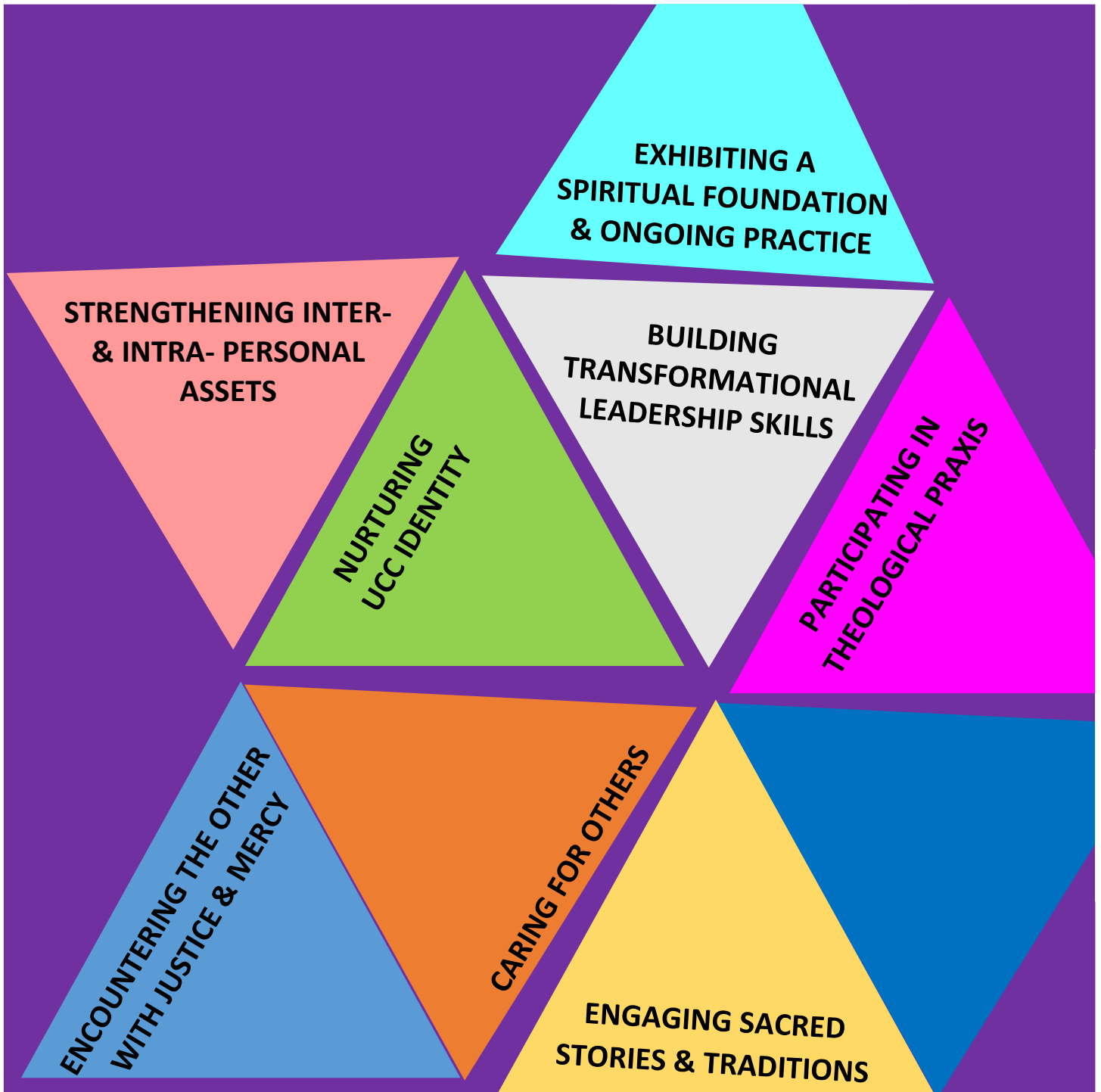


**The Marks of Faithful and Effective Authorized Ministers
of the United Church of Christ:
WITH ASSESSMENT**



The Marks of Faithful and Effective Authorized Ministers of the United Church of Christ

