**Ministerial Development Review, Diocese of Derby**

**Form 3: Full Review Summary Note, Learning & Development Goals**

Thank you for your prayerful input into this MDR. This form should be completed by the reviewer, with the reviewee, at the end of the full review meeting. Once the form is submitted, a copy will be shared with you. If you are completing this form in Word rather than online, then this should be returned by your reviewer at the end of your review to the Bishop of Derby using the email address [MDR@bishopofderby.org](mailto:MDR@bishopofderby.org). Please ensure that your reviewer copies you in to this email.

**How we will use this form**

Please be assured that the responses given in this form are confidential to the Bishop. They are shared only with her appointed representative for the necessary administration of the process (namely, the Bishop's Chaplain). A copy will be kept on your blue file. Your learning, and development goals will be shared with your Archdeacon who is available to offer ongoing developmental support should you request this. They are also shared with relevant DBF colleagues to inform future learning and development provision within the diocese, for e.g. the Ordained Ministries Development Officer and the Director of People and Ministry.

Ideally the write up should do four things:

1. Enable the reviewee to remember those things which seemed significant and which they would like to reflect upon further or pursue.
2. Enable the reviewee and reviewer to remember salient elements of the conversation in a year’s time to aid the interim review conversation.
3. Enable Bishop Libby to have an understanding of your ministry and priorities.
4. Enable the Ministry team to understand learning goals and objectives in the provision of clergy training and development.

It is recommended that both parties consider three things as part of the MDR:

1. The reviewee’s role description
2. The parish or context Mission Action Plan however this is currently expressed (<https://bit.ly/DOD_MAP>)
3. The Ordinal (The Ordination of Priests) (https://bit.ly/The\_Ordinal)

If you have not been given a role description, please contact your Archdeacon. If you have misplaced it, please contact the Bishops Office.

**Overview**

The Diocesan vision is shared for your prayerful consideration as you reflect and discern how your ministry is developing in your local context.

The Ministerial Development Review facilitates a guided discussion framed around an office holder’s ministry. The purpose of the review is to look back and reflect on what has happened over the last year or two of ministry, and, informed by that, to look forward, to plan, anticipate, and develop a clearer vision for what lies ahead. In looking back there is an opportunity to acknowledge all there is to be thankful for and anything that is a matter for lament, and in looking forward, to anticipate the changing demands of the role, identify future objectives and areas for potential development.

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| **Review Information** | |
| Name of Reviewee |  |
| Name of Reviewer |  |
| Date of Review |  |
| Appointment/Post |  |
| Deanery and Archdeaconry |  |
| Reviewee's email address |  |
| reviewer's email address |  |

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| **MDR Content**  *Please enter the salient points of your MDR discussion here.* |
| **Narrative Summary of Review** |
| Having reflected on your 'personal reflection form', what is it important for us to have discussed today? |
| **What, in particular, would you like the Bishop to know about your ministry, particularly celebrating what has gone well?** |
| Consider what has gone well which should be celebrated, or what has been a challenge that you'd like to share with the Bishop. |
| **What have you had to be particularly attentive to in the past year.** |
| Having reflected on the last year including your previous MDR, reflect on how the last year has gone. Please provide a summary of what was discussed in your review. This can be prose or bullet point. |
| **Critical Friends Feedback** |
| What did you learn from your critical friends’ feedback. |
| **Priority Setting** |
| In the light of your MDR conversation, consider how you are going to continue to fulfil your role description as an office holder. To help break this down, you are asked to think about your top 3 priorities in ministry and mission for the next 2 years. In this, you may want to consider sustainability too - like finances, resources, capacity, succession planning, governance expertise.  Please also think about a learning and development priority that will help you to achieve these priorities. You are also invited to consider a personal wellbeing priority.  In order to help you deliver your priorities, please consider the following:   * What initial thoughts do you have about actions you can take to achieve these priorities? * What new skills, knowledge, or learning would help you achieve these priorities? * How might you gain those skills, knowledge, and learning. For example, specific courses, webinars, reflective practice, mentoring, coaching, supervision, reading? * What support will you seek and from where? How do you feel your priorities will contribute to the Diocesan vision? |
| **Priority 1 - Mission and Ministry** |
| What is your **first** chosen priority? |
| What initial thoughts do you have about actions you can take to achieve this priority? |
| What new skills, knowledge, or learning would help you achieve this priority? Discuss how you can develop this, and what support will you seek and from where. You could consider specific courses, webinars, reflective practice, mentoring, coaching, supervision, reading. For Continuing Ministerial Development, visit the website here: <https://derby.anglican.org/en/church-admin/continuing-ministerial-development.html>.  The website outlines the training opportunities available throughout the year. |
| **Priority 2 - Mission and Ministry** |
| What is your **second** chosen priority? |
| What initial thoughts do you have about actions you can take to achieve this priority? |
| What new skills, knowledge, or learning would help you achieve this priority? Discuss how you can develop this, and what support will you seek and from where. You could consider specific courses, webinars, reflective practice, mentoring, coaching, supervision, reading. For Continuing Ministerial Development, visit the website here: <https://derby.anglican.org/en/church-admin/continuing-ministerial-development.html>.  The website outlines the training opportunities available throughout the year. |
| **Priority 3 - Mission and Ministry** |
| What is your **third** chosen priority? |
| What initial thoughts do you have about actions you can take to achieve this priority? |
| What new skills, knowledge, or learning would help you achieve this priority? Discuss how you can develop this, and what support will you seek and from where. You could consider specific courses, webinars, reflective practice, mentoring, coaching, supervision, reading. For Continuing Ministerial Development, visit the website here: <https://derby.anglican.org/en/church-admin/continuing-ministerial-development.html>.  The website outlines the training opportunities available throughout the year. |
| **Priority - Your Wellbeing** |
| What is your personal wellbeing priority? Please consider how you will prioritise self-care this year. There is support available for clergy including helpful resources, grants and pastoral supervision. Visit the website here to find out more: <https://derby.anglican.org/en/about-us/content/clergy-wellbeing.html> |
| What initial thoughts do you have about actions you can take to achieve this wellbeing priority? |
| **Learning and Development Support from the Parish Support Team** |
| As well as the Continuing Ministerial Development support available on the website here: <https://derby.anglican.org/en/church-admin/continuing-ministerial-development.html>, the Parish Support Team can support you further.  If you would like someone to reach out to you, please select up to 3 options from the list below.  This offer of support is voluntary. By selecting these options, you consent to this learning objective being shared with the relevant members of the Parish Support Team. You have the option not to select from the list below.  Which of these areas, if any, might it be helpful for you to focus on developing further in the next 2 years? Please select at most 3 options.   * Enabling Generosity * Sustaining & evolving church buildings * Nurturing new expressions of church * Multicultural Ministry * Creation care (net zero, environment) * Discerning gifts & vocations into ministry * Developing youth ministry * Developing children's & families ministry * Deepening Discipleship * Developing/nurturing every day faith * Releasing effective lay leadership |

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| **Form Submission** | |
| When both the reviewer and reviewee are happy with the content of the form, they should each add their name and date below to indicate acceptance of this form and the form should be sent by email to the bishops’ office using the email address [MDR@bishopofderby.org](mailto:MDR@bishopofderby.org). | |
| **Reviewee’s Name:** | **Date:** |
| **Reviewer’s Name:** | **Date:** |