

**Confidential**  
Diocese of Cyprus and the Gulf  
**Clergy Review**

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This questionnaire is designed to assist you in planning for your personal discussion with the Archdeacon. The personal discussion is the key to the success of the Review.

You should expect to take about 3 hours using this questionnaire to express your thoughts and feelings about all aspects of your ministry.

At the root of this process is the Ordinal, which establishes the fundamental principles for successful ministry.

When you have completed the questionnaire, it would be helpful if a copy could be sent to the Archdeacon prior to the meeting

*This document (and any copies) will remain your property. You will retain it after the meeting. No copy will be kept in the Bishop's files. Any record of decisions made will be kept only by agreement.*

The form is designed to be completed electronically, and so there are no 'spaces' for 'answers.' Please just use the template as is most useful to you.

NAME:

POST

DATE OF COMPLETION OF QUESTIONNAIRE:

DATE OF MEETING WITH ARCHDEACON

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## **SPIRITUALITY**

1. What does the term 'spirituality' mean to you?
2. Has this understanding changed at all during your time in the Diocese?
3. What supports and resources your spiritual life most?
4. Do you find that there is sufficient space in your life to help spiritual growth? When did you last make a retreat, attend a pilgrimage, quiet day or have a similar time away?
5. Do you have a regular pattern of prayer/reflection/scripture reading; for example the daily office ?
6. Do you participate in prayer/study with colleagues, or a local support group?

## **YOUR MINISTRY**

1. How would you list the various responsibilities of your ministry at present?
2. What are the main priorities you have set yourself for each of these areas?
3. What 'ventures in mission' would you like to be able to embark on in each area?
4. What aspect(s) of your ministerial life give you most fulfilment?
5. Are these the aspects that you think you do well?
6. What aspect(s) of your ministerial life do you find least fulfilling?

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7. Are these the aspects that you do least well?
8. How does the balance of time work out between your various ministerial responsibilities?
9. Are you happy with this balance?
10. How do you assess the effectiveness of your ministry?
11. In those terms, would you describe your ministry as effective?
12. If not, why not?
13. What support mechanisms do you have, and how effective are they?

## **MINISTERIAL DEVELOPMENT**

1. How do you ensure that your theological understanding is developing?
2. What are the most interesting new directions your theological understanding has taken during the last two years?
3. How do you ensure that the congregations' theological understanding develops?
4. What ministerial skills do you have that are under-used? Are there disciplines/skills, perhaps from a previous career or pre-theological training?

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5. Are there skills you would like to develop which would be helpful in your present situation?
  
6. Have you ever taken a sabbatical?

### **SHARING IN WORSHIP**

1. What experiences of worship do you think are most nurturing for you and the congregations you serve?
  
2. What new initiatives have you encouraged the congregations to make with regard to worship during the last two years and with what result?
  
3. What would you most like to see happen with regard to worship in your congregations in the next two years?
  
4. What is your strategy for achieving this?
  
5. How can the diocese help you?

### **COLLABORATION AND COOPERATION**

1. Who are the main partners in your ministry?
  
2. Within your parish(es) how is lay ministry developing?
  
3. What ecumenical and inter-faith dimensions are there in your work?

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4. What do you consider the pluses and minuses of team working to be?
  
5. In what way can the diocese help to maintain the dynamic of cooperative and collaborative ministry?

### **WORK/LIFE BALANCE**

1. Have there been any significant changes in your personal life in the last three years which have had an effect on your ministry?
  
2. Does your work allow enough time for family and friends, recreation and opportunity for personal development?
  
3. What interests do you have apart from work?
  
4. What time off do you have each week?
  
5. How much annual holiday do you take? Are you aware of the guidelines on clergy leave?
  
6. Are there any issues in relation to your health, finance, accommodation or relationships that you would like to raise at your personal meeting?

### **THE LAST TWO YEARS**

1. How has your ministerial situation changed in the last three years?

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2. How satisfying have the last two years proved to be?
  
3. What, if any, areas of new work or responsibility would you like the opportunity to experience?
  
4. Is there any significant change of direction you would like to make?
  
5. Do you want to say when you would like these changes to happen?
  
6. Has the experience of the last two years helped you to view the prospect of the next three years with enthusiasm and energy?

**THE NEXT TWO YEARS**

1. What are your personal aims and objectives for the next two years?
  
2. What support or training do you need to take your aims and objectives forward?
  
3. How will you assess your progress in your aims and objectives?