

### MINISTERIAL DEVELOPMENT REVIEW

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| **Name** |  |
| **Benefice / Post** |  |
| **Date of review** |  |

**Purpose of Ministerial Development Review (MDR)**

MDR facilitates a guided discussion framed around an office holder’s ministry. The purpose of the review is to look back and reflect on what has happened over the last year or two of ministry and, informed by that, to look forward to plan, anticipate and develop a clearer vision for what lies ahead. In looking back there is an opportunity to acknowledge all there is to be thankful for and anything that is a matter for lament, and in looking forward to anticipate the changing demands of the role, identify future objectives and areas for potential development.

MDR is founded in the assumption that all office holders are responsible to God for the ministry entrusted to them and that they are accountable to the Church and to one another for the way in which it is exercised. Ministry is a gift and a trust for which each individual holds account. Accountability includes a preparedness to grow and develop on the basis of experience and the learning gained from it. It is about affirmation and encouragement as well as challenge.

MDR derives from the shared responsibility for ministry and the cure of souls (“yours and mine”), in which the Bishop and his immediate colleagues offer a ministry of encouragement and affirmation, accountability and appraisal. MDR is part of the pastoral care a bishop gives to the clergy.

This form takes its shape from the Common Worship Ordinal and quotations from the Ordinal shape the questions. As part of your preparation, you are encouraged to read the Ordinal prayerfully, to help you reflect upon both your own expectations and the demands made upon you, at ordination and since.

**Notes about completion of the form:**

1. This form should enable you to articulate the “being” and the “doing” which are component to priesthood and being a minister of the gospel.
2. Recognising that clergy participating in MDR are engaged in a variety of ministries, this form is designed as a default and a framework for you to record your comments, thoughts and concerns. Please feel free to adapt the form appropriately, in particular if you have more than one ‘workplace’ as an SSM. It is important that the form is made to work FOR YOU in your ministerial context.
3. Completion of this paper should enable you to gain insights into your own work situation, personal development and overall growth in ministry. It will also provide the basis for discussion with your reviewer, and may in turn lead to further action worked out with and by you.
4. Please return this form to your reviewer ten days before the meeting, along with the 360-degree reviews and your Role Description/Working Agreement if you have one. If you have particular concerns about your Role Description, please raise these with your reviewer in the review meeting.
5. Please note that the review meeting CANNOT proceed without the 360-degree reviews. There must be at least two 360-degree reviews, one of which is provided by an ordained or licensed person and one by a lay person.

**SECTION A: THE PAST – reflections since your last review.**

*If this is your first Ministerial Development Review, please ignore this section and move to SECTION B.*

***“[Priests] are to set the example of the Good Shepherd always before them as the pattern of their calling.”***

1. Looking back at your previous review, and the summary drawn up from it:

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| What were your key resolutions, agreements or goals? | To what extent have you been able to fulfil or meet them and how fruitful have they been? | What remains outstanding, and what needs changing in the light of other changes? |
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2. At your previous review:

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| What did you list as your key CMD requirements? | How have you been able to respond to these? |
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**SECTION B: THE PRESENT – your ministry today**

***“Will you be diligent in prayer, in reading Holy Scripture and in all studies that will deepen your faith,***

***and fit you to bear witness to the truth of the gospel?”***

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| **3. How is my spiritual life?**  You may find it helpful to reflect upon these questions:  *What is my current practice of prayer and what spiritual disciplines mould my life and ministry?*  *From whom, or what, or where do I find help and inspiration?*  *What helps to inform and develop my awareness of God and my theological understanding?*  **3a Do you have a Spiritual Director/Companion? How often do you meet with them?** |

***“Will you endeavour to fashion your own life and that of your household according to the way of Christ,***

***that you may be a pattern and example to Christ’s people?”***

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| **4. How am I flourishing as a human being?**  You may find it helpful to reflect upon these questions:  *How do I see the relationship between my work and home life?*  *(comments from other members of your household are welcome should you like to include them)*  *When do I find it most difficult to balance my call to ordained ministry with friendships/family/lifestyle/leisure time?*  *What challenges do I face in living with my calling?* |

