

THE ARCHBISHOP OF YORK

Epiphany 2008

Review of Ministry Introducing the new pattern in the Diocese of York

Bishophthorpe Palace
Bishophthorpe
York
YO23 2GE
Tel: (01904) 707021
Fax: (01904) 709204
E-mail: office@archbishopofyork.org
www.archbishopofyork.org

Dearly beloved in Christ

For some time, consideration has been given to the way in which the pattern of Personal Review of Ministry in the Diocese should be taken into a new phase.

Whilst the system which has been used in recent years has been valuable for those who have taken part in it, it is now time to refresh our diocesan provision. As we make a change, it is right that we should remember with thanksgiving before God the name of Roger Kirk, who contributed so much to 'PROM'. I would also like to thank Robert Wivell, who has administered the review process more recently, and of course the Reviewers, for all that they have done.

The pattern that will be introduced shortly will consist of an interview every two years between each priest and, alternately, the Suffragan Bishop and the Archdeacon or another member of the Archbishop's Staff. The interviews are set within the context of a pastoral relationship, and will be structured according to a set of notes, based on themes drawn from the Ordinal. Following the interview, a mutually-agreed note will be filed.

The pattern of review will be the same for stipendiary and non-stipendiary clergy under retirement age. This new structure is one with which all clergy in the diocese, including my staff and myself, will be participating. The general pattern will operate in a special way for those in title posts, reflecting the fact that the Church of England is in the final stages of devising a scheme of ongoing appraisal and review for those who are at that stage of public ministry.

The Diocese is committed to taking seriously the expressed needs identified during the course of a review. In addition, there will be an opportunity to follow up particular issues in the intervening years between reviews.

Our new structure for ministerial review will put in place the practice which anticipates the passing of the Clergy Terms of Service Measure.

The first reviews under the new pattern will begin in 2008. The Suffragan Bishops and Archdeacons will contact clergy in due course to arrange them. I enclose a copy of the notes which I encourage you to use in preparing for your review. They are not intended to be used in a mechanical 'tick-box' way, but in order to provide a stimulus to a purposeful and focused discussion.

I hope that you will find this new provision personally helpful, and supportive of your ministry. If you have any queries at this stage, please contact your Suffragan Bishop or Archdeacon.

This comes as always with my thanks for our fellowship in the service of Christ and with the promise of prayers for you and all you do in his name.

Thank you for our partnership in the Gospel.