EXHIBITING A SPIRITUAL FOUNDATION AND ONGOING SPIRITUAL PRACTICES

- ▶ Loving God, following Jesus Christ, and being guided by the Holy Spirit. Living a life of discipleship.
- ▼ Praying actively and nurturing spiritual practices.
- ◀ Being called to authorized ministry by God and the Church.
- ▲ Continuing discernment of one's call in community.
- ▶ Living in relationships of covenantal accountability with God and the church.
- ▼ Understanding the power of the Holy Spirit working through silence, language, art, music, ritual and symbols across generations and contexts.
- ◀ Knowing the elements and purpose of Christian worship in nurturing a life of faith.
- ▲ Exhibiting a commitment to lifelong spiritual nurture and development.

NURTURING UCC IDENTITY

- ▶ Acknowledging Jesus Christ as the sole Head of the Church.
- ▼ Communicating passion for the oneness of the body of Christ reflected in Scripture (John 17:21).
- ◀ Holding active membership in a local church of the United Church of Christ.
- ▲ Participating in the various settings of the United Church of Christ, including associations, conferences, general synod, and global ministries.
- ▶ Knowing and appreciating UCC history, polity, and theology.
- ▼ Exhibiting a commitment to the core values of the United Church of Christ: continuing testament, extravagant welcome, and changing lives.
- ▲ Demonstrating an appreciation for and participation in the ecumenical and interfaith partnerships of the United Church of Christ.

BUILDING TRANSFORMATIONAL LEADERSHIP SKILLS

- ◀ Empowering the Church faithful to God's call, reflective of Christ's mission, and open to the surprises of the Holy Spirit.
- ▲ Strategically creating the future of God's church.
- ▶ Witnessing in the public square to God's redeeming power.
- ▼ Performing necessary and appropriate administrative tasks.
- ◀ Working effectively with intercultural awareness and sensitivity.
- ▶ Understanding community context and navigating change with a community.
- ▲ Encouraging leadership development of self and others through continuing education and lifelong learning.

ENGAGING SACRED STORIES AND TRADITIONS

- ▶ Exhibiting knowledge, understanding, and continuing study of the Hebrew Scriptures and the New Testament.
- ▼ Nurturing effective proclamation and preaching.
- ◀ Understanding the history of the Christian church, from biblical times forward.
- ▲ Bringing life to the sacred stories and traditions in worship, proclamation, and witness.
- ▶ Leading faith formation effectively across generations.
- ▼ Holding the Holy with integrity especially as represented in the Sacraments.

CARING FOR OTHERS

- ▼ Nurturing care and compassion for all God's creation.
- ◀ Maintaining a basic understanding of mental health and wellness.
- ▲ Understanding and ministering to stages of human development across the life span.
- ▶ Providing hope and healing to a hurting world.
- ▼ Attending to one's own spiritual and pastoral care and engagement in supervision, as appropriate.

PARTICIPATING IN THEOLOGICAL PRAXIS

- ◀ Practicing theological reflection and engagement as part of one's sense of ministerial identity.
- ▲ Experiencing and appreciating a variety of theological perspectives.
- ▶ Integrating theological reflection in teaching, preaching, and ecclesial and community leadership.
- ▼ Articulating a theology of ministry consistent with one's ministerial practices.

ENCOUNTERING THE OTHER WITH JUSTICE AND MERCY

- ◀ Drawing on the ministry of Jesus Christ to confront injustice and oppression.
- ▲ Practicing the radical hospitality of God.
- ▶ Identifying and working to overcome implicit bias in all ministry settings and in the life of the church.
- ▼ Engaging in mission and outreach.
- ◀ Embodying the United Church of Christ Ministerial Code of Ethics.

STRENGTHENING INTER- AND INTRA- PERSONAL ASSETS

- ▲ Developing and maintaining a healthy sense of self as shaped by God, community, and life experiences.
- ▶ Respecting the dignity of all God's people.
- ▼ Exhibiting strong moral character and personal integrity.
- ◀ Demonstrating excellent communication skills.
- ▲ Practicing self-care and life balance.



