**Diocese of Chester – Ministerial Development Reviews
MDR Companion briefing**

Our new Diocesan Ministerial Development Review (MDR) scheme for clergy launched in Autumn 2024. It is supported by the Rev’d Ian Arch (Bishop’s Adviser for Ministerial Development) and Jane Gerrard (Executive Administrator, Ministry Team) who are based at Church House.

All licensed clergy are obliged to participate in the scheme (except curates in IME 2, and those on freehold who may opt out). The MDR scheme is for the support and encouragement of our clergy in their developing vocations and in their varied contexts. The scheme will typically run in a three-year cycle as below.

The bishops will make it a priority to see each member of the clergy once every three years, and for a trained reviewer meet with them a year before that.

An effective MDR will lead on to appropriate support and training, from within and beyond the Diocese.

In order to support our clergy in making the most of this scheme we are asking each of them to choose an **MDR Companion**, who will help them reflect on their own developmental journey.

Contact: mdr@chester.anglican.org

**The role of the MDR Companion**

*Who can be an MDR Companion?*

It is up to each minister to choose their companion. This could be a colleague or friend, a member of their chapter, a coach or supervisor, a member of their congregation or ministry.

*What does the MDR Companion do?*The MDR Companion will be asked by the MDR team to meet with the minister they are supporting around 3 months after the MDR review meetings. Together they will look at the objectives set and any progress made. The companion is there to encourage the minister: by supporting their commitments; by encouraging them in their priorities; by being realistic about what is possible. They will normally be with the minister for the three years of each cycle.

*Why do we need MDR Companions?*Many clergy report that ministry can often feel lonely. In following up on an MDR a minister is required to be their own manager, and having a companion along the way can lighten the load and aid the focus on strategic priorities, which are easily overlooked in the busyness of everyday ministry.

*What authority does an MDR companion have?*None. Clergy are office holders, responsible to God for the ministry entrusted to them. But, they are also accountable to the church that they are a part of and an MDR companion should be an encouraging presence of that accountability.

*Who does an MDR companion report to?*An MDR companion’s role is simply to meet with the minister concerned. The meeting should remain confidential, with the only exception being if they were concerned for the safety of the minister or those in the minister’s care. In those circumstances they should contact the diocesan safeguarding team.

*Is there any training for MDR companions?*Training will be offered to MDR companions periodically – usually as an online session. They will be contacted about this.