

## An example MDR with a Diocesan Reviewer<sup>1</sup>

The Rev Guy Us has a shared role, 0.5 as parish incumbent and 0.5 as CEO of “Mission UK”, an agency assisting ministers from the global south to acclimatise and find ministry roles in the UK.

### Review of the past 18 months

#### 1. Your life of Discipleship:

What sustains your life of discipleship in Christ?

*My discipleship is centred on scripture, and especially the works of the Apostle John. I seek faithfulness (rather than some form of “success”), and love to “abide” in Christ; but I also take seriously the truth that loving the children of God entails both devotion to God and obedience to God’s commands*

What disrupts your life of discipleship in Christ?

*I continue to find division and a spirit of “unwelcome” within the church to be deeply troubling to my life of discipleship.*

#### 2. Your life of Vocation

What informs your continuing vocation?

*I have a double vocation: both to love the beloved community and help them walk in love, and also to welcome those sent out for the sake of Christ’s Name and send them to fruitful ministerial posts. I have also been asked to become an Assistant Area Dean, and see that as part of my ongoing professional development.*

How might your vocation continue to develop; what could support that?

*Does the Diocese offer any specific training for those taking up the role of Assistant Area Dean?*

*I need help when strongly opposed in my ministry of welcome to those from overseas contexts.*

#### 3. Safe and healthy cultures of your ministerial context

Reflecting on your most recent safeguarding training, what leadership behaviours have you developed and implemented over the last 18 months that have encouraged safer and healthier cultures in your ministerial context?

*My safeguarding plan included working with the charity 31:8 to ensure safer recruitment of overseas professionals, and also thoroughgoing risk assessments at St John’s for our pre-school, infant, junior and teenage groups, as well as bellringing and choir/music group, both of which incorporate young people.*

*I’m glad to say that all these points have been implemented in full.*

#### 4. Your day-to-day ministry

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<sup>1</sup> Whimsically based on 3 John

How were you called to your current role?

*This was initially a pioneering role, funded through SDF. The parochial part of the role has since been integrated into deanery structures, and I am convinced that God has called me to stay in it.*

Overall purpose of role – what do you understand to be the main purpose of your role – this could be from your ‘charge’, the ordinal, the parish profile, etc.

*The charge I received was not a new command, but one we have had from the beginning: that we love one another. And this is love: that we walk in obedience to God’s commands. God’s command is that I walk in love.*

## **5. Improving wellbeing**

*‘For any minister, their wellbeing is the interplay of whatever mental health, physical health, spiritual health, financial, structural and relational factors contribute to that minister’s sense of settled joy and fulfilment’. Dr. Liz Graveling (Living Ministry Project)*

Reflecting on the above statement, what’s missing to support your wellbeing? what tools or development would help you etc.

*Although I believe my soul is getting on well, I am concerned that my health remains fragile. I am on a waiting list for a hip transplant, which is frustrating for me, given I am still in my 40s.*

What’s possible for your wellbeing? aspirations for the future and how you hope to develop

*The ongoing dispute with longstanding churchwarden Ms Di O’Trephe, well known to Senior Staff, is also deeply sapping to my wellbeing, but I am reassured that Senior Staff are speaking not in terms of reconciliation and conflict resolution but of bullying. Everyone’s wellbeing, including mine, will be greatly assisted by an outcome to these processes.*

## **6. Looking forward by looking back**

Reflect on the last year to eighteen months, paying particular attention to any objectives/priorities set at your last MDR with Senior Staff.

Did you set yourself objectives/priorities at your last MDR with Senior Staff? If so please share them below.

*At my Senior Staff MDR with Apostle John 18 months ago, the following five objectives and priorities were agreed:*

- *Vocation: to work with the racial justice and missional programme teams to help develop an understanding of how missional hospitality to those from the majority world can be linked to missional growth here, and how we can combat anti-migration narratives that make GMH Christians feel unwelcome among us.*
- *Ministry 1: to continue to welcome majority world ministers through “Mission UK”, and build up links with Anglican dioceses to ensure appropriate positions for them.*
- *Ministry 2: to establish the church as a centre of excellence for work with children and young people, especially those of global majority heritage*
- *Wellbeing 1: to secure a referral via a GP to explore my ongoing kidney pain*

- Wellbeing 2: to work on positive relationships within the PCC, ministry team and wider church, and politely decline to engage with the former churchwarden, who is consistently hostile not only to me but to the diocese and wider church.

Reflecting on these objectives/priorities: What has been life-giving? what has gone well, achievements and success

*Vocation – I want to thank the missional programme and racial justice teams for having so fully included me in their work. This has led to me being appointed as racial justice advocate for my archdeaconry, and joining the SMMIB board for my episcopal area.*

*Ministry 2: This work continues to thrive, and it has been good to welcome children, young people and youth work teams from other local churches to our regular events. We are now exploring the possibility of a “graft” of a group of our most involved families to another local church, to help strengthen and renew their own groups.*

*Wellbeing 1: I did indeed get a referral via my GP, and Type 2 diabetes was subsequently been diagnosed and treated.*

*Wellbeing 2: Through a referral by Apostle John, I have received a year of work consultancy/reflective pastoral supervision with Rev Demi Trius, focussed on staying focussed on positive ministerial models when faced with non-constructive opposition. This has been transformational, and allowed me to thrive in new ways.*

What has not been life-giving? what hasn't gone well, obstacles, frustrations etc.

*Ministry 1: although my emphasis has shifted in the way described, responses from other UK dioceses are still disappointingly cool.*

*Wellbeing 1: As stated above, there has been real progress on my physical health. However, the dislocation of my hip nine months ago means that I am still not physically at my best.*

## **Towards the Future**

### **7. What needs to happen next?**

Reflecting on your conversations covering sections 1 through 6, what needs to happen between now and your next Senior Staff Review in 18 months' time to move your journey forward?

*It was a privilege to meet with Guy, who is clearly thriving in every spiritual way. His work on enabling those of global majority heritage to thrive in ministry and growing youth and children's work should particularly be recognised. The mentoring by Rev Demi Trius has clearly been very helpful, and if funding can be found to continue it Guy would welcome that, but Senior Staff energy continues to be required to deal with unacceptable behaviour from a lay leader. We both agreed that, in view of Apostle John's personal interest in Guy's ministry and forthcoming retirement to Patmos, it will be important for new Senior Staff members to visit and get to know him. We wondered if the Diocese offered any specific training for those taking up the role of Assistant Area Dean, and whether it would be advantageous for Guy to have a conversation with someone presently fulfilling that role.*