ASSESSMENT WITH

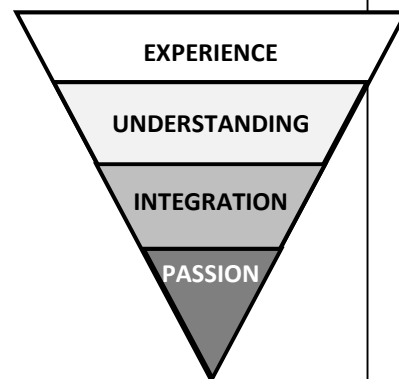
The Marks of Faithful and Effective Authorized Ministers of the United Church of Christ

EXHIBITING A SPIRITUAL FOUNDATION AND ONGOING SPIRITUAL PRACTICES

Loving God, following Jesus Christ, and being guided by the Holy Spirit. Living a life of discipleship.

In assessment of this Mark, you might consider how the individual:

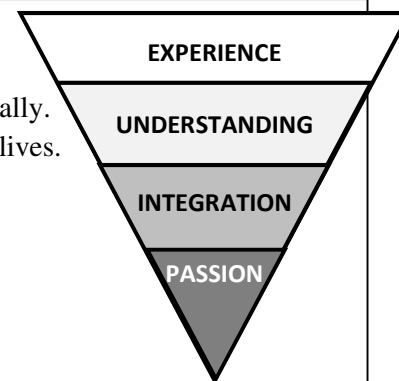
- Understands and articulates the cost and joy of discipleship.
- Invites others into a life of discipleship through evangelism, preaching, teaching, and witness.
- Leads others to grow in a life of discipleship.



Praying actively and nurturing spiritual practices.

In assessment of this Mark, you might consider how the individual:

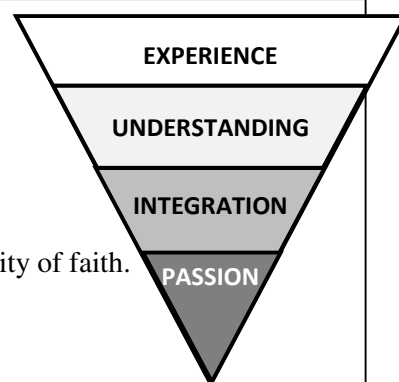
- Demonstrates familiarity with various forms of prayer and spiritual practices.
- Prays in a number of contexts and/or cultures, both individually and communally.
- Walks with others as they discern their prayer style(s) and shape their prayer lives.
- Exhibits a personal life of prayer.



Being called to authorized ministry by God and the Church.

In assessment of this Mark, you might consider how the individual:

- Demonstrates understanding of and commitment to what it means to be authorized in and on behalf of the whole United Church of Christ.
- Identifies and nurtures gifts in self and others.
- Affirms the ministry of all the baptized while articulating a theology of authorized ministry.
- Cultivates a culture of call for lay and authorized ministries in one's community of faith.

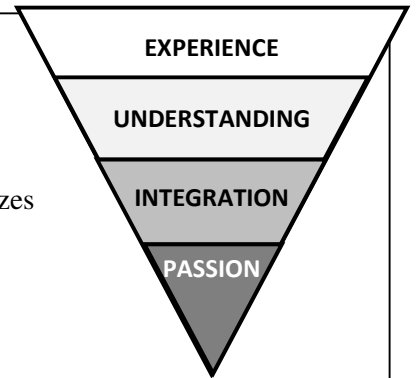


EXHIBITING A SPIRITUAL FOUNDATION AND ONGOING SPIRITUAL PRACTICES (continued)

Continuing discernment of one's call in community.

