

Ministry Development Review: Clergy

Context

We believe that Ministry Development Review (MDR) is an essential tool to enhance and encourage ministry and offer a regular review to each ordained minister holding the bishop's licence. This will take place over a four-part cycle; in stages one and three, all licenced clergy will be invited to participate in MDR with their bishop or archdeacon; in cycles two and four, MDR will take the form of a guided pastoral conversation with a Bishops' Reviewer.

MDR rests upon four pillars: accountability, pastoral care, wellbeing and professional development.

- As people who are Living Christ's Story, we are mutually accountable to each other as we seek to share the gospel and make disciples.
- Bishops have a particular ministry of oversight and pastoral care.
- General Synod has affirmed the duty of the Christian community to care for the wellbeing of its ministers.
- All of us are works in progress; professional development can enhance and build upon our God-given gifts.

We see MDR as deeply theological; the Bible gives us examples, most clearly in Paul's letters to the early church, of recognising *who* is ministering and *how*, examining *the context* in which the individual is exercising ministry, offering *teaching* and wisdom that is appropriate to the situation, acknowledging that this is a *shared* responsibility and giving *thanks* for it.

Process

MDR will operate on a four-stage cycle which looks like this: stage 1, review with bishop, stage 2, bishop's reviewer, stage 3, archdeacon, stage 4, bishop's reviewer. Please note that you will not necessarily begin the cycle at stage 1. In stages 1 and 3, you will be sent paperwork 8 weeks before the date of your review. This gives you time to reflect upon the questions, obtain any feedback that you wish to submit, and to return the paperwork to the bishop's or archdeacon's office. In stages 2 and 4, you will be sent some guidance on how to make sure that the conversation is helpful, along with an introductory note from your reviewer. The interview should take place in a location agreed with your reviewer in which you feel comfortable. At the end of the review, a brief summary form, including some agreed objectives for the year ahead, will be completed by your reviewer, which you will sign as an accurate record. This will be kept on your personnel file. A separate sheet – also on the website – will identify any training needs or requests. This will be shared with the Mission and Ministry team.

Reflection

We are all beloved children of God and disciples of Christ. We know that Christian ministry and leadership is costly and self-sacrificial; a time of review offers the opportunity to reflect upon and honour our service in Christ within the context of a Church community committed to mutual love and flourishing. Self-reflection is anchored in the following postures: honesty, vulnerability, grace, working together well, discernment in our ongoing vocation and expectation of God's goodness and growth.

We encourage this in two ways: by using the template and the priestly qualities formation criteria as a guide for self-reflection and by asking four others – perhaps a ministry colleague, a parishioner, a friend or family member and a church officer – to offer some feedback via the sheet (on the website). Our experience is that most clergy find this both helpful and encouraging, but if any aspect of this process raises questions for you, please speak to your reviewer.