

Introduction

Over the next five years as a Diocesan family, we choose to:

- **Become more connected and mission-focused in prayer**
- **Become more diverse: with more people from more communities in our congregations, especially young people and those from deprived areas**
- **Offer more courageous leadership: calling, equipping and supporting lay and ordained people to lead the Church in mission in a rapidly changing culture**

Guidelines

Please read these guidelines before you complete the questionnaire.

The MDR is a professional, confidential, supportive process primarily focusing on the minister's personal development. The review enables the minister to:

- **Reflect on how they attend to their faith**
- **Celebrate the things that have gone well**
- **Reflect on the 'swampy areas' that have been tough going**
- **Identify areas for personal and ministerial development**
- **Formulate a Personal Development Plan**

It is a pastoral opportunity, provided by the bishop, for the minister to reflect on their development to enable them to fulfil the calling God has given them. It is about the minister, their development (spiritual and otherwise), their skills and the personal support they have.

You have been approached by the minister as someone who observes their ministry and who can provide feedback as a 'critical friend'. You are invited to provide open, honest and constructive responses to the following questionnaire. This is not an opportunity to provide advice, whether helpful or caustic. Your responses, along with those from two other people, will be anonymous and will form the basis of the self-review that the minister will shortly have with a trained Consultant Reviewer.

Answer as fully as you are able. You do not have to answer any questions that are outside of your experience.

Security Statement:

<http://www.surveymonkey.com/Mo>

Ministerial Development Review 2020 - Co-workers Questionnaire

For Co-workers

* 1. Your name (anonymity will be kept):

* 2. Minister that you are reviewing

3. Parish or Ministry Setting

Celebration

4. What areas of personal development have you observed being strengthened, and have flourished for the minister in the last 12-18 months?

5. Describe some good things that have happened as a result of the minister's ministry in this time.

Swampy Areas

6. What ministry difficulties has the minister had to contend with over the last 12-18 months?

7. How has the minister coped under the stress of these things?

8. What do you think would help the minister to attend to these challenges?

Development

9. How do you see the minister developing their own gifts and sense of calling? How has she/he developed personally?

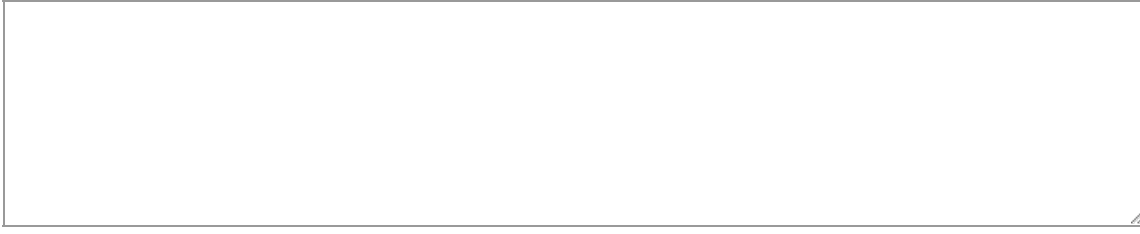
10. How well do you think the minister is attending to their well-being?

11. How is the minister supervising and developing lay and ordained ministry colleagues?

12. How do you see the minister facilitating the gifts and calling of other people?

13. Thinking about the minister's personal and ministerial development, can you think of any areas that may need attention?

14. Any other comments.

A large, empty rectangular box with a thin black border, intended for the user to provide any other comments. The box is positioned directly below the text '14. Any other comments.' and occupies a significant portion of the upper half of the page.