In assessment of this Mark, you might consider how the individual:

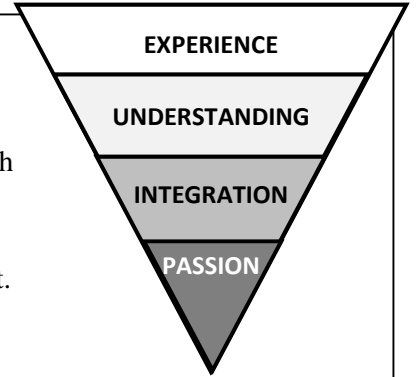
- Demonstrates familiarity with and appreciation for a variety of methods of discernment.
- Practices discernment in a variety of settings.
- Displays an openness to God's transforming action in one's life and recognizes the ongoing evolution of a personal sense of call.
- Leads others in discernment, within diverse cultural norms and traditions.



Living in relationships of covenantal accountability with God and the church.

In assessment of this Mark, you might consider how the individual:

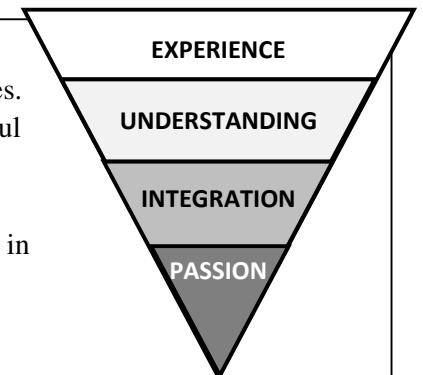
- Articulates a theology and spirituality of covenant.
- Lives covenantally among one's constituents or local church.
- Teaches or mentors others in relationships of covenantal accountability with God, each other, and various settings of the church.
- Participates in covenantal relationships with the wider church, such as the association, conference, and national setting of the United Church of Christ.



Understanding the power of the Holy Spirit working through silence, language, art, music, ritual and symbols across generations and contexts.

In assessment of this Mark, you might consider how the individual:

- Demonstrates familiarity with liturgical practices across a variety of cultures.
- Uses silence, language, art, music, ritual, and symbols in crafting meaningful liturgies that are respectful of cultures and peoples, and which lead to spiritual transformation.
- Connects creativity and the creative arts to an understanding of being made in the image of God the Creator in theology and practice.

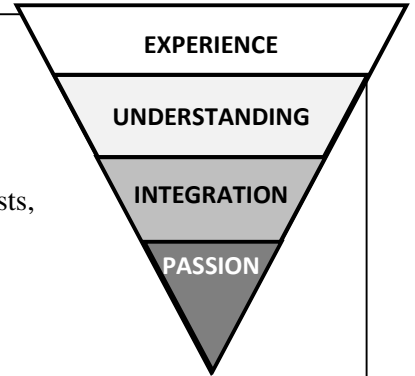


EXHIBITING A SPIRITUAL FOUNDATION AND ONGOING SPIRITUAL PRACTICES (continued)

Knowing the elements and purpose of Christian worship in nurturing a life of faith.

In assessment of this Mark, you might consider how the individual:

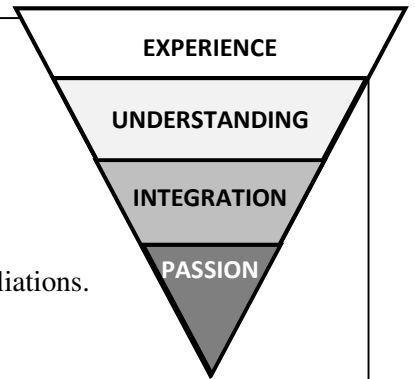
- Understands various elements and purposes of Christian worship.
- Crafts meaningful worship experiences that build up a community of faith over time and that celebrate diverse cultures.
- Works effectively with others in preparing worship, including musicians, artists, and congregants.



Exhibiting a commitment to lifelong spiritual nurture and development.

In assessment of this Mark, you might consider how the individual:

- Understands the value of ongoing spiritual nurture and development as an authorized minister of the United Church of Christ.
- Practices a variety of spiritual disciplines on a regular basis.
- Encourages and nurtures others in spiritual formation and faith development over the lifespan.
- Recognizes and resources constituents who have multiple or no religious affiliations.

