

# Introduction to Development Review

At the heart of the Development Review process is a desire to see all licensed ministers in the diocese flourish in their own discipleship as followers of Jesus Christ and grow in the ministries to which God calls them.

Reviews are not appraisals. They are primarily an annual opportunity for clergy and licensed lay workers to review their ministry with the support of a trained peer facilitator or senior clergy. The emphasis is on enabling ministers' self-reflection and evaluation, both through the preparatory work they are asked to do and in the review meeting itself.

There are three types of review meeting:

## **1 Episcopal Conversation.**

The Episcopal Conversation process provides, through self-reflection and a focused conversation with a member of Bishop Rachel's senior clergy, an opportunity to look at the recent development of an individual's ministry.

The Episcopal Conversation process is for those who hold the bishop's licence and whose ministry is appraised through their employer (e.g. chaplains employed in educational, hospital, prison and other settings or clergy employed directly by a local church).

In addition all clergy and licensed lay workers receive an EC when starting in a new role within the first 6 months to support you as you settle in.

## **2 Episcopal Reviews**

The Episcopal Review process provides, through self-assessment, feedback from others and a focused conversation with a member of Bishop Rachel's senior clergy, an opportunity to look at the recent

development of an individual's ministry and to set priorities for the future. Episcopal Reviews happen at three-year intervals, with peer Ministerial Reviews in the intervening years.

For Reviewees, the task is one of prayerful and honest self-reflection on how their ministry has developed and changed, which then shapes the setting of personal and ministerial objectives for the next three years. This encompasses the personal and practical as well as the spiritual and “professional” aspects of life.

### **3 Ministerial Development Reviews**

The MDR process provides an annual opportunity for clergy and licensed lay workers to review their ministry with the support of a trained peer facilitator. This is a peer review. Reviewers are not in authority, ministers are not accountable to reviewers, and the conversation is confidential. Hopefully this creates a safe space where ministers can reflect with honesty and vulnerability. The minister decides what is communicated back to the bishop in the summary form. The preparatory paper itself is only to help reflection and is deleted after the meeting.

The emphasis is on enabling ministers' self-reflection and evaluation, both through the preparatory work they are asked to do and in the review meeting itself. This process looks back to the priorities a minister will have set in their last Episcopal review, but also looks forward to where God may be calling them now and into the future. Arising from this, MDR also needs to be integrated with a minister's on-going learning and development. In addition to the summary for the bishop is a summary sheet to identify any training or development needs and opportunities that will be responded to by the Head of Ministerial Development.



After 6 months in a new role a review with a member of the Bishop's senior team.

All clergy

Every 2 years for those employed in other organisations but holding the bishop's licence.

Employees holding the bishop's licence

## Episcopal Conversation

The Development Review Cycle for parish clergy

Year 1

## Episcopal Review

Parish Clergy

Year 2

## Ministerial Development Review

Year 3

## Ministerial Development Review

Cycle continues with the next Episcopal Review



## **What you need to do**

Nothing, yet! Ruth Cameron will contact you to let you know when your review is due.

For each review there is a preparatory paper. Ideally this is something to take into your prayer and to spend time reflecting on. A large part of the value of the process is in your preparation as you complete this paper.

For the ER and MDR there is also a CMD form (Continuing Ministerial Development). Please complete this with what development opportunities you have taken advantage of in the previous year and what you might want to do in the following year.

For the EC and ER your reviewer will write a summary which you will see and can comment on before it goes to the bishop. For the MDRs there is a short summary form which you can complete yourself, or ask your reviewer to draft on your behalf and then send to you for editing and agreement before it is sent to the bishop.