

## **Diocesan Review Questionnaire 2010 Sector Ministers & Diocesan Advisers**

This questionnaire is designed for those preparing for a clergy development review and will form the heart of the discussion that takes place in the review. It is expected that you will spend some time preparing for the review. This should at the very least mean completing the questionnaire for the reviewer to see in advance. There are also various tools available on the diocesan website (download section) which you can use to review how you are working as follows;

- A 14 day diary or journal of two typical weeks in your work
- A stress and/or burnout inventory
- A simple feedback questionnaire for those you work with and minister amongst

In addition to these it may be helpful to re-read the ordinal as well as thinking about a preparatory session with your mentor/work consultant if you have one.

We believe that there are three areas to focus on in any clergy development review, but that the emphasis may change depending on the stage the review takes place. These are:

**Personal – Relational** (Vocation, lifestyle, spirituality, theological development and ministerial discipline)

**Professional – Strategic** (How I carry out my role. How I engage in mission and ministry. How I work with others, find support and set objectives.)

**Diocesan – Structural** (How I relate to Diocesan policy, initiatives and the wider Church of England and ecumenical context)

It is therefore necessary in the review to look back at what has been happening in these areas and to plan for future development in each of them. It is expected that there may be outcomes of the review that relate to each of these three areas – both in terms of action to be taken and further training and CME development.

Can we stress again that this is supported self review and the values which we hope will underlie this process are:

- **honesty**
- **self reflection**
- **vulnerability**
- **grace**
- **attention to task**
- **working well together**
- **clarity**

As this is supported self review ***do not feel confined*** by the questions or the tools you have been given, interpret them as you will and if you feel important issues are not addressed include them in your responses and your discussion with your reviewer.

## **1. Personal – Relational**

### **Lifestyle**

What are the key elements of my vocation? (or what is my 'personal mission'?)

How is my relationship to myself in solitude? or how comfortable am I in my own company?

Is my "work-life balance" appropriately adjusted? On average, how many hours a week am I working? What recreation do I take?

What is the pattern of my free time, days off and holidays?

For single clergy:

How is the relationship between my work, family and friends?

For married clergy:

How is the relationship between my work, my partner, our children (if any) and our family life? *(Your spouse may like to comment here)*

How is my health? How does this affect my work?

Do I have anxieties or issues I would like to share concerning my domestic circumstances? – e.g. ageing parent(s), schooling, the house, finance etc.

### **Spirituality**

What is my current pattern of prayer and spiritual life? *(refer to the 14 day journal here as well as longer term patterns you may have)*

In what ways is my faith and spiritual life nurtured? Who or what helps me?

Do I have a spiritual director or soul friend/companion? If so how has this been helpful recently?

When did I last make a retreat or have a time of spiritual refreshment away?

### **Theological development**

What helps to inform and develop my theological understanding?

What have I read or interacted with in the last year or two that has been theologically fruitful?

### **Outcomes**

What were the outcomes of any previous review in the Personal-Relational area? Have they been achieved?

What actions / developments / changes / new initiatives do I want to plan for in the personal-relational area?

## **2. Professional – Strategic**

Describe briefly your current role and responsibilities.

If you are appraised in another professional context other than this ministry development review- what were the results of your last review, and would you be willing to share them?

(Optional for dual role ministry) Describe briefly your other role.

(Optional for dual role ministry) Where, if at all, do my two roles come into conflict?

What do I most enjoy about my work/ministry? What do I do best?

Which of my gifts and skills are best used at the moment?

What do I least enjoy? Where are the frustrations?

Which of my gifts and skills are under used?

Overall what is my assessment of my morale on the scale of

Very high / High / Good / Fair / Low / Very Low

Where, if at all, is there a 'resources gap' between what I am asked to do and my ability to do it? What could be done to fill this 'gap' or change what I am asked to do?

### **Support and resourcing**

What feedback do I get from others (those in the church or outside of it, family etc.) concerning the effectiveness of my ministry? How do I respond to that feedback?

What are my supportive networks and how helpful are they? E.g. Cell/Peer group, Parish support group, mentor/work consultant etc.

What CME courses or other training have I undertaken in the last two years?  
What have I learnt from these courses?

### **Outcomes**

What were the outcomes of any previous review in the Professional-Strategic area?  
Have they been achieved?

What training do I see myself needing to increase my potential or help me move into new possibilities / increase my capacity?

What further professional support do I need, if any?

### **3. Diocesan – Structural**

#### **Diocese**

How do I feel about the present Church of England structures and leadership?

How do I relate to and participate in, if at all:

- neighbouring parishes/clergy and/or my cluster
- Deanery Chapter / Synod
- The Diocese as a whole

#### **Wider structures**

How have I participated in:

- the Church of England
- public life
- para-church organisations
- ecumenical life
- the world-wide church

#### **The future**

Is there any significant change in direction I would like to make in the near future?

Where would I like to be in five year's time?

What hopes do I have for my ministry in the longer term?

#### **Outcomes**

What were the outcomes of any previous review in the Diocesan-Structural area? Have they been achieved?

What actions / training / changes / new initiatives do I want to plan for in the Diocesan-structural area?

What actions / training / changes / new initiatives do I want to plan for my personal future?

What feedback, if any, do I want to give through my reviewer into the "Diocese"?