**Name \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Year \_\_\_\_\_\_\_\_\_\_\_\_**

The Bishop of Worcester’s

**Ministerial Development Review Scheme**

**Reflection Aid (MDR 2)**

**Introduction – Bishop John**

This reflection aid forms just one part – albeit an important one – of the overall shape of Ministerial Development Review in the Diocese of Worcester. The associated Ministerial Development Review Scheme Guidance (MDR 1) sets out the full rationale and process of which this is a part. Moreover, the opening pages of that Guidance set out the theological context and basic assumptions that underlie our approach. You are likely to get the most out of this Reflection Aid if you can set aside a significant chunk of time away from your normal place of ministry, for instance in the context of a quiet day. I encourage you to revisit the Baptismal liturgy, and the Ordinal if relevant.

I hope that this reflection aid will prove helpful both to you as a minister, and also to your reviewer, as you each prepare for your MDR review conversation. I trust that the prayerfulness and thoughtfulness that you bring to this task will lead to helpful insight and appropriate clarity. And my hope and prayer is that, in and through the MDR process, reviewee and reviewer alike will genuinely experience God’s grace and truth, God’s light and hope.



**Overview**

This form aims to balance two priorities. First, it offers a fairly systematic framework for reflection on your life and ministry. Most of us find it quite easy to miss out important things: the questions that follow aim to reduce that risk. Second, however, please use the systematic structure sensibly and flexibly. Do use your judgement in deciding which areas deserve substantial responses, and which can be addressed much more concisely. Or again, if a particular question doesn’t fit with your own context, please adjust or even ignore it as appropriate.

Most of what follows consists simply of questions to respond to. Some of these will have possible examples in brackets following the question – please refer to as many or as few of these (or to others not listed) as is appropriate. On your way through you will also see references to:

* The priorities you identified at your last MDR (if relevant)
* The conversations you will have had with probably three ‘critical friends’ (see the MDR Scheme Guidance (MDR 1) for more details)
* The Priorities Form (MDR 3) on which you’ll be asked to summarise your priorities for the next period of ministry.

The Reflection Aid is divided into five sections:

1. General Overview
2. Yourself
3. Ministry
4. Wider Structures
5. Conclusion

**1 General Overview**

How has life been since the last review? Are there any significant events to note?

What has been encouraging and life-giving for you?

What has been frustrating/life-denying?

1. **Yourself**

**Life balance**

How would you describe the balance of your life?

*(You might want to refer to some of: health, family, friendships, self-care, other interests, time off, any anxieties about e.g. finance, schooling, ageing parents…)*

**Spiritual life**

How has your spiritual life been?

*(E.g. patterns of prayer, retreats or quiet days, significant people or influences, places of refreshment, constraints or struggles)*

What support network or structures do you draw on?   
*(E.g. cell group, work consultant, mentor, spiritual director/companion, Reflective Practice Group, pastoral supervision*)

**Theology**

What has helped your theological thinking?

*(E.g. people, conferences, books)*

**Vocation**

In the light of the Baptismal Liturgy, and the Ordinal if relevant, where do you find your vocation affirmed?

In what ways is it stretched?

**Growth and Development**

Since your last review, in what ways have you developed?

*(E.g. through informal learning, further training…)*

[If you have had a previous MDR] Reflecting on the priorities you identified at your most recent MDR and your most recent Interim Consultation, which of these:

* have been completed - and what has the result been?
* still in process – and what’s the current state of play, and plan?
* forgotten - and how do/should I re-engage with them?
* superseded by other changes - and why?

**Morale**

On a scale from very high to very low, how would you describe your level of morale?

1. **Ministry**

**Ministry overview since last review**

Comment on significant accomplishments since the last review.

What have been the main challenges you have faced?

If your ministry is primarily parish-based, what has been the balance of mission and ministry within the church, on its fringes, or outside the church? For other forms of ministry, what has been the balance of your focus?

**Conversations with ‘critical friends’**

As part of your preparation for this review, you were asked to have conversations with three ‘critical friends’. These were to address what has gone well, and what might be areas for future focus and personal development. Please include here a summary of the conversations, plus your reflections on them:

**Particular gifts/development**

Which of your gifts, interests, or passions have you been able to exercise in your current context?

Which of these are underused? How might this be addressed?

Given your context and responsibilities, which areas of skills and gifts need developing?

**Areas of ministry**

Are there any other areas of your ministry it would be good to mention?  
*(E.g. preaching, mission, pastoral work, working well with colleagues, enabling the ministry of others, leading worship, administration, nurturing faith development, enabling good meetings…)*

**Role Description**

Are there any areas in your current Role Description that need to be updated in consultation with the Archdeacon and PCC?

1. **Wider structures**

**The Diocese**

How have you received and interacted with the Diocesan Kingdom People process?

Do you have any further comments about your place within the Deanery and Diocese?

*(E.g. policies; personnel; chapters and synods; common tenure)*

**Wider contexts**

What involvement(s) do you have in any other broader contexts?

*(E.g. public life, para-church agencies, ecumenical life, the world-wide church, etc)*

1. **Conclusion**

**Looking to the future**

Are there fresh areas of ministry or responsibility that you would like the opportunity to experience in the near future?

What would you love to see yourself doing in the next stage of your ministry?

*(E.g. same post or different, sabbatical, contribution to the wider church or community, retirement)*

**Focusing for the review conversation**

Are there two or three areas you want to highlight as particular priorities for your review conversation?

**Future priorities**

In the light of your reflections, please begin to think about what your priorities should be over the next year or two, and sketch these, at least in draft form, in the Priorities form (MDR 3) for the year ahead.