**Ministry Development Review (MDR): Ministry Perspectives**

The MDR process involves a guided discussion around the ministry of a licensed minister.

The purpose of the MDR is to reflect on what has happened over the past two years of ministry, to develop a vision of what lies ahead in which future objectives and areas for development are identified.

In the Diocese of Norwich, clergy are asked to identify three people who are invited by the priest to offer feedback as part of the MDR process.

One of the three would normally be a Churchwarden for a priest in parochial ministry and another from someone outside the congregation.

If you are in a team then one of these would be a Team Rector if you are a Team Vicar or a Team Vicar if you are a Team Rector.

If you are a Training Incumbent, please do not ask a curate colleague.

Those giving feedback should not be a family member or close personal friend.

The priest will make contact to arrange an opportunity to have a conversation with each of the three people.

The role of this feedback is to offer a within-context perspective in order to help the priest reflect on their ministry.

It takes the form of a conversation and should focus around two main questions:

* What has gone well in this person’s ministry in the last year or two?
* What might be the main areas for future focus and personal development?

During the conversation, the person giving feedback is encouraged to:

* pay attention to the priest’s ministerial skills, knowledge and relationships.
* be affirming and encouraging as well as appropriately challenging, exploring where there might be opportunities for growth and development.
* identify strengths that might be made more widely available.
* keep the conversation confidential.
* Keep the feedback short and manageable.

After the conversation the priest writes a short summary of what has been discussed (bullet points are ideal).

On the paperwork they submit for their MDR the priest is asked to reflect on what has emerged from these conversations.

Nothing will be attributed to a named person and no notes from the conversations will be passed to anyone else involved in the MDR.

**Diocese of Norwich – Ministry Perspectives Feedback Form**

Name of Minister:

1. What particular areas of my ministry do you feel able to comment on?

2. What do you think are my gifts and strengths as a minister?

3. Please tell me where you think my ministry needs to grow and change

4. How do you feel I manage time, for example, between my various ministerial commitments and time for rest and relaxation?

5. Have you other comments that would be helpful in preparation for my Ministerial Development Review?

*Please give this form to the Priest after your conversation*