**1. MDR Introduction**



Almighty God,

by whose grace alone we are accepted

and called to your service:

strengthen us by your Holy Spirit

and make us worthy of our calling;

through Jesus Christ your Son our Lord,

who is alive and reigns with you,

in the unity of the Holy Spirit,

one God, now and for ever.

*Collect for The Fifth Sunday before Lent[[1]](#footnote-1)*

Every few years it is helpful to refresh the scheme we use for MDR in order to draw on the fruits of what has gone before and to enable MDR to address changing patterns of ministry.

The scheme outlined below is designed to support you in your ministry, whatever shape that takes, and also to enable those clergy who hold their office under Common Tenure to fulfil their obligation to participate in MDR.

The Bishop’s Core Staff Team (BCST) is committed to supporting clergy wellbeing, and we are delighted that they have a particular role within the scheme, along with peer reviewers.

This scheme works on a two year cycle, with a full MDR review with a peer reviewer every two years, and a guided interim conversation with a member of the BCST in the alternate year. In order to administer the scheme, we have divided the clergy body into two equal cohorts: half will be invited to undertake an MDR review this year with their interim conversation following next year, and the other half will be invited to hold an interim conversation with a member of the BCST this year, and an MDR review next year.

Recognising the glorious diversity of ministry within the Church of England, we have designed MDR forms for those whose ministry primarily unfolds within a parish context, forms for chaplains, and forms for associate and assistant ministers who spend a significant proportion of their time in extra-parochial contexts. The hope is that you will choose the model which will best help you to reflect on your ministry. Each model invites you to ponder a specific portion of Scripture as a way in to helping you to reflect on your ministry, in its joys and challenges.

In order to support your development, as part of the full MDR review, you will be asked to complete a Personal Development Plan – similar to setting ‘objectives’ in the previous scheme – and will be invited to review this at your interim conversation the following year. The MDR is also an opportunity to receive and reflect on feedback on your ministry, and to flag up what training or support you would find helpful. As part of the interim conversation in the alternate year, there will be an opportunity to reflect both on your development and on your vocation.

All the paperwork you need is on the website, along with a flow chart which outlines the process. Administrative support will continue to be provided centrally.

**MDR Plan**

**2017**

* Cohort 1 to have an MDR review and produce a Personal Development Plan (PDP)
* Cohort 2 to have an interim conversation: for 2017 only this would involve a review of objectives set at the last MDR if relevant rather than as part of a PDP whilst we move on to the new system (see Form 16)

**2018**

* Cohort 1 to have an interim conversation during which they would reflect on the PDP they produced in 2017
* Cohort 2 to have an MDR review and produce a PDP

**2019**

* Cohort 1 to have an MDR review and produce a new Personal Development Plan
* Cohort 2 to have an interim conversation during which they would reflect on the PDP they produced in 2018

**2020**

* Cohort 1 to have an interim conversation during which they would reflect on the PDP they produced in 2019
* Cohort 2 to have an MDR review and produce a new Personal Development Plan

**Retaining Paperwork**

Following your MDR, the following paperwork will be sent to the BCST and placed on your blue file:

* MDR summary sheet; this should include a summary of the external feedback you have received along with your response to the feedback
* Personal Development Plan

In addition, following your MDR, the following paperwork will be retained by the Diocesan Training Partnership:

* A record of any stated training needs
* A record of any offers of skills and interests which you wish us to note
* The review feedback form if you complete this

Following your Interim Conversation, the following paperwork will be sent to the BCST and placed on your blue file:

* Personal Development Plan with comments noted by member of the BCST

The following paperwork does not need to be retained after the MDR summary sheet and Personal Development Plan have been sent in:

* MDR preparation questions form
* Feedback forms for nominated people

**External Feedback**

As part of your MDR, you are asked to nominate three people to offer external perspectives on your ministry as ‘critical friends.’ Please nominate one person from each of the following categories:

1. A ministerial colleague eg. from your church, chapter, or chaplaincy team
2. A lay person from within your church or ministerial context with whom you work closely, such as a churchwarden or other office holder
3. A representative of the wider community who knows you through your professional ministry, such as a local school headteacher, community worker etc.

Please ask them for their agreement to take part in the MDR process, and give their names, roles, and contact details (name, address, email, telephone number) to the MDR administrator as soon as the date for your MDR is set.

The MDR administrator will get in touch with them to ask for their feedback using Form 8, and will forward this to your reviewer and to you so you have a chance to reflect on their responses before your review.

A summary of their feedback along with your response will go on your MDR summary sheet, and after this Form 8 need not be retained.

1. *Common Worship: Services and Prayers for the Church of England* (London: Church House Publishing, 2000), 387. [↑](#footnote-ref-1)