**Form MDR 2: Preparing for your Ministerial Development Review**

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| Your name: |  |
| Your MDR Facilitator’s name: |  |
| Your Context/Role  (Benefice/Chaplaincy/Pioneering/Secular Employment): |  |
| Length of time in your current context/role(s)? |  |
| Date of Review: |  |
| Period under review: |  |

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| *Please* *read the guidelines in the MDR Handbook**before you begin your preparation.*  It is advisable to give yourself some uninterrupted time to prepare for your MDR; you might even consider taking a day’s retreat. We do recognise that a day’s retreat may be difficult for self-supporting ministers and those in secular employment, however putting some time aside for prayer, reflection and preparation is recommended.  Our model of review is designed to encourage exploration of the fulfilment of your vocation, and how this is demonstrated and lived out in your ministry. The questions in this Review Preparation document are intended to help you reflect on your personal well-being and identify any developmental needs you may have. This whole process is set within the context of a changing and evolving church, both here in the Diocese of Truro and nationally.  This form, while offering a framework, is not intended to be a straitjacket. Rather we hope it will act as an aid and prompt for your own reflections. Having said that, **Section 1 – Your Wellbeing** and **Section 2 – Safeguarding** contain important questions, and we do encourage you to give sufficient time to reflecting and responding to these issues. The other Sections are designed to help you focus on various aspects of your context and ministry, however, it is impossible for a single form to capture every aspect of the rich variety of ministries, so do not be tied down by the form, or feel that you have to follow it slavishly. If some sections are not relevant to you, leave them blank. And if another means of reflection is more suited to your context or your personality, please feel free to use it. However, if you do decide to use an alternative approach to help you reflect and prepare, please do share the outcome with your MDR Facilitator ahead of your meeting.  Please send your reflections, together with your (updated) Roles and Responsibilities document, to your MDR Facilitator **two weeks** before the review, keeping a copy for yourself to take to the review session. |

**Section 1 – Your Spiritual, Physical and Emotional Well-being**

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| 1 | Will you be diligent in prayer, in reading Holy Scripture and in all studies that will deepen your faith, and fit you to bear witness to the truth of the gospel? (*Ordinal*) | Reflect on your patterns of daily prayer and study. How well do they sustain you and help you develop in your ministry? |
| 2 | When did you last have a retreat? | Reflect on the last time you were able to set aside at least 3 hours to pray and study. Do you need to book a retreat? |
| 3 | Do you have a spiritual director or someone with whom you can reflect and pray? | Reflect on previous conversations with your Spiritual Director; Have you ‘followed up’ on any decisions you made? |
| 4 | Are the boundaries between ministry and personal life clear? | Given the multiple demands of ministry and life (especially for those not in parish ministry), in what ways are you able to maintain balance in your life?  What (if anything) could you do to make the boundaries clearer?  And what (if anything) could you ask others to do? |
| 5 | Will you endeavour to fashion your own life and that of your household according to the way of Christ, that you may be a pattern and example to Christ’s people? *(Ordinal)* | Do you maintain a realistic work/life balance, including taking a regular day off and holidays? Are there concerns about your health or your family’s health that are related to your responsibilities, or that affect your work? How are your relationships with family and friends? Is your ministry creating additional stresses? |
| 6 | To what extent are you enjoying good physical and mental health? | Are there any health issues which are affecting your ability to carry out your responsibilities? Do you need to notify anyone about this? Are you being properly supported to help you manage the situation you describe? What else might help?  Reflect on whether there are things you want to achieve in terms of your physical and/or mental health. What support do you need to enable you to reach your goal? |
| 7 | What are your well-being (spiritual, physical and emotional) aspirations for the coming year? | Reflect on how are you getting on? Are you being properly supported to help you manage any situation(s) you describe? |
| 8 | What are the warning signs of stress and burnout for you? | What signs of resilience do you recognise in yourself? How can you build on your qualities?  Do you know where to go to find help, whether for diagnostic stress tests or other self-help tools, or support from within or beyond the diocese? |

