

# NEWLY ACCREDITED MINISTER DEVELOPMENT PROGRAMME

# Name:

Dear

We are pleased to welcome you to the programme for Newly Accredited Ministers. We hope that you will find this stage of your journey both enjoyable and challenging. The journey on which you are now embarking is designed to help you meet the new experiences of ministry with confidence and to help you grow into your new role.

One of the major tools to help you through this journey is the Reflection Journal; you will find this in the pack. We have supplied you with both the journal and a diary sheet to get you started. You will need to copy more as you progress and work on these with your mentor.

Your mentor is there to help you meet difficult situations, some of which you may never have met before. You will be able to share spiritual insights together, learning from someone else’s experience. Your mentor will be able to help you formulate the beginnings of the learning contract that you will need to negotiate with your local college. Do not assume that this time of study is only about achieving higher academic qualification, it is to help you hone the skills, knowledge and insights you will need for the development of your ministry.

Your Regional Minister is also here to help. As well as organising and running the NAM programme we are also available to advise, support, encourage and serve you. Please feel free to contact us by phone, e-mail or letter and we will do our best to answer your questions. The Ministries Team at Didcot is also available to support you.

We are keen to keep the mentoring scheme under review; therefore we want to hear from you about how it feels so that we can consider ways to make possible improvement. There is a form at the end of the pack for you to send back to us at the end of your first year.

We wish you well in your new sphere of ministry and pray that you will be greatly enriched in your journey.



Beth

EBA Regional Team

LAUNCHING ACCREDITED MINISTRY

After completing study (or following the commendation of a Residential Selection Conference) a Baptist Minister becomes a Newly Accredited Minister. The NAM period normally lasts for three or, in some cases, four years. When successfully completed, the minister enters the list of fully accredited Baptist ministers. Throughout the NAM period, the minister will be able to benefit from a range of supports and opportunities to enable personal, professional and spiritual growth to continue.

This document explains the Accreditation pathway.

Accreditation comprises a number of elements and this sheet will briefly describe each one in turn.

Entry into the Accreditation scheme

When a college student has received a call to the ministry of a church, the Regional Minister will notify the Ministries Team at Baptist House of the settlement. The Ministries Team will then set the necessary elements in place for commencing the NAM period. Enrolment as a Newly Accredited Minister will not take place until all paperwork has been submitted and relevant criteria met.

Other people come into the scheme either through the Residential Selection Conference or upon the approval of the Ministerial Recognition Committee.

Mentors

Each Association has a panel of trained mentors available to link up with every Newly Accredited Minister. The mentors are not ‘super ministers’ but people who have been identified by others as having sound experience and the skills to work with someone else to enable their development.

The mentors, whilst undertaking this special role with the agreement of their church, will be accountable to the Baptist Union for their work. They will act as a link or advocate for the minister in the Regional Review Group who oversee the NAM process for the Association.

The Association will endeavour to identify a mentor who lives within easy reach of the minister and who has skills or expertise that will be of direct relevance to the ministers and their local situation. This may not always be possible and other supplementary resources may have to be used, some of which will be of a specialised nature. This will be an issue that the mentor will work with the new minister to meet.

Once the mentor has agreed to accept the Newly Accredited Minister, they will be put in touch with the minister. The mentor will make contact with the new minister as soon as possible after that.

It is vital that the Mentor and NAM meet regularly during the year as this is a requirement for the successful completion of the NAM programme.

Reflection Journal

One of the main tools used in the mentoring process is the Reflection Journal. In this folder ministers will briefly record day to day experiences and incidents. The daily diary sheet will enable a fuller reflection to be prepared at the end of each week. The journal will be discussed with the mentor; it will provide a focus for discussion about current work, learning and development but will also provide a longer term resource for the new minister to consider their personal and spiritual growth over a number of years.

The Learning Contract

Newly Accredited Ministers must maintain a course of study throughout the NAM period. They will be attached to a Baptist college which serves their part of the country. **It is the new minister’s responsibility to negotiate the link up with their local college.**

At least annually, the NAM will discuss their emerging learning needs and agree either a course of study or directed reading to assist in their development. It is anticipated that this continuing study will be directly related to emerging issues in ministry. The first learning contract is normally a community/mission audit.

The mentor may be able to assist the minister in identifying issues that might be appropriate for further study or reading.

Regional Review Group

The Regional Review Group meets under the leadership of the Regional Team. One of its purposes is to recommend to the National Ministerial Recognition Committee those ministers who have fulfilled a satisfactory first period of service. In order to enable them to make such a recommendation, the group will be interested in the development of the Newly Accredited Ministers in the Association.

The mentor may attend the Regional Review Group and will report to them on the development of the minister and, as advocate for the minister, will be able to help the group to look at the true picture, rather than one which might be based on rumour or gossip.

