Mission and Ministry Development Review
Reflecting On Your Ministry

How to use this PDF

These PDFs are provided as a practical aid for anyone who prefers to prepare their responses on paper or in another format before completing the official online forms. They mirror the structure and questions of the online forms, allowing you to think through your answers, draft wording, and gather any necessary information at your own pace. Once you are ready, you can transfer your agreed responses into the online form for submission. This approach helps ensure accuracy, clarity, and confidence in what you share.

Where to find this form

The web address for the online version of this form is:
https://www.cognitoforms.com/DioceseOfStAlbans/MMDRReflectingOnYourMinistry

The questions on this form

About You and Your and Ministry

You will see references throughout this form to your 'ministry context'. This means the benefice or benefices, Bishop's Mission Order community, chaplaincy or other place or setting for your ministry.

Your Name (Title, First Name, Middle Initial, Surname)

Email

Your Benefice

Your Deanery

Your Archdeaconry

Your Role (Rector, Vicar, Chaplain, Associate, etc)

On the form there is a drop-down list to choose from, or you can type your answer.

Your Ministry (Full-time stipendiary, part-time stipendiary, self-supporting, etc)

What is the best description for the basis on which you offer ministry in your context. On the form there is a drop-down list to choose from, or you can type your answer.

Additional Responsibilities

Please share any additional areas of responsibility you have. These might include roles like Rural Dean, Assistant Diocesan Director of Ordinands, Bishop's Adviser, Bishop's Council, General Synod, Diocesan Role, Role in Theological Education, Secular Employment, and so on.

Shape of Your Ministry

Please share a brief description of your role. Briefly identify your main priorities and responsibilities, the activities take most of your time and those who share in ministry with you. Please also highlight any changes from your previous MMDR if you had one.

Your MMDR Consultant (Title, First Name, Middle Initial, Surname)

Your MMDR Consultant's Email

Wellbeing

Please answer these questions about how you're doing. Thinking about these questions might raise some issues for you where you need support or a conversation. You can find information about the support available here: ***https://www.stalbansdiocese.org/ministry/support-and-wellbeing/***

To arrange a confidential conversation email ***mmdr@stalbansdiocese.org***

Your Wellbeing

On a scale of 1-10 (with 1 being low and 10 high), how would you rate your sense of wellbeing.

How are you attending to what gives you life in addition to ministry?

You could think about how you're investing time, energy and money in the hobbies, pursuits and interests alongside your ministry that are just about you.

What would your family or friends say about your wellbeing?

Please be honest; what do they think?

How do you find spiritual accompaniment?

On the online form, there is a checklist; you can select multiple options and type in anything you want to add. The options include forms of accompaniment such as spiritual director, informal spiritual companion and the like.

How have you made space for spiritual refreshment in the past year?

On the online form, there is a checklist; you can select multiple options and type in anything you want to add. The options include forms of spiritual refreshment such as residential retreat, pilgrimage and the like.

Leading Mission

The Five Marks of Mission

Evangelism

How are you enabling others in your ministry context to introduce new people to faith in Christ?

Discipleship

How are you enabling people in your ministry context to grow in their faith in Christ?

Service

How are you enabling those in your ministry context to engage in loving service?

Justice

How are you enabling those in your ministry context to pursue peace and justice?

Care for Creation

How are you enabling those in your ministry context to care for the environment?

Mission Action Planning

Last MAP submission

When did your church, parish or benefice most recently submit a Mission Action Plan (MAP) or create an equivalent strategy?

MAP and your ministry

How does your ministry relate to the priorities set out in your most recent Mission Action Plan or your equivalent? You could think about what you've said above about how you're enabling mission across the Five Marks of Mission and add comments here on how this connects with the mission priorities named on the MAP submitted to the Diocese.

Your Leadership Style

Feedback

What are you learning about yourself from the feedback from others?
Please refer here to what you've read in your context reviews.

Your leadership

As a minister, how would you describe your leadership? You might want to think about your leadership style or styles or some other way to describe what you're like as a leader.

There are lots of resources online for exploring leadership styles. You can use the questionnaire on *Daniel Goleman's Six Leadership Styles* **here** to find your own preferred style.

Leadership impact

What's the impact of your leadership on others? Please share some reflections on how your leadership affects people in your ministry context.

Your Ministry

Please answer these questions about your ministry in your context. Some questions only apply to Incumbents.

