



Name:	
Ministry:	
Reviewer:	
Review period:	

PROCESS 1: GOAL SETTING AND THE DIOCESAN STRATEGIC DIRECTIONS
Development of Mission, and Ministry Goals – based on the Seven Healthy Ministry Practices (see page 2)

Goals for the Year Ahead		
Ministry or Development Area	Related Goal/s (Specific, Measurable, Achievable, Relevant, Timeframe)	My reflection on this working towards this goal
1.	a)	
	b)	



Clergy Ministry Development Review

Ministry or Development Area	Related Goal/s (Specific, Measurable, Achievable, Relevant, Timeframe)	My reflection on this working towards this goal
2.	a)	
	b)	
3.	a)	
	b)	



PROCESS 2: SELF REVIEW AND THE ORDINAL

Ministry or Development Area	Ordinal	Reflections
<p>1. Personal:</p> <p><i>Self and Relationships</i></p> <p><i>Care of self and household:</i></p> <p><i>Growth in Holiness</i></p>	<p><i>“Will you constantly seek the help of the Holy Spirit to use and develop God’s gifts to you, so that you may serve all by word and deed?”</i></p> <p><i>“Will you strive to shape your own life, and that of your household, according to the way of Christ?”</i></p> <p><i>“Will you be diligent in prayer, and in the study of the holy Scriptures? Will you undertake such other studies as will help you in your ministry?”</i></p>	
<p>2. Mission, evangelism, discipleship</p>	<p><i>“Will you encourage and enable those committed to your care to fulfil their ministry and mission in the world?”</i></p> <p><i>“Will you be a faithful pastor to all whom you are called to serve and lead, striving together with them to build up the body of Christ in truth and love, in unity and peace?”</i></p> <p><i>“Will you faithfully and humbly minister the doctrine, sacraments and discipline of Christ, as he has commanded and as this Church has received them?”</i></p> <p><i>“Will you instruct from [the Holy Scriptures] the people committed to your care, teaching nothing as essential to salvation which cannot be demonstrated from the Scriptures?”</i></p>	



3. Leadership, Collaboration, Community	<i>“Will you promote unity, peace and love among all Christian people, especially among those with whom you serve God, encouraging and enabling them to fulfil their ministries?” “You are to encourage and build up the body of Christ ...”</i>	
4. Ministry and Vocation within the Diocese and Wider Church	<i>Will you constantly stir up the gift of God which is in you, so that you may proclaim the gospel of Christ?</i> <i>Will you obey your bishop and other ministers given authority over you, gladly and willingly following their godly and lawful directions?</i>	

Highlights and Challenges The Last Year

Achievements and Highlights over the last year		
Challenges of the last year		



PART 3: REFLECTION AND APPRAISAL THROUGH FEEDBACK

This section is to be completed in conversation between the clergyperson and their feedback group. These should be three or four trusted people whom you are confident will provide honest, constructive and balanced feedback. This may include:

- a lay leader from your parish or chaplaincy;
- other lay people from parish or chaplaincy;
- another clergyperson;
- a community member; and/or
- or someone from your peer group.

Helpful questions to ask in doing this could include:

- What we appreciate about the clergyperson in their current role?
- Is there one thing that you think the clergyperson could do differently?
- Can you give an example of one thing that is appreciated and that you think the clergyperson could be encouraged to do more of in their current role?

The questions below will frame the discussion in this section. An agreed summary of this discussion should be included here as part of the review document which is to be submitted.

Healthy Ministry Practice	Reflection / Feedback
<p>WORSHIP: <i>“Heartfelt Prayer and Worship”</i></p> <p><i>The person being reviewed has helped people encounter God in worship and prayer by ...</i></p>	
<p>EDUCATION & FORMATION: <i>“Living by the Scriptures and Sacraments”</i></p> <p><i>The person being reviewed has supported people to live in a Christian way by ...</i></p>	



<p>EVANGELISM & OUTREACH: <i>“Creative Evangelism and Teaching”</i></p> <p><i>The person being reviewed has rehearsed the Christian story with people by ...</i></p>	
<p>COMMUNITY ENGAGEMENT & SERVICE: <i>“Loving Service”</i></p> <p><i>The person being reviewed has helped people offer loving service without condition by ...</i></p>	
<p>PASTORAL CARE: <i>“Genuine Care”</i></p> <p><i>The person being reviewed has supported people to navigate difficult times by</i></p>	
<p>PRAYER & SPIRITUALITY: <i>“Faith Filled Engagement”</i> <i>“Missional Spirituality”.</i></p> <p><i>The person being reviewed undergirds their ministry with prayer. They understand that prayer and mission flow from each other</i></p>	
<p>SOCIAL & ENVIRONMENTAL CONTEXT: <i>“Environmental Responsibility”</i></p> <p><i>The person being reviewed has supported people in caring for creation by</i></p>	



OTHER:	
<i>Has the member of the clergy identified ministry development areas where you think they may not recognise their strengths?</i>	
<i>Has the member of the clergy identified strengths in which you think there is a need for further development which they may not recognise?</i>	
<i>Are there ministry goals which have been listed that you would like the member of the clergy to consider further?</i>	

Self-Care
Are you taking your days off each week?
Did you take four weeks annual leave in the last twelve months?
Are you spending sufficient time with your spouse, family, elderly parents or close friends each week?
Are you seeing your Supervisor and Spiritual Director regularly?
Is your Peer group working well for you?



Clergyperson's Comments

NB: Reflecting on this review, there may be changes you would like to make to your suggested goals prior to submitting this document

Acknowledgment			
Clergy signature:		Date:	
MDR's signature:		Date:	
Forwarded to the Diocesan Bishop by		Date:	
Meeting with Diocesan Bishop on		Date:	