**Ministerial Development Review (MDR)**

**Feedback Review Questions**

**(short form[[1]](#footnote-1))**

Across the London diocese over 800 clergy work in parishes, chaplaincies and other places of work and ministry. 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 two years 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 SSMs, 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 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 ten minutes,though you may like to read them through and respond after some reflection. |

Name of clergy you are reviewing: (Clergy to complete)

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Ministry where they principally serve: (Clergy to complete)

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1. Please set out how you know the clergy person and the level of contact you have with them/ how well you know them.

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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

Management & Organisation Self-Management

Outreach Personal Development

Worship Spirituality

2. Do you see evidence of the exercise of any of these skills in the context in which you encounter the clergy person and if so, which ones?

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3. What would you want to say to encourage them?

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 4. What do you regard as his/her greatest strength?

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5. Are you able to share any thoughts about how they might bring more of their ministry and gifts to the context in which you know them?

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6. The Diocesan vision is to make *confident disciples*, build *compassionate communities* and to strive for the *creative growth* of our churches – Is there one thing the clergy person could do that would further promote this in their context in which you encounter them (if appropriate)?

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Thank you for completing this. Please return it to the clergy person who asked you to complete it for them.

1. This form is useful for eliciting feedback from people who you encounter in contexts other than the church. [↑](#footnote-ref-1)