**Clergy Ministerial Development Review [MDR]**

**Other Perspectives [Year 1] – Feedback Form**

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

January 2023



# Other Perspectives [Year 1] - MDR

The Ministerial Development Review (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 begin to discern what may lie ahead in which future objectives and areas for development can be identified.

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

It is recommended that one of the three would be a Churchwarden for a priest involved in parochial ministry and can also include someone from the wider community.

It is recommended for those serving in a team then one of the ‘other perspectives’ would be a Team Rector if you are a Team Vicar or a Team Vicar if you are a Team Rector.

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 person.

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:

1. What has gone well in this person’s ministry in the last year or two?
2. What might be the principal 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 concise 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.

# Other Perspectives Feedback Form

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| Name of Minister (the “Reviewee”) |  |

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| Question | Answer |
| 1. What particular areas of the individual’s ministry do you feel able to comment on?  |  |
| 2. What do you think are the gifts and strengths of the minister?  |  |
| 3. Where might the individual’s ministry need to grow and change?  |  |
| 4. How does the individual manage time, for example, between their various ministerial commitments and time for rest and relaxation?  |  |
| 5. Have you other comments that would be helpful in preparation for the individual’s Ministerial Development Review? |  |