

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 two-year cycle: review with the Archdeacon and review with the Bishop.

Year 1 – new appointments / change in role

1. At appointment - three objectives are agreed with the Archdeacon in line with the SOP, the role description and the Mission Community profile.
2. Six months after appointment one of the Bishops visits.

Year 1 – cyclical

1. Meeting arranged by the Archdeacon's EA
2. MDR by the Archdeacon, Archdeacon's EA sends the reports, where available, from previous two years to the Archdeacon. The MDR review report should be completed in draft and returned to the Archdeacon's EA one week prior to the meeting.

Year 2 - Episcopal Review

1. Episcopal Review, appointment made by the Bishops' Office, who sends the reports, where available, from the previous two years
2. The Bishop's Office sends MDR Episcopal Review Questionnaire to be completed and returned one week prior to the meeting.

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.carlislediocese.org.uk*

Archdeacon's cycle:

Pauline.cleasby@carlislediocese.org.uk

Bishop's cycle:

sarah.marshall-ellison@carlislediocese.org.uk

MDR Officer

Ali Ng

Ali.ng@carlislediocese.org.uk

Diocese of Carlisle



Ministerial Development Review

Summary
Guide
2026

January 2026