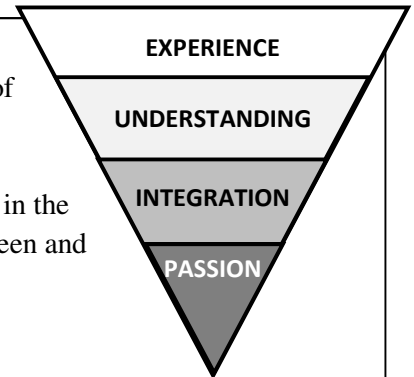


NURTURING UCC IDENTITY

Acknowledging Jesus Christ as the sole Head of the Church.

In assessment of this Mark, you might consider how the individual:

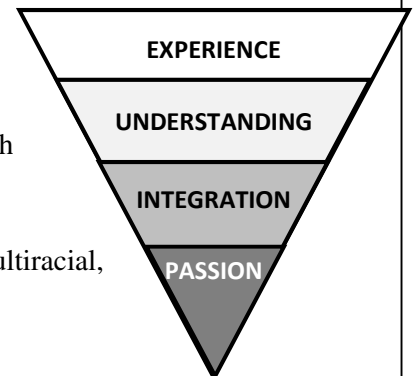
- Orders one's life and ministry in relation to Jesus Christ's role as sole head of the Church.
- Is faithful to Christ's presence and mission in the world.
- Articulates an understanding of the Church that is faithful to God's mission in the world and open to the guidance of the Holy Spirit, both as the Church has been and is becoming.
- Teaches others the implications of Christ's role as head of the Church.



Communicating passion for the oneness of the body of Christ reflected in Scripture (John 17:21).

In assessment of this Mark, you might consider how the individual:

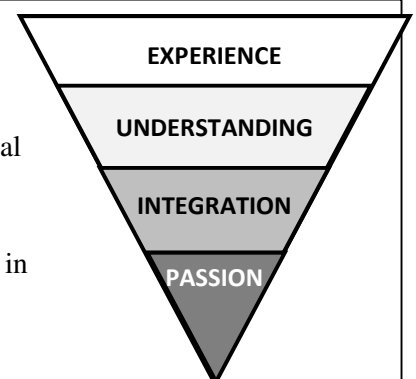
- Describes, appreciates and participates in the ecumenical relationships of the United Church of Christ.
- Welcomes and affirms diverse voices within the UCC, including those with whom the individual disagrees or has no experience.
- Leads others in ministries that cross boundaries of difference.
- Has a heart for UCC values of "Open and Affirming," intercultural and multiracial, and "Accessible to All."



Holding active membership in a local church of the United Church of Christ.

In assessment of this Mark, you might consider how the individual:

- Maintains a covenantal relationship, as a baptized disciple of Christ, with a particular local congregation of the United Church of Christ.
- Exercises leadership in the local and wider church, in a variety of traditional and emerging settings.
- Mentors others in their relationship with the local church.
- Represents the United Church of Christ as the denomination of one's heart in its local expression.

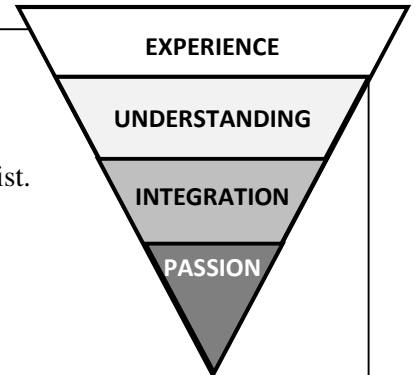


NURTURING UCC IDENTITY (continued)

Participating in the various settings of the United Church of Christ, including associations, conferences, general synod, and global ministries.

