



Diocese of St Albans Mission & Ministry Development Review *Guidelines for Ministers*

Please read before completing Minister's Record of Review Form R

The purpose of a Mission and Ministry Development Review (MMDR) 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 in order 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 likewise anything that is a matter for lament. In looking forward there is a chance to anticipate the changing demands of the role, identify future objectives and areas for potential development.

In St Albans Diocese, the Bishop anticipates that this 'looking back' and 'looking ahead' will be done in the context of *Living God's Love*. In other words: Does your ministry enable others to go deeper into God? Does it transform communities? Does it make new disciples?

The actual questions on the MMDR form are quite general. However, before completing the form, please spend some time prayerfully reflecting on the different dimensions of your ministry. The Church of England outlines the general shape of a priest's role in the Ordination service. This general shape is set out over the page – see the words in *blue italics* – with each aspect then expanded in bullet points to describe the realities of the work of a minister or priest, drawing on *Living God's Love*. While the words from the Ordination Service apply to all clergy, the bullet points may not apply to everyone. For example, some assistant clergy may not have a parish leadership role and chaplains may have different responsibilities.

For each of the statements, think about how well this describes you. In which areas do you flourish and in which do you struggle? Where do your strengths and weaknesses lie? Please consider not only your strengths, but also how you might be able to grow, improve and develop.

MMDR is essentially about the *individual person* in the context of their place of ministry. Thus, this review focuses on you as a priest or minister. Nevertheless, in preparing for this review you may well find it helpful to consider your Mission Action Plan (MAP) and statistics for mission.

Finally, this scheme is run for *your* benefit. It is an opportunity for you to talk about what God is doing in and through your ministry with a consultant who is both generously supportive and appropriately challenging. It is our prayer that you will come away motivated and encouraged.

Review Statements

As a priest or minister...

You unfold the Scriptures, preach the word, and declare the mighty acts of God. You:

- Preach and teach people of all ages and backgrounds, in a way that is engaging, relevant and challenging so that they go deeper in understanding the Christian faith;
- Help people to grow in their personal faith, to pray and to lead Christian lives;
- Work to grow the faith of children and young people; and
- Establish and/or run groups that nurture Christian discipleship.

You preside at the Lord's table and lead his people in worship. You:

- Enable people to meet with, and glorify God through the way you lead worship;
- Create Fresh Expressions and pioneer ministries; and
- Are passionate about your own faith, setting a good example of Christian life and worship.

You search for God's children in the wilderness ... call hearers to repentance and declare in Christ's name the forgiveness of sins. You:

- Help the church to grow in numbers by facilitating and encouraging mission, outreach and evangelism;
- Have a compelling vision for the future of the church and its ministry, and you help to maintain a sense of momentum, keeping hope alive even in difficult times; and
- Actively engage in the local community; for example, schools, hospitals and workplaces.

You support the weak, defend the poor, intercede for all in need, minister to the sick and prepare the dying for their death. You proclaim the word of the Lord and watch for the signs of God's new creation. You:

- Visit the sick, care for people in their times of need, and help others to do so;
- Confront injustice, and engage in social action that addresses local needs; and
- Protect the vulnerable and the environment.

You discern and foster the gifts of all God's people. You:

- Identify people's gifts and enable them to use these gifts in the church and beyond; and
- Help people to hear God's calling and to explore Christian vocation.

In addition, as an effective priest or minister who cares for his/her own well-being, you:

- Collaborate with others, delegate areas of responsibility and work well with colleagues and volunteers;
- Are organised, disciplined, punctual and efficient in your administration;

- Devote time to reading, study and personal growth; and
- Stay healthy in body, mind and spirit, and you achieve a good balance between work and time off.