

HOW DOES IT WORK?

MDR (Ministerial Development Review) is for you and your development. The scheme has only a limited amount of documentation and is designed to be simple to use. Your review will take place on a rolling three-year cycle: peer to peer review, review with the Archdeacon and review with the Bishop.

Peer to Peer review

First you need to find a reviewer and fix a date.

The anticipated pattern is for people to work in pairs and to act as reviewer for each other, but if you prefer you can find someone just to do your review. A neighbouring priest may be happy to help, or the MDR Officer will be able to help you find a partner.

Next you need to prepare for your review:

By setting aside some time to think through the high and low points of your recent ministry. You may find it helpful to use the MDR Review Questionnaire provided to work through different aspects of ordained ministry. You could also begin to work on the beginning of your Review Report, to summarise your present position by asking a few trusted colleagues if they will comment on your ministry.

At the review:

If you are reviewing each other you need to decide who will be reviewed first, and who will act as listener. You will need 1½ – 2 hours each. The MDR works best if you're strict about not muddling the roles. As the person being reviewed, you will tell the story of the last year, looking for things to celebrate as well as lessons to learn. As you look to the future you will need to formulate about 3 objectives for the coming year, not just about ministry but also about your personal and family well-being. Fuller guidance is available on this process in the MDR Handbook.

After the review:

You will need to set aside some time to complete your Review Report and send a copy to the Bishop's office. Liz.Howson@carlisle-diocese.org.uk

Your reviewer makes no contribution to the report, other than helping you to think things through, but they are asked to sign it as a correct record.

MDR with an Archdeacon

You will have a separate meeting with an Archdeacon to talk about your review objectives every three years. This will usually take place as part of the Archdeacon's triannual visitation.

MDR with a Bishop

You will have a separate meeting with a Bishop to talk about your review objectives every three years.

How soon should I do this again?

You will be contacted each year by the person administering the cycle for that year to ensure that you are able to complete an annual review, many people find this process helpful – it's up to you to use MDR to assist you in ministry.

MDR is not

- X A formal appraisal
- X A bureaucratic exercise
- X An opportunity for bishops to tell you you're doing it wrong

MDR is

- ✓ An opportunity to review your ministry in a supportive setting
- ✓ A chance to take stock of your work/life balance
- ✓ An opportunity for you to tell bishops what ministry is like

Where do I find help?

All forms and guidance notes can be downloaded from the diocesan website www.carlisle-diocese.org.uk

Please contact if you need any help:

Peer to peer cycle:

liz.howson@carlisle-diocese.org.uk

Archdeacon's cycle:

Philip.brunskill@carlisle-diocese.org.uk

Bishop's cycle:

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Diocese of Carlisle



Ministerial Development Review

Summary
Guide
2023

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