

MINISTERIAL REVIEW PROGRAMME

An Introduction and Guide

To download the Ministerial Review Form (70kb) click [here](#)

- The Ministerial Review Programme (MRP) was established in the Portsmouth Diocese in 1997 to provide professional support for stipendiary clergy. After four years' operation the programme has now itself been reviewed.
- All stipendiary clergy were consulted and a 'review group' comprising the three archdeacons, John Nicholls who was closely involved with the original preparation of the programme, two stipendiary clergy, Richard Emblin and Gill Hill, Debbie Read who works professionally in the field of human resources and Canon John Cullen from the Diocese of Winchester who has been involved with the development of review schemes in a number of dioceses.
- The proposals of this group were then discussed at deanery clergy chapters before being put in the final form for introduction after Easter 2002.
- The clergy of this Diocese work faithfully and diligently, often in difficult circumstances, to make known the things of God within a society which is changing rapidly. Our work involves preaching the gospel and celebrating the sacraments, caring for those in need, and leading others in prayer and service. It is recognised that we all need support and encouragement in whatever ministry we exercise.
- The clergy share the Bishop's ministry and are ordained, instituted or licensed by him. He entrusts to them his 'cure of souls'. So the provision of this professional support is a central part of the Bishop's role, a task he shares with the archdeacons. The MRP offers an annual review in the company of the Bishop or Archdeacon. The Bishop conducts the review every 4th year and the Archdeacon in the intervening years.
- The MRP is, in essence, an annual opportunity for 'self-review' at the invitation of and with the encouragement of the Bishop. The individual minister carries out this review by working through a 'preparation form'. It is work to be carried out in an unhurried, reflective and prayerful way.
- The questions in this form are set against the background of the ordinal with the intention that the individual may both recall their first vocation, and also see something of the way God's continuing calling of them works out in their present ministry. The final words of the Bishop's introduction to the DECLARATION in the ASB Ordinal point to the continuing nature of our call. " *.....as you daily follow the rule and teaching of our Lordyou may grow up into his likeness and sanctify the lives of all with whom you have to do.*"
- It is recommended that the work on this form should be discussed with another person, who might be the rural dean, a colleague priest, a reader, church warden or other layperson. Such a conversation can build a valuable element of 'peer review' into the process and is an expression of that partnership in ministry which increasingly characterises the church today. Indeed some sections of the preparation form refer explicitly to the current priorities and objectives of the parish or other sphere of ministry, and also to the individual minister's working relationships with others.

- The work done on the 'preparation form' forms the focus for a conversation with the Bishop or Archdeacon. Our experience in the four years of the programme's operation so far indicates the value of this joint attention and discussion. The individual minister will have their own perception of what is happening and what may be the right next steps. The Bishop or Archdeacon from a wider perspective can ask other questions and place the discussion in a broader context.
- The programme is intended to give the individual minister a clearer understanding of what is happening and the freedom to make appropriate decisions in relation to the development of their own ministry and its place in the life of their parish or other place of ministry.
- The programme also enables the Bishop and his colleagues know more about the clergy and their work, be better able to care for them, and see more clearly how their gifts can be developed, both for their own fulfilment and the strengthening of the church's ministry and mission in this diocese.

Notes:

- Stipendiary clergy enter the MRP in the final (fourth) year of their title curacy or when they take up an appointment in the diocese.
- Each year either the Bishop's secretary or their Archdeacon's secretary will agree a date for the review with the individual minister.
A **month** before the date for the review the 'preparation form' will be posted by the Archdeacon of the Isle of Wight's secretary (who carries out the central administration of the programme) with the request that the work on it may be completed and the form sent to the Bishop or Archdeacon a **week** before the date for the review.
- Towards the end of the review interview the Bishop or Archdeacon and the individual minister will complete a 'summary form'. This draws together the main concerns of the conversation and identifies the outcomes and actions that flow from it. They both sign it, and each keeps a copy. It will form part of the preparation for the review in the following year.
- The individual minister retains the completed preparation form.
- They also discuss the CME form, agreeing what should be sent to the Director of CME.
- The individual minister is encouraged to complete and return to the Archdeacon of the Isle of Wight a form inviting comments on the operation of the programme. It is particularly important to have this feedback in the light of the recent changes to the programme.