



The Diocese of  
**Southwark**

**The Bishop of Southwark**

The Rt Revd Christopher Chessun

Bishop's House  
38 Tooting Bec Gardens  
Streatham  
London SW16 1QZ

o 020 7939 9420

f 08432 906894

e [bishop.christopher@southwark.anglican.org](mailto:bishop.christopher@southwark.anglican.org)

[www.southwark.anglican.org](http://www.southwark.anglican.org)

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## Ad Clerum

To all licensed clergy

Dear Brothers and Sisters in Christ,

### Ministerial Development Review: from January 2016

I am grateful for the way in which the clergy of this Diocese have embraced the MDR process since the current system was introduced in 2013. Most of you have now completed two cycles of MDR and it felt important to review the process before entering the next phase. A review group consisting of clergy, lay people and those charged with the administration of the process have spent the last nine months reviewing the process and considering national evidence of best practice.

Their recommendations have resulted in a new simplified process which I hope that you will find accessible, practical and effective. It offers the opportunity to reflect, to be affirmed and to be challenged in a familiar three stage process: preparation, conversation and looking forward. In particular, you will find a simpler agreed record which is linked to an opportunity to create a personal development plan in consultation with colleagues in the Department of Discipleship and Ministry.

I commend this process to you and I am very grateful to those who have revised the materials, and to those who administer the system.

In the next four years, this new cycle of MDR will include two reviews and a pastoral conversation with your Area Bishop. For some of you, the pastoral conversation will be in 2016 and you will receive an invitation to meet with your Bishop early in the New Year. I hope and pray that you will continue to find this process a life giving and godly gift.

With thanks for our common life in Christ and with my prayers for you and the ministry entrusted to you.

The Rt Revd Christopher Chessun,  
Bishop of Southwark