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*Guidance for Clergy*

Feedback from those who see your ministry may be used as part of the preparation for your Ministerial Development Review. It is intended to help you see your ministry through the eyes of others.

**Preparing**

You will need to choose and approach those who will be honest, sensitive to the process, and perceptive. People you might wish to approach could include:

• your Rural Dean or a senior colleague;  
• a Churchwarden or representative lay person from your ministry context;   
• an ordained or lay colleague;  
• a member of a congregation, chaplaincy participant, etc.;  
• someone from the local community with whom you work.

Whoever you choose, try to get a varied selection of 3-6 people who can give a rounded (360 degree) account of your ministry. A form of questions you can share with them are on the next page.

**Processing**

When the responses have been returned to you, the intention is that they will help you reflect on how you exercise your ministry. This feedback will prompt your own reflection as you prepare for your MDR, for example by recognising how much you are appreciated, by identifying themes / tensions in the things people think you could develop and by helping you evaluate your use of time. The 360° feedback is intended to be a tool for your learning, to be returned to you. It is up to you if you choose to share it with your MDR Consultant.

**Follow-up**

360° feedback is most effective in helping leaders’ development when it is followed up effectively. We recommend that after your MDR you arrange with a Pastoral Supervisor, mentor, or coach to continue working through the issues that the feedback raised over 5 sessions. Repeating the exercise annually (with the same or different people) also increases the effectiveness of the exercise, allowing you to note progress and change, and to set personal priorities.

Confidential Clergy Feedback exerciseA blue text on a white background

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*Feedback form for participants*

Each year clergy are expected to complete a Ministerial Development Review (MDR). This year, as part of my MDR, I am asking for confidential feedback from a few people who see some part of my ministry. Thank you for supporting me in this.

Below are several questions I would like you to answer honestly and prayerfully. Please return your responses directly to me. I will reflect on them and discuss them with my MDR consultant as I develop my own priorities for development and growth in the years to come.

1. *What do you think are the best things I bring to my role?*
2. *Describe the areas of positive impact that you see in my ministry?*
3. *Are there warning signs or areas of concern about my* *ministry or work, and if so, please could you describe them?*
4. *What do you consider my key goals for personal development should be?*
5. *How could I be better supported or cared for by colleagues?*
6. *Are there ways I could better care for myself?*
7. *If you could say one thing, on my behalf, to the Bishop, what would it be?*