**Clergy Ministerial Development Review [MDR]**

**Preparation Form [Year 1]**

**To be used in the Year 1 process.**

July 2024

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# Preparation Form [Year 1] - MDR

Reviewees should please complete this form and email it to their Reviewer two (2) weeks prior to the date set for the Ministerial Development Review (MDR).

Please set aside a significant amount of uninterrupted time to focus on preparing for your MDR.

This document is provided as a guidance to help you identify what you may bring to the MDR conversation. Please do not feel compelled to fill in each box.

**Details**

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| **Name of Minister (Reviewee)** |  |
| **Role** |  |
| **Date and Place of planned MDR meeting** |  |

**Context**

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| *Please give a brief description of the primary context/s of your ministry, whether parochial, chaplaincy, or other area of employment. It will help your Reviewer to know how long you have been in your current context and if this is your first appointment post-curacy* |
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**Current Ministry and Priorities**

1. **What aspects of your ministry have you most enjoyed over the last year - and why? Have there been any changing circumstances in your ministry and context over the past year or so?**

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| *What has been most positive, fulfilling, energizing and/or inspiring? What has been important or fulfilling? What has stretched or challenged you?* |
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1. **What aspects of your ministry have caused you disappointment or frustration and why do you think that is?**

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| *What areas of ministry have been unrewarding, daunting, or burdensome? What hindrances have you identified? What skills have been underused? What needs changing?* |
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1. **What have you been learning over the last year?**

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| *What have you been learning about yourself – from experiences or feedback? What have you been learning about God?* |
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1. **Spiritually – what nurtures and feeds you now?**

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| *Spiritually – how is your prayer and what helps?*  *have you got a spiritual director, cell group or other source of spiritual support?*  *When did you last take a retreat or time of spiritual refreshment?* |
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1. **What do you wish you could give more time to?**

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| *Personally, spiritually, home-life, in your role as a minister* |
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1. **What do you need to do for greater balance and health?**

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| *Please include one (or more) simple thing and one (or more) radical thing* |
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1. **How are you supported in your ministry?**

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1. **How have you been engaging with Safeguarding?**

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| *Keeping training up to date, leading policy implementation, supporting the work of the PSO* |
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1. **Are there any areas of pressure or conflict in your ministry?**

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| *Have you spoken to anyone else about this? Are you accessing any additional resource or support to address these areas?* |
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1. **Have you got any sense of where God might be calling you in the next few years?**

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1. **Reviewing your ‘external perspective’ conversations**

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| *What did they affirm? What did they suggest for future focus and personal development?* |
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1. **How is Ely 2025 enabling/helping you in your role within the parish**

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1. **Have you got gifts or interests that you feel you are not able to use fully in your present situation?**

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1. **What would be helpful to talk about in the review?**

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| *What themes are emerging for you?*  *Is there a particular issue/challenge that you would appreciate thinking through with a reviewer?* |
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1. **In a year’s time, how will you know if this review has been helpful?**

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| *To you? To your parish/chaplaincy/workplace? To the Diocese? To the kingdom of God?* |
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# Tools to help your Reflection (Year 1) - MDR

Here are three ways which might be helpful – **they are optional** - use what works for you.

## Tool One: Vocational discernment (after St Ignatius of Loyola)

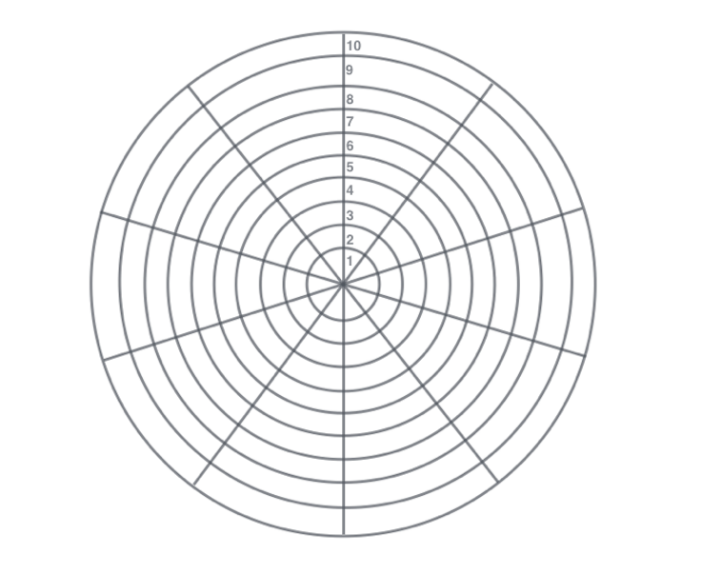
As I look over my ministry this last few years…

