



Peer Review - Multi- Source Feedback Document

Name of Reviewee

Name of Reviewer

PLEASE READ THE FOLLOWING GUIDANCE CAREFULLY BEFORE COMPLETING THE FORM

You do not have to complete all sections of this document, only those where you believe you are able to give a view through your personal observations of the Reviewee's ministry.

Strength or Area for Development

Please put a ✓ if you think this person has strengths in this.
Please put a ? if you think this is an area for development.

Making Comments

Please observe the following guidelines in order to make your comments helpful and constructive.

1. All comments should be factual, ie what you have observed or heard in person. Not what you have heard from someone else. If you make a general comment such as "their sermons are boring" or "their sermons are brilliant", please try to follow up with some more detail such as, "I find their sermons start off good and hold your interest, but then become a little too deep for me and I sometimes find it hard to see a clear message. His/her voice does not always project to the back of the church".
2. In your feedback encouragement is very important; however, it is also helpful to identify areas in which the person can be helped to grow and develop in their ministry.
3. Feedback should be timely and current in order to be meaningful and helpful. Your comments should be about what you have observed within the last year.

Your Name :

Your feedback will remain CONFIDENTIAL TO THE REVIEWER.

CHRISTIAN FAITH, TRADITION & LIFE

	√ or ?	Comments
<p>Interprets and communicates the Bible and Christian faith in an engaging and thought-provoking way, which helps shape the lives of individuals and communities.</p> <p>Enables and enthuses others to explore and learn about Christian faith through preaching & teaching, leading groups, and pastoral encounters.</p> <p>Is open to new insights and creativity in the practice of ministry within and outside the Church.</p>		

MISSION, EVANGELISM & DISCIPLESHIP

	√ or ?	Comments
<p>Leads in a way that demonstrates and promotes faithful Christian witness and fosters God's mission in a range of contexts, including issues of social justice.</p> <p>Inspires others to be active in God's mission and evangelism.</p> <p>Nurtures others in their faith development, including those with little previous knowledge of faith.</p>		

<p>Is diligent in preparing people for baptism and confirmation.</p> <p>Engages with schools, in the faith development of pupils and staff, for the common good of the community and for the good of the Church.</p>		
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SPIRITUALITY & WORSHIP

	√ or ?	Comments
<p>Demonstrates a personal love of God and dependence upon God, and helps others to discern God's presence and activity in their own lives and in the world.</p> <p>Engages in loving service, including the mundane and menial.</p> <p>Leads public worship, including pastoral services, in ways that foster a rich experience for congregations of all ages and backgrounds.</p>		

PERSONALITY AND CHARACTER

	√ or ?	Comments
<p>Models and values care of self, through sustainable patterns of life and ministry, days off and holidays, and through effective support for self.</p> <p>Able to reflect with wisdom on personal strengths and weaknesses, gifts and failures, and vulnerability.</p> <p>Experienced by others as supportive and constructively critical, including key relationships in the Church and in the wider community.</p>		

RELATIONSHIPS

	√ or ?	Comments
<p>Listens carefully to others and shows sensitivity to them.</p> <p>Able to handle and help resolve conflicts and disagreements, enabling growth through them.</p> <p>Able to support others in their relationships.</p> <p>Applies policies and best practice in Safeguarding.</p>		

Demonstrates good practice in pastoral relationships, including awareness of power, gender, and dependency.		
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LEADERSHIP, COLLABORATION & COMMUNITY

	√ or ?	Comments
<p>Leads in a manner that promotes shared decisions and ministry.</p> <p>Takes responsibility in a leadership position.</p> <p>Works with colleagues locally and more widely.</p> <p>Effectively supervises and trains others in their roles.</p> <p>Empowers others in their own leadership.</p> <p>Facilitates change creatively and sensitively.</p>		

VOCATION AND MINISTRY WITHIN THE CHURCH OF ENGLAND

	√ or ?	Comments
<p>Demonstrates their personal calling to ordained ministry within the Church, community, and personal settings.</p> <p>Follows the Church's legal procedures where appropriate.</p> <p>Is diligent in administration and communication to others where necessary.</p> <p>Acts as a leader within the community and in public settings.</p> <p>Works ecumenically and encourages ecumenical co-operation.</p> <p>Works and engages with leaders of other faiths where possible, showing respect and understanding and builds up community.</p>		

GENERAL COMMENTS

Please offer the reviewee any further thoughts about strengths, or areas of ministry or skill which you would like to see developed.

Thank you for your time and work in contributing to this review. We are very grateful to you.