**Ministerial Development Review**

**Self-review questions**

**Meeting with My Reviewer**

Before you go to your meeting with your Reviewer, you may wish to consider your ministry over the last year; how well you have been able to meet your own objectives, and how you would describe progress towards those.

There are some questions below which you may find useful to begin to focus on your ministry.

Worship

* How do you prepare and lead public worship that gives glory to God?

How do you communicate the Gospel?

* through your life, relationships and actions
* ability to make disciples
* quality of preaching
* quality of teaching

Assess your practice of pastoral care in your

* ability to listen and empathise
* capacity to self-reflect and be self-aware
* ability to offer support, guidance and signposting as appropriate
* ability to offer appropriate support and care for those who are sick and / or dying

Take stock of your personal development and spirituality by looking at how you

* place prayer and study of the Word as the foundation of ministry
* engage in theological study
* deepen spirituality
* use appropriate ways to deepen self-awareness and address personal issues that arise, to:
* enable spiritual growth
* encourage spiritual growth in others

Reflect on the quality of your leadership in your

* ability to develop a shared vision and to inspire and lead people to realise it
* capacity to help others to see and fulfil their potential
* ability to delegate appropriately
* ability to share ministry with others
* ability to create, lead, manage and sustain a team
* ability to handle effectively conflicting expectations

Outline your community involvement by taking stock of your

* engagement with the wider community
* taking a lead with other community leaders
* ability to develop relationships with local institutions and groups

Assess your collaborative working by looking at your

* ability to collaborate with other clergy
* willingness to collaborate with local churches and their leaders
* engagement with the Deanery and Diocese
* engagement with ecumenical partners
* openness to a process of 360° review (if appropriate) in the future

Pray about your involvement in God’s Mission, discerning how you

* take a lead in developing and promoting the mission of the local church and / or Diocese
* possess an ability to share the Gospel with each generation
* engage with and understand the culture surrounding you locally, regionally and nationally

Write down and audit your work-life balance. Each week/month how much time goes on

* ministry generally
* other ministry
* parochial ministry (including leading worship)
* paid employment
* personal private prayer or with prayer partners
* personal hobbies or activities which energise and refresh you
* reading for pleasure, watching films or TV, going to the theatre, shows, concerts, cinema or gigs
* reading for professional and personal development (what are this year’s highlights?)
* spending time on family, relatives or dependents with significant needs
* planning your next move or retirement
* which days are full of promise?
* which days lie heavy on you?
* Other demands

Which one thing would significantly improve your quality of life?

**Remember: MDR is person centred**

When you get to the meeting, the Reviewer may invite you to discuss your ministry in any of these areas listed above, but the onus is on you to decide where you want the conversation to start. Look at the *Review form for meeting with My Reviewer* and decide where *you* would like to start, and what *you* wish to raise under the first section headed:

1. Areas of work that the reviewee brings to the meeting.

One way of doing this it to choose three areas from the list above to focus on in the meeting.

There will not necessarily be enough time to discuss everything with your Reviewer; if you had drawn up the list above, what order of importance or significance would you place them in?

**And do remember to bring with you the objectives which you set at your last review – your Reviewer does not have access to them**.

More information about the full scope of MDR in the Diocese of Chester may be found at

<http://www.chester.anglican.org/ministry/continuing-ministerial-development/ministerial-development-review/>

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