***“Priests are called to be servants and shepherds among the people to whom they are sent.”***

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| **5a. What am I seeking to grow in my current ministry?**  You may find it helpful to reflect upon these questions:  *Looking back on the past few months, what have been the principal areas and emphases of my ministry?*  *What other areas of ministry do I consider important and which do I enjoy most?*  *Where do I put most time and energy into my work: in the church; on the fringes; or outside the church?*  *Are there particular aspects of ministry in my present appointment which are either positive and energising,*  *or daunting and burdensome?*  **5b. In what ways does your ministry link to and support the Diocesan Vision and Strategy?** |

***“Will you lead Christ’s people in proclaiming his glorious gospel,***

***so that the good news of salvation may be heard in every place?”***

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| **6. How am I proclaiming the good news?**  You may find it helpful to reflect upon these questions:  What is my understanding of the Church’s mission in my area / context?  In what contexts do I ‘proclaim the gospel’?  What are the constraints in fulfilling my role in this mission?  How do I relate in particular to ‘external’ groups, e.g. voluntary sector; local authorities; schools and colleges; other faith groups? |

***“Will you work with your fellow servants in the gospel for the sake of the kingdom of God?”***

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| **7. Are my relationships with colleagues fruitful?7**  You may find it helpful to reflect upon these questions:  *In the context in which I minister, in what ways do I share ministry / leadership with ordained, licensed and authorised colleagues?*  *In what ways do I find myself in shared ministry / leadership with lay people?*  *What are the ecumenical and inter-faith dimensions of my work?*  *How am I handling any problematic relationships?* |

***“Will you then, in the strength of the Holy Spirit, continually stir up the gift of God that is in you,***

***to grow in holiness and grace?”***

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| **8. How am I identifying and developing the gifts God has given me?**  You may find it helpful to reflect upon these questions:  *What have I learned from those amongst whom I minister about the “effectiveness” of my ministry?*  *What are my main gifts and which are being best used at present? Which gifts are under used?*  *What are my supportive networks and how may they be enhanced?* |

***“Will you accept and minister the discipline of this Church, and respect authority duly exercised within it?”***

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| **9. What is my part within the Church of England?**  You may find it helpful to reflect upon these questions:  *What are my hopes for the Church of England?*  *In what ways are the deanery and the wider diocese supportive of my ministry? Where might these add weight?* |

**SECTION C: THE FUTURE**

***“You cannot bear the weight of this calling in your own strength, but only by the grace and power of God.***

***Pray therefore that your heart may daily be enlarged and your understanding of the scriptures enlightened.”***

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| **10. What is God’s calling to me in the immediate future?**  You may find it helpful to reflect upon these questions:  *What do I want to work at in the coming year?*  *Are there areas of work or responsibility, which I should like the opportunity to experience?*  *Are there matters to which I need to attend (e.g. health, finance, relationships)?*  *How do I intend to keep refreshed in body, mind and spirit?*  *Is there any significant change of direction, which I should like to make?* |

**SECTION D: AND FINALLY…**

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| **11a. Is there anything from your reflection with the CRISP Tool that you want to raise in your MDR?**  **b. Is there anything from your reflections on the ‘Document for Reflection and Action for the Clergy?**  **c. Please write here those things which you have been unable to write elsewhere on this form. What would you find it most helpful to talk about at your Ministerial Development Review?** |

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| **12. Objectives/Goals**  *Please identify some objectives which you can agree with your Reviewer. It is recommended that this is kept to a* ***maximum of 6 objectives****. At least one should focus on your development, at least one on the ministry you exercise and we suggest at least one which focuses on your wellbeing.*  **Development Objective(s)**   |  |  |  | | --- | --- | --- | | **What?** | **First Steps** | **Training &/or Support** | |  |  |  | |  |  |  | |  |  |  |   **Ministry Objective(s)** *Ministry objectives are usually shared with those and owned by those with a part in the relevant ministry eg church wardens, chaplaincy colleagues*   |  |  |  | | --- | --- | --- | | **What?** | **First Steps** | **Training &/or Support** | |  |  |  | |  |  |  | |  |  |  |   **Wellbeing Objective(s)**   |  |  |  | | --- | --- | --- | | **What?** | **First Steps** | **Training &/or Support** | |  |  |  | |  |  |  | |  |  |  | |