

## Ministerial Development Review

### Additional notes on Setting Objectives

Before your Review discussion it is helpful to begin to think about some objectives for the coming year. There should be a maximum of 3 ministry objectives and 3 personal objectives. If you have a dual role ministry you might need more than three ministry objectives, but no more than 5. You should draw up draft objectives which can be discussed with your Reviewer and may be refined, further developed or replaced following discussion. For parish clergy, ministry objectives should relate to the role description, parish profile, any Mission Action Plan, a PCC mission statement or Diocesan vision taking into account their priorities and objectives.

You should aim for objectives which are specific and achievable, realistic within a time period; objectives which enable your ministry. In formulating your draft objectives you may wish to consider:

- What do you want to build on or develop from last year?
- What do you see as your priorities for next year?
- What changes would you like to bring about?
- What is asked of you in (for example) your role description, or Mission Action plan etc?
- What do you want to have achieved in your focus of ministry e.g. the parish in the next 5 years?
- How will you do this?
- What growth and development needs have you identified?
- What support might this need?
- Are there areas where you would benefit from some additional knowledge and/or experience?
- How will you encourage your spiritual life to develop over the next year?
- What support might this need?
- How are you continuing to engage in theological reflection in today's context?
- What would enable this?
- How will you know when your objectives have been met?

You may be interested in further ministerial education, counselling, spiritual direction, retreats, work consultancy, coaching, mentoring, sabbaticals; these are possible avenues for enabling you to achieve your objectives.