



## CMD Summary

A summary of the Continuing Ministerial Development framework for all Baptist ministers. This may be passed to church leadership teams who want to know the CMD expectations on ministers.

This version May 2025

# Continuing Ministerial Development



## Sustaining well-being and capability

Ministry is a long game. As ministers, we experience seasons of newness and growth. We see signs and wonders, both metaphorical and literal. We can feel motivated and energised. We are encouraged by the presence and pull of the Holy Spirit who inspires our work and confirms our calling. However, we know that these blessings describe only half of our journey. Ministry also involves conflict, unrewarded graft, setbacks and disappointments. And we are affected by the same health, relationship, and societal issues common to everyone.

So, through the ups and downs, who walks with us? Who listens to us and offers us praise, encouragement, wisdom and correction? And what keeps us fresh? How do we maintain relevance, interest, faith and fruitfulness?

To help us address these questions, all ministers are invited to engage with the Baptists Together framework for **Continuing Ministerial Development**, or **CMD**.

CMD is all about nurturing our well-being and sustaining our capability, year in, year out. It is a commitment for every accredited minister and recognised pastor to undertake – a way for each of us to offer and receive support and exercise accountability for our growth. Whether we are a church pastor, evangelist, chaplain, pioneer, or children's, youth and families' worker, CMD asks us as

partners in Baptist ministry to commit to:

- Jesus, his gospel and his church;
- our own ongoing discipleship, development and well-being;
- the support and well-being of our fellow Baptist ministers and their families;
- the unity, welfare and mission of our wider Baptist family, its associations and Union.

This is an agreement to which those who pastor churches without being accredited themselves are also welcome to sign-up.



## Five CMD habits

The heart of CMD lies in five habits – **learning**, **attentiveness**, **accountability**, **connection** and **review**. It is up to us how we exhibit each habit. The important thing is to practise each habit in some way.

### Habit 1. Learning

We read, seek training, attend conferences, visit other settings, follow blogs, shadow different practitioners, join webinars... we learn in whatever way helps us to stay contemporary and fresh.

### Habit 2. Attentiveness

We are whole people, recognising that God has created our full humanity. We attend to our own relationship with God, to our physical well-being, our relationships, and our mental and emotional health.

### Habit 3. Accountability

We meet regularly with someone outside our immediate setting who helps us reflect on our ministry. This might be one or a combination of a mentor, a pastoral supervisor, a spiritual director, a coach, a soul friend, or we may be part of an accountability 'huddle' or learning community.

### Habit 4. Connection

As an expression of our covenant with one another, we connect with our fellow Baptist ministers for mutual support one-to-one, or in cluster meetings, ministers' conferences, Assembly, and so on. Where possible, we offer our time

to the wider family of Baptists Together, perhaps as a mentor, moderator, trustee or member of a national network.

## Habit 5. Review

We submit our work as ministers to periodic review, using a '360° review' tool that seeks the views of those inside and outside our ministry setting. These views are collated by someone we trust to give us honest and frank feedback and who helps us determine any consequent actions.

As part of our accountability to each other, we are asked to meet annually in late autumn with another minister of our choosing to discuss our CMD progress and plans. Unlike the ministry review mentioned above, this annual **CMD audit** focusses purely on our practice of the five CMD habits. We let the Ministries Team know that we have met, but any record of our CMD audit remains confidential to us and our colleague.



## How to make a start

The full CMD handbook is available [online here](#). The handbook contains a comprehensive explanation of each CMD habit and all the necessary forms to help record progress and review ministry. You can also watch an introductory webinar which can be accessed off our [CMD website page](#).

Please speak to the leadership of your church or other ministry setting about CMD. Our well-being and sustainability as ministers are clearly in their interest as well as ours. We should look to them to partner us in our CMD as part of the covenant between them and us. This they can do by giving us encouragement, space and a budget to practise the CMD habits (£600 pa is a recommended starting point.)

If you haven't recently or ever undertaken a ministry review, this is a good place to begin. The outcome of the review may be useful when you come to reflect on and plan your CMD in your first CMD audit.

A commitment to CMD has the potential for reaping significant rewards! The culture being pursued by Baptists Together is for our whole movement to be [Spirit-led; working as one team; willing to embrace adventure; inspiring others to be who God wishes them to be; and hungry for communities that reflect the kingdom of God](#). To encourage one another to embody these values, let's engage in CMD. Let's

support one another in growth and development, as sisters and brothers who have been commonly called to Baptist ministry, in order to grasp and sustain what God wishes to work in us and through us.



## Some encouragement!

“Be delighted! CMD gives us a deeply practical framework to help develop habits that will enrich our lives, ministries and communities. In our walking with and watching over each other, the Baptist branch of the vine will be strengthened and, in God’s grace, be even more fruitful through its gift. I wholeheartedly commend it to you.”

*Sian Murray-Williams, Baptist portfolio minister*

“Among the marks of great ministers is a continuing capacity to think and reflect. The Baptists Together CMD framework will help us all to be the best we can for God. We should all engage with it for the sake of our own ministries and, most importantly, for the sake of the kingdom.”

*Steve Finamore, Baptist Union President 2024-2025 and Principal Emeritus, Bristol Baptist College*

“CMD is one of the most exciting developments in the equipping of ministers in recent years. It will aid ministers in becoming aware of new ideas, open them to new possibilities in ministry, and encourage a deep-rooted sense of spiritual well-being and accountability. It will benefit our churches and mission projects as ministers and pioneers inspire each other to learn and grow in their God given gifts and abilities.”

*Hayley Young, Regional Team Leader, Southern Counties Baptist Association*

“I give thanks for the soul friends, mentors, spiritual director, peer groups and leadership huddles that have played a vital part in my 40 years of ordained ministry. Those relationships of support and accountability, provoking and promoting, encouraging and exhorting have been invaluable. I therefore wholeheartedly endorse the CMD framework that the Ministries Team has put together. It augurs well for all who are called to lead and for those whom we serve in Christ’s name – preventing further casualties among ministers by providing supportive, relational means of helping us all to live well and bear good fruit.”

*Roy Searle, BUGB Pioneer Ambassador, Northumbria Community Elder*

CMD is a much needed and welcome development in our life and ministry as Baptists Together. Ministers need help and support too! Engagement with these five CMD habits will greatly benefit every minister and their ministry.

*Rupert Lazar, Baptist Minister, East Barnet Baptist Church*

“We have known for years that we needed CMD: sustained ministry in a changing world calls for a robust commitment to Jesus, a reflective capability, and an ever-teachable spirit. This CMD scheme captures all this through an ongoing journey of ministry development.

We need it, if we hope to serve God for the long haul.”

*Sally Nelson, Baptist Minister and Trinity College Lecturer in Pastoral Studies, Glasgow*