Ministerial Development Review
*Wellbeing – Vocation – Growth*

*This MDR form will be the formal record of your progress through the three years of the MDR cycle. It will be kept on record by the MDR team and, after the Episcopal Review in the second year of the cycle, a copy will be retained in your personal record at Bishop’s House. It will normally be shared with the MDR Companion that you choose.*

SECTION A: REVIEWEE INFORMATION

*This section provides basic information for your Review.*

Name: :
Post(s) licensed to :
Year of licensing :

MDR Companion : Contact email:

Year 1 Consultant : Review date:

Year 2 Reviewer : Review date:

Year 3 review date :

|  |
| --- |
| Safeguarding training status: *(please insert dates of last completed courses)* |
| 1: Basic Awareness: | 4: Senior Leadership: |
| 2: Foundation: | 5: Raising Awareness of Domestic Abuse: |
| 3: Leadership: | 6: Safer Recruitment and People Management: |

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| --- |
| Targets identified in Safeguarding Leadership training: |
| Progress: |

|  |
| --- |
| Summary of objectives set at previous MDR, and of progress made: |
| Date of last formal MDR:*Summary:* |

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| --- |
| Relevant planning for retirement / PTO ministry:  |
|  |

**My Context:**

*Please write up to 300 words about your ministry contexts and where your time is spent.
This gives your consultant an idea of who you are, where you serve and what you do.*

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**Personal support and resourcing:**

*The following table will provide further context for your review and can be answered briefly in any way that you find most helpful.
One column should be completed in each year of the MDR cycle.*

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|  Year 1 Year 2 Year 3 |
| *Supervision, Coaching, Reflection or other support arrangements:* |  |  |  |
| *Spiritual accompaniment arrangements:* |  |  |  |
| *Daily Prayer arrangements:* |  |  |  |
| *Retreat days in last year:* |  |  |  |
| *Days of holiday taken in last year (if stipendiary):* |  |  |  |
| *Average weekly hours agreed / worked:* |  |  |  |
| *Ministerial training / learning completed in last year:*Year 1:Year 2:Year 3: |

SECTION B1: MDR YEAR 1 PREPARATION

*This section allows you to identify key areas of joy and challenge in your recent ministry and to summarise the work you have done in preparation for your review. Please use it in a way that will prepare your review consultant for the conversations that you wish to have.*

|  |
| --- |
| *WHAT’S GOOD –* Ministry highlights of your last year: |
| *Things that have been ‘accomplished’ through my ministry:**Things that have brought me most joy:* |
| *WHAT’S BAD –* Key challenges of last year: |
| *Situations that have been difficult in my ministry context:**Things that I have worried about most:* |

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| *WHAT’S NEXT –* Issues reviewee brings to meeting: |
| *Summary of preparation work done for MDR:* |
| *My desired outcomes in this year of the review process:* |

SECTION B2: YEAR 1 OUTCOMES: WELLBEING – VOCATION – GROWTH

*This section provides a record, primarily for you, of the content of your review conversation and the objectives you identified. It will normally be the starting point for the conversation with your MDR Companion.*

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| Summary of issues discussed: |
| *Topics covered may include wellbeing, spirituality, collegiality, ministry, vocation, aspirations, priorities …* |

*MDR objective setting may focus on any areas of a minister’s life – it is about discerning the call of God more deeply and clearly.
Objectives should be realistic and attention should be given to the whole shape and sustainability of ministerial life and health: WELLBEING – VOCATION – GROWTH
Objectives may have an inward or outward focus; they may be about the structures that sustain ministry, or the skills used in service; they may enrich a current ministry or look to a future ministry; they may ask for support or they could be an offer of wider ministry. They may be about stopping things as well as starting new things.
No more than 6 should be identified.*

|  |  |  |  |
| --- | --- | --- | --- |
| Objectives | Steps to fulfilment*(things to do; things to stop)* | Measure of progress | Review / completion date |
|  |  |  |  |
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*In the sections below please make a record of anything that should be noted by others to support you in your objectives.*

**Resourcing or support needs:**

**Any skills / expertise / experience to be offered to the wider church:**

**Any matters for the attention of the Bishop:**

**Any matters or feedback for the attention of the MDR / Ministry Team:**

**Any other issues you wish to record:**

MDR reviewee and consultant may wish to add personal comments:

|  |
| --- |
| Reviewee Comments: |
| Bishop’s Consultant Comments: |

***Once completed please email a digitally signed copy to*** ***mdr@chester.anglican.org******.***

Signature of Reviewee \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date / /

Signature of Bishop’s Consultant \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date / /