Progress

What progress have you made on your development objectives from your previous review? Please take some time to look back at your last full MMDR and your Interim Review and reflect briefly on how far you've come in achieving the goals you set for yourself. You might want to explore what made your progress possible and anything that might have hindered you.

What's going well

What are you doing well or what do you think you have done well since your last MMDR? You could use this question to think about what's gone well as you've worked on your development objectives as well as the area of greatest fruitfulness in your ministry at the moment.

What will you do differently now?

This question is an opportunity to think about what's been more challenging as you've worked on your development objectives. Reflect too on the area of greatest challenge in your ministry at the moment and what that's suggesting about how you might need to adapt what you do now. Please focus on the learning this has given you for the future.

How confident do you feel in different areas of ministry?

Rate your own level of confidence in each of these areas:

Chairing meetings
Church finances
Daily prayer
Leading change
Leading teams
Leading worship
Line management
Managing volunteers
Ministry with children and families
Ministry with young people
Occasional Offices
Pastoral care
Preaching
Safeguarding
Schools ministry

Using the following categories: Not at all confident. Not very confident. Reasonably confident. Confident. Very confident. Not applicable.

Enabling others

How are you enabling others to grow in their vocation and ministry? Please think about the people who are growing in their calling and fruitfulness in your ministry context. What are the things you've done to help make that possible?

Financial sustainability

How are you enabling your parish, parishes or BMO to become financially sustainable? Please offer some thoughts on the ways you're encouraging giving and other forms of income, as well as addressing costs to move towards financial sustainability. You might also want to briefly set out what you're thinking about how this will develop over time. By financially sustainable, we mean meeting its own costs from giving, fundraising and grants, including the full cost of ministry. You can leave this question out if your primary ministry role is in a chaplaincy.

Navigating conflict

How are you navigating a conflict or difficulty in your ministry context? Conflict and challenges are inevitable in ministry. Please offer some thoughts about whatever is most significant on that front in your ministry at present, and reflect on the strategies you are using to find a way through for yourself and others.

Safeguarding

How are you promoting a safer culture in your ministry context? Please offer some brief thoughts on what you're doing to promote safeguarding practices and training where you are. We also encourage you to reflect on how you're ensuring that everyone in your ministry context can be heard, that people holding roles with authority are accountable and that no-one is beyond being challenged.

Your Future

We invite you here to think beyond your current role.

Aspirations

Where do you see yourself ministering in the future? Think beyond your current role, or think about how you'd like your role to change or what you might like to take on in addition to your current responsibilities. If you imagine moving on from your current role or retiring within the next five years, please indicate a rough timescale.

Current action towards your future

What steps are you taking now towards the future? You could offer some thoughts here about the learning, skills or attributes you'll need in the sort of role you'd love to have beyond this one. What are you doing now to achieve that learning, grow those skills and develop those attributes? If you are planning to retire or step back from more active ministry, that too is a new role. We'd love to know how you're preparing for that transition and what might help you.

Other Reflections

What else?

Ahead of your meeting, please use this question to share with your MMDR Consultant, Bishops and Archdeacons something you feel is important and that the previous questions haven't given you the chance to say. This is a crucial question; your voice in this process is the most important, and we want to enable you to say what you need to say about this process, you, and your ministry. However, if there are pressing issues, please don't wait; get in touch now.

Development Objectives – First Thoughts

This section is designed to help you begin thinking about your development objectives for the next couple of years. These are not final; your agreed objectives will be confirmed during your review conversation and recorded on a separate form. At this stage, simply note your initial ideas about areas where you would like to grow in mission and ministry. Consider aspects such as leadership, pastoral care, spiritual formation, or practical skills. Your reflections will guide the conversation and help identify the support and resources you may need.

Your Wellbeing

Reflect on one way you would like to improve your mental, spiritual, physical, or emotional health. This could include habits, practices, or support you need to sustain your wellbeing.

Leading Mission

Think about one way you would like to lead or enable a development in mission within your ministry context. Consider opportunities to reach out, innovate, or strengthen engagement with your community.

Your Ministry

Identify one way you would like to develop your ministry practice or the Christian community you serve. This might involve new skills, approaches, or areas of growth in your role.

Your Future

Consider one way you would like to invest in your future aspirations. This could include training, learning opportunities, or steps toward a longer-term goal in ministry.

Anything Else?

Note any additional ideas or support needs you would like to discuss. This is a space for anything that doesn't fit the other categories but feels important for your development.