* What am I most grateful for?
* What am I least grateful for?
* Where do I come alive?
* Where am I diminished?
* What affirms me in my sense of vocation?
* What undermines my sense of vocation?
* What might God be saying to me now?

## Tool Two: Ministry clock - what does flourishing look like?

* 1. Choose what categories you want to write in the boxes.
  2. If 10 is flourishing and 0 is withering, Colour in where you think you are for each segment.
  3. Then choose the ones that seem significant and ask yourself ‘what might take me one step further towards flourishing? (Flourishing can be about confidence, resourcing, experience etc.)

The clock below is an example and not meant to be prescriptive – but gives an idea as to what this might look like:



Prayer

School

Pastoral Care

Team meetings

Preaching

Admin and emails

Safeguarding

Project planning

Buildings

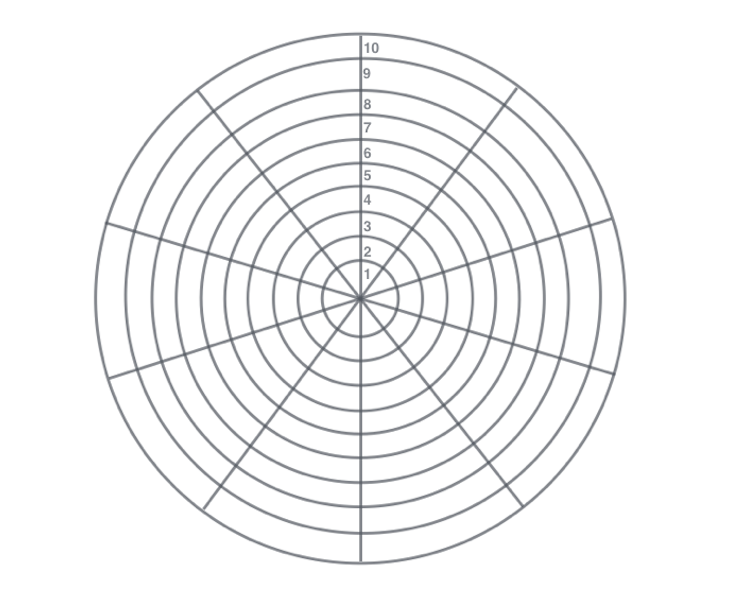
Time off/family life

*Have a go at the clock on the next page.*

Other categories you might want to use could include

* The workplace
* Voluntary work in the community
* Caring responsibilities
* Chaplaincy
* Discernment about a future post
* Involvement in the wider diocese
* Study
* Relationships with colleagues
* Social media
* Supervising staff

My ministry clock - what does flourishing look like for you?



## Tool Three: Checklist

As you scan down the checklist, ask yourself:

* What is taking a lot of my attention?
* What is taking a lot of my time?
* What causes me anxiety?
* What makes my heart sing?
* What do I want to give some time and attention to develop?

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| Item | Your notes |
| Your primary contexts for ministry – parish or place of work |  |
| Other opportunities for engaging in ministry |  |
| Worship – seasons, liturgy, and annual cycle |  |
| Occasional offices |  |
| New services/initiatives |  |
| Sermon and teaching |  |
| Prayer and spirituality |  |
| Parish visiting, supporting collaborative ministry |  |
| Church family life |  |
| Mission opportunities |  |
| Safeguarding |  |
| Institutions in the parish – schools, hospitals, and so on |  |
| Church presence locally |  |
| Administration, diary management, telephone/IT, office |  |
| Parish planning |  |
| Deanery or other roles, meetings, chapters etc |  |
| Diocesan, regional, or national roles |  |