new understanding and new skills

**Attentiveness** – to their spiritual, physical, emotional and relational health

**Accountability** – to a trusted companion outside their ministry setting

**Connection** – to their fellow Baptist ministers and the wider Baptist family

**Review** – of their work as ministers at least once every three years.

Most ministers are free to determine the ways in which they pursue these habits and, within any one season, the appropriate balance between them.

NAMs, however, follow a more prescriptive programme that helps them to embed each of these habits in their ongoing ministry. This programme is made up of four key relationships:

1. **With their regional Baptist association.** The regional association offers informal pastoral care to the NAM; gathers all their NAMs together to talk through practical matters of ministry; provides each NAM with a mentor; and oversees a review process.
2. **With a mentor.** The NAM meets with a mentor regularly during the NAMs' programme. Mentors offer to the NAM a listening ear, advice, guidance, challenge and prayer. They also report on their progress annually to the relevant regional minister.
3. **With a Baptist college.** NAMs enter two sequential learning contracts with a Baptist college. These involve a mixture of theological reflection, assignments, books reviews and college days.
4. **With the local Ministerial Recognition Committee (MRC).** The MRC receives reports from the mentor, regional minister and, at least during the NAM's second year, your church leadership team. They interview the NAM at the conclusion of the programme and, all being well, commend them for full accreditation.

The NAMs' programme typically lasts three years, though this can be either shortened or lengthened depending on circumstances.

### 3. The role of the church

If you call a NAM to be your minister, please can you support their development in the ways listed below. In doing so, you will fulfil the requirements of the recommended Terms of Appointment, which says, "When a Newly Accredited Minister is appointed the church shall agree to the minister's participation in the Baptist Union's mandatory programme for Newly Accredited Ministers and allow time for study and participation in the programme during normal working hours, and pay such expenses as determined from time to time."

- Encourage them to take the time necessary, away from their immediate ministry work, to engage fully with the NAMs programme. It is difficult to be precise about the number of hours they will need to complete the various requirements, but you should anticipate this to be on average half a day each week.
- Respond promptly to any requests from your regional minister if they ask you to comment on or review the progress of the NAM.
- Put aside an allowance in your budget for:
  - Travel expenses related to NAMs' events and meetings;
  - Association's annual ministers' conference fee and expenses;
  - Expenses for attendance at Baptist Assembly at least once during their NAMs' programme. (Please note that the Assembly ticket price is paid for the NAM and their spouse, if any, from Baptist Union funds.)

- College fees for each year. These fees, which are still subsidised by the colleges, are £200 for each year.

## 4. Further information

A full explanation of the NAMs' programme may be found here:

[https://www.baptist.org.uk/Articles/610798/Newly\\_Accredited\\_Ministers.aspx](https://www.baptist.org.uk/Articles/610798/Newly_Accredited_Ministers.aspx)

However, if you have any further questions, please speak to your regional minister.

We hope, that if you call a NAM, your church will benefit from your investment in their development. At the end of the programme, each NAM who is transferred to the fully accredited list of ministers is affirmed at the annual Baptist Assembly. When this takes place, we trust you will feel proud at the part you have played in their ongoing formation.



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