

# **Ministerial Development Review**

**Review Preparation Form**

## Name of Reviewee:

Name of Reviewer:

Benefice / Chaplaincy:

How long have you held your present post(s):

Date of Review:

Period under Review:

Please read the guidelines in the MDR Handbookbefore you reflect using this form. It is advisable to take a day’s retreat to prepare for your MDR. We recognise that a day’s retreat may be more difficult for self-supporting ministers, although putting some time aside for prayer, reflection and preparation is recommended.

This document offers a framework; it is not intended as a straitjacket but as an aid to reflection. Please use the questions to help you focus on the aspects of ministry highlighted here, but do not be tied down by these.

Please send your reflections to your reviewer **two weeks** before the review, keeping a copy for yourself to take to the review session. The original copy of this form will be returned to you at the end of the review.

## **REFLECTING ON YOUR MINISTRY SINCE YOUR LAST REVIEW**

## Please reflect on your ministry since your last review in the context of a ministry that features:

## Leadership grounded in character, which begins with watching over yourself

## Encouraging faith and equipping people for ministry

* Building Christlike community and leading the church in mission
* Exercising leadership and influence beyond the church
1. **Watching over yourself –** Using the questions in the booklet, *Flourishing in Ministry*, please discern the ways in which God has been calling you to pay attention to your own and your family’s well-being.

***(Please note:*** *You are invited to re-read the booklet, Flourishing in Ministry, or click on the* [*link*](https://www.oxford.anglican.org/wp-content/uploads/2018/04/clergy-wellbeing.pdf) *for direct access to the electronic copy to aid your reflections below)* (<https://www.oxford.anglican.org/wp-content/uploads/2018/04/clergy-wellbeing.pdf>)

1. **Encouraging faith and equipping people for ministry -** In what ways are these already present in your ministry?

What might be the next steps?

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## **Building a Christlike community and leading the church in mission -** In what ways are these already present in your ministry?

## What might be the next steps?

## **Exercising leadership and influence beyond the church -** In what ways are these already present in your ministry?

## What might be the next steps?

1. **Reflections on the beatitudes** - In our diocese, we aim to be a more Christ-like Church for the sake of God’s world by being contemplative, compassionate and courageous.

Please reflect through examples, in what ways they are already present in your ministry. *(You may find it useful to refer to the examples given in the guidelines under each virtue)*

What might be the next steps?

## ***(For self-supporting ministers who have an external role*):** How does your ministry at work relate to your ministry as a self-supporting minister within the benefice?

## What might be the next steps?

## **Review** – Thinking about the priorities you identified in your last review,

## *(****Please note:*** *If your previous review did not follow this format or you are new to the Diocese of Oxford, these priorities may be much less clearly defined. In this case, use this space to recollect what have been the most significant aspects of your ministry in the past year and the most significant areas of learning and development.* ***Using specific examples will enhance your reflections****.)*

How did you progress with your priorities?

What did you learn about yourself?

What might the next steps be?

## **Looking ahead** - How do you understand God’s call on your life developing in the next few years? What energises you in your ministry?

What opportunities for learning and development will prepare you for this?

## **Personal Ministerial Plan**

## After revisiting your reflections above and the external perspectives that have been shared with you, identify four priorities for your ministry, in the following areas:

## Flourishing in ministry – related to Watching over yourself (1);

## ministry and leadership – related to the features of ministry as described by Bishop Steven (2); and

## your long-term vocation – related to ‘looking ahead’ (1).

## For each priority identified, describe the following:

* 1. Initial context / challenge identified
	2. Changes or developments you would like to see
	3. Concrete steps to bring about these changes
	4. Anything that should be different in 12-18 months

*(****Please note:*** *During the review session, the reviewer will help you to sharpen up your ideas around these priorities. It is sufficient at this stage simply to have some rough notes to work from. A sample table is given with some examples of what the final agreed priorities might look like and an empty table for you to make your own notes should you wish to use this format)*

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| --- |
| **Personal Ministerial Plan - Example Table** |
| **Priority** | **Initial Context / Challenge Identified** | **What changes or developments do I want to see?** | **What needs to be done to bring about these changes? This should include any learning activities you will engage in.** *Please refer to the section of learning goals in the CMD handbook and programme for the year ahead and any other development tools* | **What should be different in 12-18 months** |
| 1. **Flourishing**
 | Demands of ministry affecting physical and emotional health | A better work/life balance, renewed joy in prayer and worship | Help to address issuesTime set aside to solve problemsNew skills/people to talk to | Congregation and family notice the difference in me, I feel renewed in ministry and ready for the next five years. |
| 1. **Ministry and Leadership**
 | Opportunity for a big building project on the horizon and a complex team to lead | I want more confidence in leadership and project management | Acquire new skillsKnow what is involved in building projectIdentify allies in benefice | Building project underway and everyone confident in management, not too many distractions |
| 1. **Ministry and Leadership**
 | Church Warden about to retire, lack of lay leaders in the benefice | More confident lay leadership, and someone ready to act as Church Warden | Build relationshipsBuild confidenceIdentify potentialChange my approachBuild culture of appreciation and gratitude | More volunteersMore confident peopleCulture of every member ministry |
| 1. **Long term vocation**
 | From working with the school, I feel drawn to explore the possibility of a chaplaincy role | Greater familiarity with chaplaincy style ministryAbility to make decision about the future | Build relationship with the schoolExplore chaplaincy ministrySeek contexts other than school | Greater confidence in my role in the school, decision about future becoming clearer |

**Personal Ministerial Plan - Pro-forma Table**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Priority** | **Initial Context / Challenge Identified** | **What changes or developments do I want to see?** | **What needs to be done to bring about these changes? This should include any learning activities you will engage in.** *Please refer to the section of learning goals in the CMD handbook and programme for the year ahead and any other development tools* | **What should be different in 12-18 months** |
| 1. **Flourishing**
 |  |  |  |  |
| 1. **Ministry and Leadership**
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| 1. **Ministry and Leadership**
 |  |  |  |  |
| **4. Long term vocation** |  |  |  |  |