**Clergy Ministerial Development Review [MDR]**

**Ministry Development Plan**

**Example and Template document**

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

January 2023

Logo

Description automatically generated

# Ministry Development Plan - Example

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| **Name (Reviewee)** |  | **Date of Review** |  |
| **Name (Reviewer)** |  | **Date of Plan** |  |

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| --- | --- | --- | --- | --- | --- |
| Developments I want to see (identified through MDR conversation) | Changes that need to happen | Training and what will you do to achieve this? | Learning with and from others and what will you do to achieve this? | Learning through experience  and what will you do to achieve this? | What should be different in 12-18 months |
| Church Warden about to retire, lack of lay leaders in the parish – new vocations and new ministries needed | Build relationships  Build confidence  Identify potential  Change my approach  Build culture of appreciation and gratitude | Course in Appreciative Inquiry, coaching or growing lay leaders | Identify partners, eg. Ministry team, deanery colleagues, others from course to reflect with – plan to meet 2 or 3 times in 18 months | Review culture of PCC  Identify potential leaders and build relationships  ? include review in APCM  ? Ask congregation how they feel | More volunteers  Current volunteers more confident people |
| A better work/life balance, renewed joy in prayer and worship | Help to address issues  Time set aside to solve problems  New skills / people to talk to | Course in Time Management or Clergy Wellbeing | Pastoral Reflection Group, Cell Group, Spiritual Director | Diary management  Retreat and holiday  Take up a hobby  Make time to enjoy sport / walking | Congregation and family notice the difference in me, I feel renewed in ministry and ready for the next five years. |
| I want more confidence in leadership and project management | Acquire new skills  Know what is involved in building project  Identify allies in parish | Internet research or find lay person with project management skills | Mentor or Work consultant, consult diocese and DAC | Build team, establish time line, include time to plan/do/reflect  Ask for feedback | Building project underway and everyone confident in management, not too many distractions |

# Ministry Development Plan - Template

Please note that resources identified in this Ministry Development Plan will help target the use of your Clergy Ministerial Development (CMD) allowance and other CMD resources that may be available through the Diocese. If you would like a conversation about your development plan, please contact the Deputy Director of Mission and Ministry ([peter.leech@elydiocese.org](mailto:peter.leech@elydiocese.org))

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