SECTION C1: MDR YEAR 2 PREPARATION

*This section allows you to identify key areas of joy and challenge in your recent ministry and to summarise the work you have done in preparation for your review. Please use it in a way that will prepare your episcopal reviewer for the conversations that you wish to have.*

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| *WHAT’S GOOD –* Ministry highlights of your last year: |
| *Things that have been ‘accomplished’ through my ministry:**Things that have brought me most joy:* |
| *WHAT’S BAD* – Key challenges of last year: |
| *Situations that have been difficult in my ministry context:**Things that I have worried about most:* |

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| *WHAT’S NEXT –* Issues reviewee brings to meeting: |
| *Summary of preparation work done for MDR:* |
| *My desired outcomes in this year of the review process:* |

SECTION C2: YEAR 2 OUTCOMES

*This section provides a record, primarily for you, of the content of your review conversation and the objectives you identified. It will normally be the starting point for the conversation with your MDR Companion.*

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| Summary of issues discussed: |
| *Topics covered may include wellbeing, spirituality, collegiality, ministry, vocation, aspirations, priorities …* |

*MDR objective setting may focus on any areas of a minister’s life – it is about discerning the call of God more deeply and clearly.
Objectives should be realistic and attention should be given to the whole shape and sustainability of ministerial life and health: WELLBEING – VOCATION – GROWTH
Objectives may have an inward or outward focus; they may be about the structures that sustain ministry, or the skills used in service; they may enrich a current ministry or look to a future ministry; they may ask for support or they could be an offer of wider ministry. They may be about stopping things as well as starting new things.
No more than 6 should be identified.*

|  |  |  |  |
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| Objectives | Steps to fulfilment*(things to do; things to stop)* | Measure of progress | Review / completion date |
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*In the sections below please make a record of anything that should be noted by others to support you in your objectives.*

**Resourcing or support needs:**

**Any skills / expertise / experience to be offered to the wider church:**

**Any matters for the attention of the Bishop:**

**Any matters or feedback for the attention of the MDR / Ministry Team:**

**Any other issues you wish to record:**

MDR reviewee and episcopal reviewer may wish to add personal comments:

|  |
| --- |
| Reviewee Comments: |
| Episcopal reviewer Comments: |

***Once completed please email a digitally signed copy to*** ***mdr@chester.anglican.org******.***

Signature of Reviewee \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date / /

Signature of Episcopal Reviewer \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date / /

APPENDIX – MDR Resources

**Pastoral Supervision:**
The diocese has several dozen trained and supported Pastoral Supervisors who are available to you. A Pastoral Supervisor meets with you in a regular, planned and confidential way to look together at your practice and at the issues that arise in your ministry. Many of those who have started receiving supervision in this way have described it as transformational for their life and ministry. More information can be found at <https://www.pastoralsupervision.org.uk>. To explore this further please contact Peter Mackriell (peter.mackriell@chester.anglican.org).

**Spiritual Direction / Accompaniment:**A one to one relationship with a spiritual companion or director is a treasured tradition in the church and helps us to focus and develop our relationship with God and deepen our spirituality. The diocese maintains a network of people offering spiritual accompaniment. To find out more contact ministry@chester.anglican.org

**Counselling services:**The diocese recognises the abundant need of clergy for therapeutic counselling, consultative support and mediation. If you think these may be of assistance to you please contact Peter Mackriell (peter.mackriell@chester.anglican.org). Alternatively, you may seek support from the Inter-Diocesan Counselling Service here: <https://interdiocesancounsellingservice.org.uk>

**Employee Assistance Programme**All clergy can access the *Health Assured* Employee Assistance Programme. This provides a free 24-hour confidential helpline, as well as advice on matters such as families issues; legal information; medical information; financial information; stress and anxiety; bereavement; and addiction issues. Details on diocesan website.

**Continuing Ministerial Development Grants**All licensed clergy may claim up to £250 per year as long as there is sufficient money in the CMD fund. There is also a limited discretionary fund available for some further training. Information and application forms are available on the diocesan website.

**Sabbaticals**
Clergy are able to apply to take a sabbatical for up to three months, and not more than once every seven years. They can apply when they have been in their current post for three years. Further information is on the diocesan website.

**Diocesan networks**There are groups within the diocese which meet regularly to support one another in the following areas:
New worshipping communities; self-supporting ministers; church schools, estates ministry; rural ministry.

**Foxhill Retreat and Conference Centre**Foxhill provides regular retreat and encounter days, as well as Individually Guided Retreats.

**Retreats**There are many excellent retreat houses. Links to some and to the retreat association can be found on the Spirituality section of the diocesan website. Advice can be sought through the ministry team: ministry@chester.anglican.org.