**Some contact details that might be helpful once you have completed your appraisal:**

* Synod Moderator: Rev’d George Watt (from June 2021)

[moderator@urcthamesnorth.org.uk](mailto:moderator@urcthamesnorth.org.uk) 020 7799 5000

* Synod Pastoral Consultants: contact: Rev’d James Fields

[moderator@urcthamesnorth.org.uk](mailto:moderator@urcthamesnorth.org.uk)

* Synod Training Officer: Rev’d John Campbell

[training@urcthamesnorth.org.uk](mailto:training@urcthamesnorth.org.uk)

* Children & Youth Development Officer: Lorraine Downer

[cydo@urcthamesnorth.org.uk](mailto:cydo@urcthamesnorth.org.uk) 07716 640 575

* Urban URC Network: Thames North: Rev’d John Campbell

[John.campbell@urcthamesnorth.org.uk](mailto:John.campbell@urcthamesnorth.org.uk)

* Synod Ecumenical Officer: *Vacant*

Contact Simon Fairnington, Synod Clerk

[synodclerk@urcthamesnorth.org.uk](mailto:synodclerk@urcthamesnorth.org.uk) 020 7799 5000

(option 1)

Your Appraisal Partner will also be able to discuss with you ways of helping you continue to reflect on your ministry if you think this might be helpful.

**THAMES NORTH SYNOD**

**LOCAL MINISTRY AND MISSION REVIEW (LMMR)**

**MINISTERIAL ACCOMPANIED SELF APPRAISAL (MASA)**

The intention of LMMR is to enable local congregations and Ministers of Word and Sacrament (MWS), Church Related Community Workers (CRCW) and Local Church Leaders (LCL) to reflect on their mission and ministry priorities and consider the implication of what they discover. The LMMR process falls into two parts: local congregations take part in a Church Life Review (CLR); MWS, CRCWs and LCLs take part in a Ministerial Accompanied Self Appraisal (MASA).

**What’s the relationship between CLR and MASA?**

* MASA is a confidential process and aims to encourage the development of a MWS, CRCW or LCL through reflection on their work with an Appraisal Partner.
* CLR is an open process in which a church explores their life and mission with an external Pastorate Partner. The end point of a CLR is the creation of a church profile: a ‘living document’ that will aid the church in its ministry and mission.

The two parts of the process relate to each other because a CLR will enable a church to explore what role a MWS, CRCW or LCL might have in the life of the church, and a MASA will reflect on their work in the light of that expected role. As such MASA will happen after a CLR.

**Theological basis and purpose of MASA:** God calls us into ministry. The basic theological concept behind ministry appraisal is that we are all accountable to God and the Body of the Church for the way we use this grace given gift of ministry. In the New Testament discipleship themes regarding the full use of gifts and talents in God’s service, good stewardship and the need for each of us to play our proper part in the life of the Body so that it grows and develops, show the need to appraise where we are and our vision for the future.

In the URC, those who are called by God to the ministry of Word and Sacrament have that sense of call tested and acknowledged by the Church. The Church also gives authority for the exercising of that ministry. The Synod and Area Committee have continuing oversight for that ministry which recognises that mutual accountability within the community of Christ and our need to encourage one another. Ministry is a shared experience through which we serve others, and in which we build up others as we ourselves are built up in the body of Christ.

We may regularly look at our own situations by personal prayer and reflection and this is a good practice, but it is not also easy to be objective or to discern God’s intention in our lives. Accompanied appraisal allows a confidential way to obtain objective support as we reflect. Your appraisal partner should be chosen as someone outside your current situation; those closest to you may not be able to be as objective or may not be equipped for such a task. All appraisal partners will be trained and the process will be completely confidential and controlled by your wishes.

MASA gives us a framework to allow regular reflection on our ministry and helps us recognise our accountability. The goal of this process is the enrichment of that ministry to which God so graciously calls us in Christ. Each ministry has its own particular pattern and so appraisals should be adapted to suit the individual. Some ministers will prefer to write, some talk, while others will choose another method to aid reflection.

If you are working in a pastorate MASA will normally take place soon after a Church Life Review (CLR) at the churches with which you are connected. This will allow the relationships between CLR and MASA to be acknowledged so that a full LMMR will take place.

**The Intention of MASA:** In the past some ministers have had a negative experience of the ***Taking Stock*** document. It was very long and complicated and for some it led to a feeling of guilt rather than a process of trust and support. It is the intention of this new process that you will be able to feel in control of all that happens. As such there is no set booklet to go through, simply some suggested questions or starting points. Please feel free to agree with you Appraisal Partner on a process that will best serve you. As we have already said, MASA is intended to be confidential. Nothing will be shared beyond the conversation between you and your Appraisal Partner unless you wish that to be the case.

**The process:** After you have read through this document and you feel ready to take part in the scheme, please contact the Synod MASA Administrator to explore together the right person to be your Appraisal Partner. Once this is arranged it will be for you to arrange to meet up with them and prepare for your meeting as you agree you will with them.

You will find along with this information sheet a sheet aimed at helping your discussion. There are 6 suggested tools to aid your reflection and subsequent discussion with your Appraisal Partner: choose one that will work for you (or something else entirely). There is no intention for you to use all the suggestions – they are simply there to guide you.

Before you meeting with you Appraisal Partner please ensure that they see any role description for your ministry. You also need to agree with them what you will share before you meet and decide if they will see a copy of any reflection you have done before you meet, or you whether you will share your reflections face to face.

If you need to claim expenses for travelling to see you Appraisal Partner, please let the scheme administrator know. We suggest that you take responsibility for forwarding any matters after your appraisal that you wish to be taken further to the appropriate body.