NAM Days

Regional Ministers bring the Newly Accredited Ministers in their area together to explore, experience and discuss issues that arise in ministry and to encourage reflection on these issues in order to bring a theological perspective to them. The days also help ministers to gain support from each other during the early, testing days of ministry. These are a vital part of the ongoing spiritual development of the minister as they encourage reflection and prayerful study. Newly Accredited Ministers are expected to attend at least two each year during their NAM period in addition to the EBA Ministers’ Conference.

The usual pattern for NAM Days includes:

Attendance at the annual EBA Ministers’ Conference (February)

2 Experience / Training Days (Spring/Summer and Early Autumn)

Retreat Day (Late Autumn)

Conference for Newly Accredited Ministers

The Ministries Team organises an annual conference for Newly Accredited Ministers, which all Newly Accredited Ministers are required to attend once in their NAM period. This residential national conference provides further opportunity to consider issues arising in ministry.

Some of the material provided by mentors in the reports of their meetings with ministers will enable an agenda to be constructed that is relevant to the wider needs of the Newly Accredited Ministers across the country.

The invitation to attend this conference is usually sent out by the Ministries Team during the minister’s second year in pastorate.

# REFLECTION JOURNAL FOR NEWLY ACCREDITED MINISTERS

The purpose of the journal is to help you to reflect on your work and reading, to help you to trace your inner journey and to think about the direction in which you are moving.

The journal is to be used with your mentor as part of your ongoing discussion. It will help your mentor to have a record of your experiences and enable you to keep events in your mind - not just the most pleasurable or traumatic. Therefore, your discussions will be able to cover the range of your experiences.

You may find it helpful to try to address the following four questions in writing your entries:

What did I feel?

What did I think?

What did I learn?

What do I need to do?

It is clearly not possible to write everything down fully but daily **notes** will be a great help as they will enable you to maintain a reminder of the work you are doing and will assist you in following up issues on subsequent occasions. The daily entry is not intended to be full - only a brief note to help you in writing the weekly reflection.

The journal is not a tool only for use in your NAM period - it will help you by being a point of reference in the future.

Instructions

Using the diary page, take a few minutes every day to note some of the experiences and incidents that life and ministry bring. Joys, sorrows, triumphs, trials, personal and public experiences are all material to draw on. Try to capture some of the feelings and thoughts that are brought to you as a result of reading, prayer and discussion as well as events. It is not necessary to go into great detail in the daily sheet.

Each week, develop at least one of the records from the week and reflect at a deeper level on it under the headings in the journal.

In order to help your mentor to prepare for your meeting, send a copy of the journal to your mentor so that they have time to read through the entries since your last meeting. Your mentor will then bring the journal back to you when you meet.

DIARY

Use the diary sheets to record the events and experiences of each day. Please copy additional sheets, as required.

Week beginning ...................................................

SUNDAY

MONDAY

TUESDAY

WEDNESDAY

THURSDAY

FRIDAY

SATURDAY

WEEKLY REFLECTION

Use this sheet to reflect more deeply on at least one of the experiences of the past week. This may not necessarily be an ‘event’ but it may be some reading or spiritual insight that you have gained by study. The headings that are suggested are for your guidance and will help you to approach your thinking in an orderly sequence. Please copy additional sheets, as required.

Experience:

Key features:

What did I learn for my own development (at both the levels of the inner journey and practical skills)?

What did I learn to help my church to grow?

What are the implications for my ministry?

What action will I need to take as a result of the experience and my learning from it?

Has a need for more knowledge, skills or experiences to encourage personal and spiritual development been revealed? How can this be dealt with e.g. learning contracts, practical experience, discussion with peers, etc.?

# ANNUAL REPORT FROM MINISTER TO THE REGIONAL TEAM

Please complete and return this report to your Regional Minister on completion of your first year of the NAMs programme.

This report will help the Associationand Ministries Team to keep the mentoring scheme under review, to make improvements and respond to the needs of ministers.

Name of minister .........................................................................................

Address .........................................................................................

.........................................................................................

Phone no. .........................................................................................

Do you think that the mentoring scheme has helped you to settle into your pastorate / other ministry?

Do you think that the links with your College (learning contract) and Association are working satisfactorily? Are there any changes that might make the links work better?

What have been the main issues that have confronted you this year where the mentor, in your opinion, has been most helpful?

What have been the main issues that have confronted you this year where the mentor’s support, in your opinion, has not met your expectations? How could this have been improved?

Have you found the feedback from your mentor helpful in your development? What aspects in particular have helped you?

How do you use the journal? Are your discussions with your mentor focussed on the journal or do your use other systems?

Are there any changes you would like to see introduced by way of improvement to the mentoring scheme?

Are there any there any other comments you would like to make?