

Glossary of terms in Review Forms

Discipleship is a deliberately general way of speaking about all the ways that we love God and love others, in response to God's love for us. It is *'the way that, taught by our master Jesus and abiding in him, we keep the faith, live by it, profess it, confidently bear witness to it, and spread it, setting our eyes on the treasures of heaven'* (Catechism of the Catholic Church paragraph 1816). It is *'learning to follow in the way of Jesus in our own place and at this time. Every true disciple is a listener, and this listening shapes our heads (as we learn to believe God's truth), our hearts (as we learn to desire God's character) and our hands (as we learn to act as his body, serving the people around us). But to be a disciple is also to make disciples, training others as well as being trained oneself'* (John Stott, quoted by licc.org.uk).

Vocation, as we use the word here in MDR, is not confined to the process by which we became (for example) a Deacon or Priest. The recent report *Kingdom Calling* from the Faith and Order Commission of the Church of England identified three callings for every Christian: a *'social vocation, a relational vocation and a ministerial vocation... Social vocations are ways, paid or unpaid, to contribute to the common good of society, and include trades and professions... Relational vocations include such things as marriage or family ties, but also a vocation to singleness and membership of particular communities... Every Christian shares in the ministry of Christ that has been entrusted to the church and, as such, every Christian is a minister... For the sake of healing our theological imagination regarding everyday life in society, it therefore seems critically important that the term "vocation" when used in an unqualified way always has space to include relational and social as well as ministerial vocations. When its meaning is articulated, these different possibilities need to be explicitly acknowledged.'* So when we speak of vocation in MDR we mean our whole ongoing development as a called person – both professionally and personally, both socially, relationally and ministerially.

Ministry refers to the ongoing role for which you are licensed, whether in a parish or benefice or in a sector ministry. In line with *Travelling Well Together* we do not believe

that churches are to be directed through top-down initiatives. Rather, they are to discern locally their own vocations to mission, in keeping with our diocesan values and as part of one diocesan family; remembering of course that in the Anglican Communion, 'mission' is a big concept that entails Telling the good news, Teaching new believers, Tending both the congregation and those in the wider parish, Transforming unjust structures, and Treasuring creation. The ministry of local clergy and licensed lay ministers serves this locally discerned mission and is served and supported by those who work for the Diocese of Chelmsford and its Areas. A 'ministerial objective or priority' is one that moves towards discerning a parish, chaplaincy or benefice's mission, or implements that mission in concrete ways.

Objectives/priorities will usually, with the help of your Bishop or Archdeacon, be formulated at MDRs with Senior Staff, for the next three years. When you have an MDR with a Diocesan Reviewer, you will be re-visiting these objectives and priorities, eighteen months later, and seeing if you are 'on track', or whether your practice, or the objectives and priorities themselves, need to be modified in some way. MDR is also integrated with *Safeguarding Leadership Training*, so you can bring what you've learned about building a safe and healthy culture in your parish or benefice to your reflections on your wellbeing and formation.

We advise against setting targets that depend on the action of others, or of the Holy Spirit, such as 'increase the level of giving by 15%' or 'increase the numbers attending Messy Church by 25' (or indeed 'we're off to such and such a city, we're going to start a business and make such and such an amount of money', James 4:13, *The Message*). Much better to articulate the things you discern that God is calling you to do, and for which you can legitimately be held accountable. Where you are already at full stretch, you may have to discontinue or pull back from one thing, if you're starting something new – so objectives/priorities might include 'discontinue Sunday 8am communion at St Mary's and develop a weekday benefice-wide Eucharist' or 'reduce involvement in Messy Church, receive training in Godly Play, and use Godly Play techniques in all-age worship.'