**CONFIDENTIAL**

# MINISTRY DEVELOPMENT REVIEW FORM 2023

# ALTERNATIVE (SHORTER) FORM C Member of the Community or Workplace

**To the Reviewee:** This form should be given to a member of the community or your workplace (if SSM/OLM) – someone who will be a critical friend. Please note that the person you ask to complete Form C is **not** to be a church member.

This is a truncated version of Form C which can be used when chosen referees may not have an in-depth knowledge of the reviewee which is needed to complete the longer Form C or where they wish to only provide overview feedback.

**To the Referee:**

We take these MDRs very seriously, primary because they are about helping the person to flourish, as a child and servant of God. We all need time to step back, reflect and have others give feedback and ask questions about how we live and work.

Ministry Review is about Affirmation, Accountability and Development.

1. **Affirmation**

Before he started his public ministry, Jesus heard his Father proclaim at his Baptism – “*You are my Son, whom I love; with you, I am well pleased*”. Therefore, before anything else, we want for him/her to hear and feel affirmed in who they are before we consider what they do. As Irenaeus said, “The glory of God is the human fully alive, but the life of the human is the vision of God ".

1. **Accountability**

Clergy are here to serve God and in their particular calling, to serve him as ordained priests in the Church of England. Responsibility inevitably comes with accountability, and as such it is inherently healthy and good. As it is often said, “very few people want to do a job badly”. Having someone who is for us (like you), ask questions, and have you tell them what you see about them that they can’t see ourselves, is a gift as they seek to do ministry better.

1. **Development**

We can always improve. Society, leadership and ministry have become much more complex over the years, and most clergy haven’t been trained for the range of skills necessary for their callings. This Review is to gently, and with the attitude of ‘we are on your side, we want you to excel in your role’, identify those areas that they need developing.

**Hoped for outcomes.**

1. The person feels affirmed in who they are.
2. Their gifts are clarified and appreciated.
3. They have a sense of where God is calling them, whether that is with a renewed call to stay or to move onto something different and new
4. The identification of
	1. One or two things they are good at, with a plan to make them even better in those strengths.
	2. One or two things they shouldn’t be doing, with a plan to delegate or stop them
	3. One or two things they can’t or shouldn’t delegate but aren’t their strengths, with a plan to upskill them in those areas

The questions are a guide, and you do not need to answer them all. Please write anything related to the subject area and leave out anything you do not wish or cannot answer.

**Please complete and return** this form electronically to the Reviewee **at least 1 week** before their Retreat.

Discussing what you have written with the person being reviewed would be helpful.

If you have **confidential comments** you wish to make, please get in touch with the Reviewer directly. To find out who the Reviewer is, contact admin@cofeguildford.org.uk.

Thank you for taking the time and trouble to participate in this process.

**Peter Harwood**

**Director of Mission**

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| Name of Reviewee: |  |
| Name of Reviewer: |  |
| How do you know the Reviewee: |  |
| Date: |  |
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| --- | --- |
| What I most appreciate is … |  |
| What I think are the most positive aspects of the Reviewees activities…. |  |
| Areas I think could be developed further….  |  |
| Is there any other feedback you would like to offer? |  |

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|  |
| Signature:  | Date:  |