**Section 2 – Safeguarding**

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| 9 | How are you intentionally creating a positive safeguarding culture in your context? | Think about your own approach/attitude to safeguarding, and how you engage those around you in creating a safe environment. What challenges have you faced, and how have you dealt with them? What have you learnt through these experiences? How will you continue to learn and develop your own understanding of safeguarding? |
| 10 | How are you ensuring that victims and survivors are front and centre in your ministry and decision making? | Think about what you personally have done to hear the voices of victims and survivors. How has listening equipped you to help others develop their understanding?  What more could you do? |
| 11 | How are you ensuring that people feel able to challenge you, particularly in regard to safeguarding matters? | Are you aware of times when there has been a sense of deference towards you? How does this feel? How do you encourage people to speak freely of their concerns? How do you respond to feedback? |
| 12 | In addition to any Safeguarding courses that you are required to complete, what target are you going to set yourself to further develop your understanding/response to safeguarding? | Identify one or two specific actions/tasks, together with dates for completion, that you will work on in the next 12 months. (Add this to your personal development plan) |

**Section 3 – Encouraging faith and equipping people for ministry**

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| 13 | Will you lead Christ’s people in proclaiming his glorious gospel, so that the Good News of salvation may be heard in every place? *(Ordinal)* | What opportunities have there been in the occasional offices to demonstrate compassion and to draw people to Christ? What opportunities have there been to undertake mission initiatives? |
| 14 | How are you encouraging and equipping people for every-day faith? | How do you help people connect their Sunday worship with their Monday – Saturday lives?  What opportunities have there been to encourage the development of vocation to ministry, both within and beyond the church? |
| 15 | Will you faithfully minister the doctrine and sacraments of Christ as the Church of England has received them, so that the people committed to your charge (with whom you minister) may be defended against error and flourish in the faith? *(Ordinal)* | How well are you, and those with whom you minister, fed through worship? How would you describe your ministry of teaching and preaching? How might it be developing over the coming months/years? |

**Section 4 – Working collaboratively and exercising leadership**

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| 16 | Will you, knowing yourself to be reconciled with God in Christ, strive to be an instrument of God’s peace in the Church and in the world? *(Ordinal)* | How effective are your working relationships with colleagues – lay, ordained, ecumenical, in the church and wider community? How are you forming community through personal example and pastoral care? Are there issues that you know you need to address? What (if any) support might you need? |
| 17 | Will you work with your fellow servants in the Gospel for the sake of the kingdom of God? *(Ordinal)* | How well do you work with others and enable them to use their gifts and skills? How would you describe your leadership style? How do you think others would describe it? |
| 18 | What opportunities (within and/or beyond the church) do you have to work collaboratively and exercise leadership? | How are you an influence for good in your local community? Are there opportunities to further develop this, and if so, how might you make space to do so? What are the barriers? How might you equip and enable others? |
| 19 | Will you accept and minister the discipline of this Church and respect authority duly exercised within it? *(Ordinal)* | Do you have any concerns or issues with the official/legal structures of PCC, deanery, diocese been operating?  Do you feel you are supported by the Episcopal College and the Church House team? What could they do differently?  Is there any expertise or experience you could offer the diocese and share with others? |

**Section 5 – Reflecting on the Saints’ Way and looking to the future**

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| 20 | Will you then, in the strength of the Holy Spirit, continually stir up the gift of God that is in you, to make Christ known among all whom you serve? *(Ordinal)* | Where do you believe God is working in your context of ministry?  Have you (with others?) been working to any specific targets?  How have you sought to continue your own ministerial development over the past two years? |
| 21 | Are there particular ‘priorities’ of the Saints’ Way, your Deanery’s Plan and/or the Diocesan Plan for Change & Renewal that resonate with your calling/interests? | How are you attending to these? What do you discern God is calling you to? |
| 22 | What are your strengths/weaknesses/areas for development? | What are you good at? How might you share your skills/gifts with others? |
| 23 | What targets would you set yourself for the next two years? | What training or study would assist your ministerial development? How might you access this? |
| 24 | What aspirations do you have for your ministry in the longer term? | Is there any significant change in direction that you would like to make now - in twelve/twenty-four months? |

**Please send the completed form to your facilitator two weeks before your meeting.**