Ministerial Development Review
*Wellbeing – Vocation – Growth*

*This MDR Record will be the formal account 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.*

SECTION A: REVIEWEE INFORMATION

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| Name: |  |
| Post(s) licensed to:Year of licensing: |  |
| Year 1 Consultant |  | Review date: |
| Year 2 Reviewer : |  | Review date: |
| Year 3 Reviewer: | *Self-review year* | Review date: |
| MDR Companion: | *A colleague, supervisor, friend that you can reflect on your ministerial development with following your MDR each year.* |

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| Safeguarding training status: *(please insert dates of most recently 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 made towards targets: |  |

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| Brief 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:  |
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**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 may be answered briefly in any way that you find 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: YEAR 1 PREPARATION SUMMARY

*This summary will prepare you and your review consultant for the conversations that you wish to have.*

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| Summary of other preparation work done for MDR: *(e.g. Reflections on Ordinal, 360 Review, or any other work done.)* |
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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:* |
| *WHAT’S NEXT –* Future hopes: |
| *What / How I would like to develop as a minister:* |

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| **My desired outcomes from this MDR:***(Please consider which issues of Wellbeing, Development, Transition, Mission or Ministry are priorities this year.)* |
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SECTION B2: YEAR 1 OUTCOMES

*This is a record, primarily for you, of the content of your review conversation and the priorities you identified.
It will be a good starting point for the conversation with your MDR Companion.*

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| **Summary of issues discussed:** *to be completed by MDR Consultant* |
| *Topics covered may include wellbeing, spirituality, collegiality, ministry, vocation, aspirations, priorities …* |

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| **Clergy Development Priorities:** *draft to be recorded by MDR Consultant* |
| **Objective:***may include Wellbeing, vocation, knowledge or skills, support and new experiences* | **Steps to fulfilment** | **Measure of progress** | **Review / completion date** |
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*Please make a record below of anything that should be noted by others to support you in your priorities.*

**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:

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

***Once completed, Consultants should email a draft to*** ***mdr@chester.anglican.org******. Clergy may make changes by emailing an updated version within 2 weeks.***

Agreed as a record of the Ministerial Development Review:
Clergy Reviewee \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date:

Bishop’s Consultant \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date:

SECTION C1: YEAR 2 PREPARATION SUMMARY

*This summary will prepare you and your episcopal reviewer for the conversations that you wish to have.*

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| Summary of other preparation work done for MDR: *(e.g. Reflections on Ordinal, 360 Review, or any other work done.)* |
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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:* |
| *WHAT’S NEXT –* Future hopes: |
| *What / How I would like to develop as a minister:* |

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| **My desired outcomes from this MDR:***(Please consider which issues of Wellbeing, Development, Transition, Mission or Ministry are priorities this year.)* |
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SECTION C2: YEAR 2 OUTCOMES

*This is a record, primarily for you, of the content of your review conversation and the priorities you identified.
It will be a good starting point for the conversation with your MDR Companion.*

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| --- |
| **Summary of issues discussed:** *to be completed by episcopal reviewer* |
| *Topics covered may include wellbeing, spirituality, collegiality, ministry, vocation, aspirations, priorities …* |

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| **Clergy Development Priorities:** *to be completed by clergy* |
| **Objective:***may include Wellbeing, vocation, knowledge or skills, support and new experiences* | **Steps to fulfilment** | **Measure of progress** | **Review / completion date** |
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*Please make a record below of anything that should be noted by others to support you in your priorities.*

**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:

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

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

Agreed as a record of the Ministerial Development Review:
Clergy Reviewee \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date:

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 email ps@chester.anglican.org.

**Spiritual 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; female clergy networks, 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 (retreats.org.uk) can be found on the Spirituality section of the diocesan website. Advice can be sought through the ministry team: ministry@chester.anglican.org.