

Background Information on Adapting the Mutual Ministry Review August 2014

Background

Mutual Ministry Review is the process and framework of questions the Diocese of Milwaukee recommends its churches use to support an annual conversation between their Rector and Vestry, in lieu of a staff review for a Rector.

The MMR reflects the fact that Seth Dietrich, as Rector, is matrixed: he works *for* the Bishop and *with* the Vestry. He is hired by the Bishop; he has a Covenant Agreement with Christ Church.

The core idea is "appreciative inquiry;" the intent is to foster building on what is going right in the following areas (uncovering obstacles and areas of challenge) along the way:

1. worship
2. doctrine
3. action
4. oversight
5. pastoral care.

The 'mutual' piece of MMR reflects the idea that this process is asking Vestry members to assess their own contributions. The questions are directed to the Vestry members and the Rector equally.

Example Inquiry from the 2013 and earlier MMR

"Doctrine: including gaining understanding of the approach in the Episcopal Church to Scripture, Tradition and Reason. Tell us a story of a time in the last 12 months when you felt you came to a new understanding about your faith? What was it about this experience that helped provide new insight? How can we provide more opportunities for this kind of insight?"

MMR Process

In the past years, the wardens have solicited responses from Vestry members. The Vestry supplied responses about themselves and the Rector. The Wardens compiled responses. The Rector read and took in the feedback as he was best able. The wardens filed the feedback.

Follow up is not an explicit part of the MMR framework.

Feedback from Other Sources (directly)

The MMR does not reflect the fact that the staff, and members of the Parish as well as the Wardens and the Vestry may have specific insight into how a Rector could strengthen and improve their ministry.

A Need for More Specific Feedback

As part of Seth's growth and development he feels he would benefit from an "annual review process" that is more specific, and that supports follow up. Additionally, Seth believes it is appropriate for him as Head of Staff, to participate in a process similar to the review process for staff.

Request for Update of MMR

This year, Seth asked the Personnel Committee to look at the MMR process. So far, the initial thoughts are along these lines of **changes**:

1. Conduct a significant portion of the review separately for the Vestry and the Rector, because they have different roles that need to be reviewed distinctly.
2. Wardens elicit and compile feedback for the Rector from:
 - Staff (required)
 - Vestry (required)
 - Parish members (optional)Feedback will be organized according to Rector's job description, which also addresses the major functional components of the MMR: worship, doctrine, action, oversight, pastoral care.
3. Rector and Wardens mutually establish annual goals for the Rector. These are developed either in response to feedback, or are inspired by a vision of how to enhance Rector's ministry.
4. Rector reviews annual goals on a quarterly basis with the Wardens.
5. Each Vestry member reviews their contributions and performance as an individual (based on job description of Vestry member).
6. In fall, Vestry explicitly looks at how well Vestry has functioned as a leadership body, with the Rector. This is the forum to ask spiritual questions like in the existing MMR, as well questions like: What did we handle well as a group? Were we asleep at the wheel on any issues? Did the welfare of the parish improve during the past year? Are there emerging or chronic strategic concerns we are not addressing?

Next Steps:

Gather feedback from Vestry

Gather review feedback from Personnel Committees

Gather process feedback from Wardens/and other?

Other?

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