**Ministerial Development Review**

**Feedback Review Questions**

Across the London diocese over 600 clergy work in parishes and chaplaincies. Called by God, ordained and appointed by the bishop, each one is a valuable member of the diocesan clergy serving the church today. In the diocese of London, the MDR process plays a vital part in promoting healthy and flourishing ministry.

The Church of England describes MDR in the following way:

Ministerial Development Review (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. In looking forward it is an opportunity 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.

Every two years all licensed and beneficed clergy of the diocese (including chaplains and curates in their third year) are asked to undertake a Ministerial Development Review (MDR). This provides an opportunity to review with others both personal development as a minister of God and the development of current work and ministry.

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| **Thank you!**  You have been specifically chosen by a member of the clergy to assist them with their biennial Ministerial Development Review (MDR)  This is an opportunity for them to reflect with a consultant on their own development as a minister and on the development of their ministry.  You are one of several reviewers all being asked the same questions, and you are asked to return this to the clergy person to assist them in preparing for their review.  It is envisaged that answering these questions should take no longer than 30 minutes,  though you may like to read them through and respond after some reflection. |

Name of clergy you are reviewing:

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Parish or ministry where they principally serve:

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Clergy have to be very flexible in their leadership and competent in a range of different skills, including:

Leadership Preaching

Working Collaboratively Teaching

Communications Pastoral Care

Parish Management & Organisation Self-Management

Outreach Personal Development

Worship Spirituality

1. What would you want to say to encourage him/her?

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1. What would you say to challenge him/her where there could be more growth?

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1. What could she/he do more of to help advance the life, health growth and mission of the church?

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1. What could she/he do less of to help the life health growth and mission of the church?

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1. What is his/her greatest strength?

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1. What would you say is his/her greatest spiritual gifting?

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1. What one thing would you want to say to aid the development of her/him as a minister or to aid the development of their ministry, that you don’t think they’ve heard hitherto?

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1. Do you believe he/she takes enough time off, too much or about the right amount of time?

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1. He/She has a review every 2 years; in what ways do you think they have grown since their last review?

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1. The Diocesan vision is to make *confident disciples*, build *compassionate communities* and to strive for the *creative growth* of our churches – What one thing could they do that would further promote this in their place of ministry?

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1. What, in church life, would you most want to celebrate with her/him?

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1. Choose 5 of the following descriptors that most often for you best describe the clergy you are reviewing - you must choose at least one from each row.

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| Apostle | Prophet | Evangelist | Pastor | Teacher |
| Visionary | Strategist | Tactician | Leader | Hard worker |
| Servant | Shepherd | Messenger | Sentinel | Steward |

*Row 1 is from Ephesians 4 ~ Row 2 describes roles in a delivery team ~ Row 3 is from the Ordinal (BCP)*

Say which two of those best describe him/her and why?

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Thank you for completing this. Please return it to the clergy person who asked you to complete it for them. It will help them as they reflect on their ministry with an MDR consultant.