**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.

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 BCST in the alternate year. In order to administer the scheme, we have divided the clergy body into four roughly equal cohorts: two cohorts will be invited to undertake an MDR review this year with an interim conversation following next year, and the other two 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 identify what training or support[[2]](#footnote-2) 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.

**MDR Plan**

***2021***

* Cohort A will have an interim conversation with a Bishop or Archdeacon, during which they will reflect on their previous Personal Development Plan (PDP), completed either in the last round of reviews, or earlier this year.
* Cohort B will have an interim conversation with another member of BCST, or a senior ordained director, during which they will reflect on their previous Personal Development Plan (PDP), completed either in the last round of reviews, or earlier this year.
* Cohorts C and D will have an MDR review, during which they will produce a PDP.

***2022***

* Cohorts A and B will have an MDR review, during which they will produce a PDP.
* Cohort C will have an interim conversation with a Bishop or Archdeacon, during which they will reflect on their PDP produced during the 2021 review.
* Cohort D will have an interim conversation with another member of BCST, or a senior ordained director, during which they will reflect on their PDP produced during the 2021 review.

***2023***

* Cohort A will have an interim conversation with another member of BCST, or a senior ordained director, during which they will reflect on their PDP produced during the 2022 review.
* Cohort B will have an interim conversation with a Bishop or Archdeacon, during which they will reflect on their PDP produced during the 2022 review.
* Cohorts C and D will have an MDR review, during which they will produce a PDP.

***2024***

* Cohorts A and B will have an MDR review, during which they will produce a PDP.
* Cohort C will have an interim conversation with another member of BCST, or a senior ordained director, during which they will reflect on their PDP produced during the 2023 review.
* Cohort D will have an interim conversation with a Bishop or Archdeacon, during which they will reflect on their PDP produced during the 2023 review.

**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 Mission and Discipleship team:

* A record of any stated training needs
* A record of any offers of skills and interests which you wish us to note
* Any feedback you offer

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 send them a copy of Form 8. Please ensure that you collect their completed forms back in at least two weeks before your review, to give you and your reviewer a chance to reflect on their responses.

A summary of this 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)
2. *It may sometimes be that in preparation or conversation you realise you would value more support such as from the Archdeacon Pastor or from the diocesan Pastoral Care and Counselling Service. We encourage you to contact them, please note this does not need to be recorded on the summary sheet.* [↑](#footnote-ref-2)