**Year 3 – Development of Vocation & Vision**

MDR form B year 3 - **Personal Review**

*To be completed in year 3 of the three-year cycle.*

Please send this, along with the updated ‘Overview of Context’ from, to your reviewer at least a week before your meeting.

The purpose of this form is prompt you to reflect on the shape of your vocation, the extent to which it is being fulfilled, how it is developing, and where it may be leading. Your review will be conducted by a member of the Bishop’s Core Staff, or a senior member of the diocesan clergy, and will include conversation about the future shape of your ministry. Those things that you note here will form the foundation of your conversation with your reviewer.

You do not have to complete all sections. Fill in those sections which will help you to reflect on your call and your ministry, and that will facilitate a fruitful MDR encounter.

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| 1. Name: |
| 1. Role(s) / job title(s) of the ministry you are reviewing |
| **Review of the past year**  *‘I am the true vine, and my Father is the vine-grower.**He removes every branch in me that bears no fruit. Every branch that bears fruit he prunes to make it bear more fruit.’* ***Jesus*** |
| 1. What has been notably fruitful or encouraging in your ministry over the past year? |
| 1. What has been notably unfruitful or discouraging in your ministry over the past year? |
| **Focus questions** |
| 1. What was the shape of your vocation as you entered your current context? To what extent to you believe it is being fulfilled? |
| 1. In what ways has the shape of your vocation developed in the past three years? |
| 1. What is your vision for your own ministry, and for the development of your context over the coming years? |
| 1. What is your sense of vocation and vision for your ministry for the coming phase of your years? |
| 1. Who are the key people who oversee and support you in your ministry? What are the notable strengths and weaknesses in those relationships? |
| 1. **Focus question for the year:** Safeguarding – In your leadership, in what ways are you promoting and modelling a healthy, safe culture within your context? |
| **Resourcing your ministry** |
| 1. **Spiritual Accompaniment.** *All ministers are encouraged to establish and maintain a regular pattern of intentional meetings with an experienced individual who will be attentive to their needs in their ministry. This may be traditional Spiritual Direction, or a broader ministry consultant relationship. You are encouraged to shape a process that meets your needs.*   How frequently do you engage with intentional, individual support from an experienced and/or trained minister? |
| Monthly - - - - - - - - - - - - - Quarterly - - - - - - - - - - - - Twice a year - - - - - - - - - - - - Annually  *Draw ring or an X in the place that best expresses your pattern of meetings* |
| 1. **Retreat.** *All ministers are encouraged to set aside intentional ‘quality time’ with God, away from the patterns and pressures of normal ministry. It is recommended that those in full time ministry set aside a week for retreat each year. Those in a part-time or volunteer role are encouraged to set aside a similar proportion of their committed ministry time. Retreat may be taken in single week, in two or three parts, or as a series of day retreats, according to circumstances.* |
| How have you taken time for Retreat over the past year? |
| 1. **Study & Learning.** *All ministers are expected to continue to develop their knowledge and understanding in order to maintain the freshness of their ministry.*   What pattern do you have for intentional study and continued learning (in addition to time spent preparing for services and other meetings)? |
| Weekly - - - - - - - - fortnightly - - - - - - - - monthly - - - - - - - - termly - - - - - - - - annually  no intentional pattern other: \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_ \_  *Draw ring or an X in the place that best expresses your pattern of study/learning* |
| 1. **Pastoral Supervision.** *This is an intentional conversation which reviews your involvement in complex or delicate pastoral situations and relationships. It can take place either individually or in a group, with a trained supervisor or in a peer support arrangement. All clergy involved in pastoral leadership are strongly encouraged to engage with such a relationship, every one to four months (depending on the nature of their pastoral ministry). This need might be met through intentional conversation with a Spiritual Director/Ministry Consultant, in a cell group, supervision triangle or other mutual support group.*   What is your method and pattern for engaging in regular Pastoral Supervision? |
| How well does your pattern of Pastoral Supervision reflect the nature of your pastoral ministry? |
| 1. **Mentoring.** *Mentoring as a short-term, intentional relationship with an experienced colleague that is focussed on helping you develop your confidence and competence in a particular aspect of ministry.*   Is there an area of your ministry for which you would appreciate a mentor? |
| 1. **Coaching.** *Coaching is a meeting, or series of meetings, with an independent facilitator to help you work through particular opportunities or challenges*.   Is there an aspect of your ministry for which you might benefit from some coaching? |
| 1. **Continuing Ministerial Development (CMD).** *Coventry Diocese provides a termly programme of CMD events from which stipended clergy are required to attend at least two events each year. Other licensed clergy are encouraged to engage with the programme as their circumstances allow.*   Which area(s) of ministry would it be most helpful to prioritise in your CMD choices for the coming year? |
| |  |  |  | | --- | --- | --- | | Community engagement | Leadership & administration | New worshipping communities & evangelism | | Nurturing Lay Ministry & vocation | Pastoral care | Relationship with God | | Theological exploration | Worship & preaching | Youth & children’s engagement | |
| Which of the following forms of engagement is likely to best meet your need in these areas of development? |
| |  |  |  | | --- | --- | --- | | Exploring fresh ideas | Deepening your understanding | Developing practical skills | |
| 1. **Objectives.** Briefly review your progress on the objectives identified in your last review. You will find these in the Summary of Review form from your last review.  |  |  | | --- | --- | | Objective: |  | | Objective: |  | | Objective: |  | | Objective: |  | |
| 1. Propose between two and four personal and/or ministry development objectives for the coming year, that are specific, achievable and relevant in the light of this review exercise. These will be discussed and, possibly, revised during the MDR meeting.  |  | | --- | | Objective: | | Objective: | | Objective: | | Objective: | |

Please note that there is no **External Feedback** process in year 3 of the MDR cycle, as there is in years 1 & 2.