



The Diocese of
Southwark

The Bishop of Southwark

The Rt Revd Christopher Chessun

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Dear Brothers and Sisters in Christ

Ministerial Development Review: Autumn 2019

I am grateful for the way in which the Clergy of this Diocese have embraced the MDR process. This is intended to be a good opportunity for Clergy to reflect on their past ministry and to consider future developments and aspirations helpfully.

As you know, all beneficed Clergy in Southwark, and all those (apart from Curates) who are Licensed under Common Tenure, come within the MDR system and we are grateful for your support. I am writing to let you know about some improvements we are now making to the MDR process.

When you receive your preparatory paperwork you will see that it makes reference to the Southwark Vision. You will be invited to consider what aspects of your ministry will contribute to our shared goals over the next period of ministry and after your MDR conversation you will be asked to identify one agreed personal goal related to the Vision. Please see this request as complementary to what I said in my *ad clerum* on clergy well-being, which I sent out last September along with a booklet offering resources and support. I hope you will also consider your own rhythm of life and spiritual structures of support as part of your MDR reflections.

Feedback on MDR also suggests Clergy would welcome more challenge from their Reviewers and I feel it is appropriate to move forward on this. The areas for this kind of review will remain a matter for discernment between you and your Reviewer, but might typically include the pace of change, the focus of your time and ministry, or the reality or ambition of your goals - in talking about “challenge” this is simply about us working together to help each other achieve our best aspirations, the Lord being our helper. You will have an opportunity to discuss with your Reviewer what level of challenge you would welcome and find useful.

The paperwork will also give you the opportunity to request a meeting with me or your Area Bishop, or to draw attention to any matter. This could include thinking about a Parish move, retirement, or offering your gifts as a mentor or Training Incumbent. To do this, simply submit the confidential “Additional Sheet” on p 26 of the MDR Guidance.

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Finally, please will you in future send your MDR Record directly to Zoë Skilton in the Department of Discipleship and Ministry. Zoë will then share the Record with the Reviewer and more widely as appropriate. Thus the process doesn't include checking the written Record with the Reviewer first (which is why we now call it the "MDR Record"); I am sure you and the Reviewer will come to a common mind on its content at the meeting, and if the Reviewer wants to propose changes it can be revised after circulation. All the paperwork and background information for MDR can be downloaded from the Diocesan website at https://southwark.anglican.org/downloads/mdr_guidance_2019.docx.

I hope that you will continue to find this process life enhancing.

With thanks for our common life in Christ together with my prayers and blessing,

Yours sincerely

A handwritten signature in black ink that reads "Christopher Southwark". The signature is written in a cursive style with a large initial 'C'.

The Rt Revd Christopher Chessun
The Bishop of Southwark