In assessment of this Mark, you might consider how the individual:

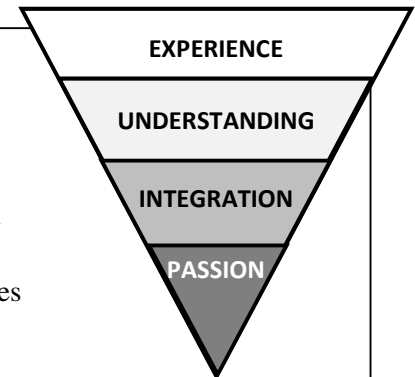
- Understands the covenantal relationship of each setting of the United Church of Christ (local, association, conference, and national).
 - Ministers in and appreciates the various settings of the United Church of Christ.
 - Teaches others how the various settings of the church relate to one another covenantally.
- Encourages participation in and financial support of the wider church.



Knowing and appreciating UCC history, polity, and theology.

In assessment of this Mark, you might consider how the individual:

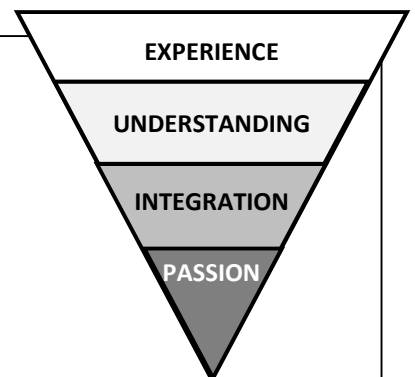
- Articulates the diverse histories that comprise the UCC, both in its formation and ongoing development.
- Places one's own journey of faith within these contexts.
- Describes and appreciates the structure and governance of the United Church of Christ.
- Teaches others about the history, polity, theology and witness through the ages of the UCC.



Exhibiting a commitment to the core values of the United Church of Christ: continuing testament, extravagant welcome, and changing lives.

In assessment of this Mark, you might consider how the individual:

- Understands the core values of the United Church of Christ.
- Incorporates these values into one's ministry.
- Leads others in the goals of the United Church of Christ: bold, public voice; welcoming, reachable congregations; engaged discipleship; and excellent, diverse leaders.

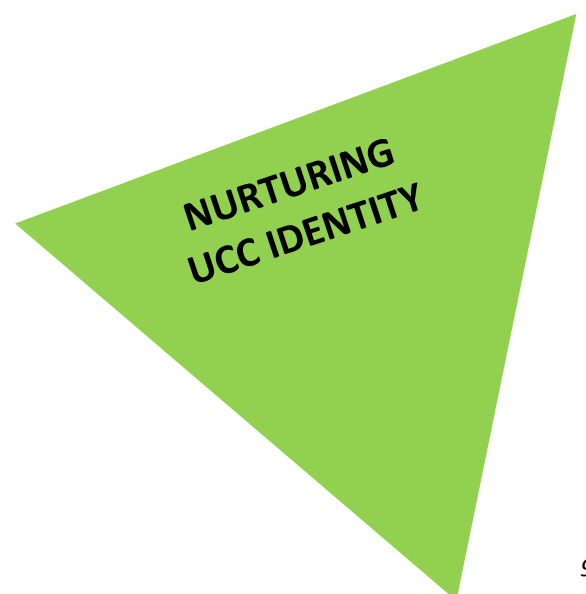
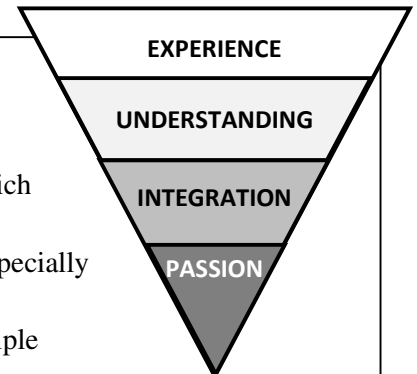


NURTURING UCC IDENTITY (continued)

Demonstrating an appreciation for and participation in the ecumenical and interfaith partnerships of the United Church of Christ.

In assessment of this Mark, you might consider how the individual:

- Understands the history of the global community of United and Uniting Churches and the place of the UCC within it.
- Demonstrates an appreciation for the formal ecumenical relationships in which the UCC participates.
- Respects and encourages ecumenical and interfaith dialogue and activity, especially around issues of common concern within one's community.
- Relates to constituents and their families/communities who experience multiple religious belongings.

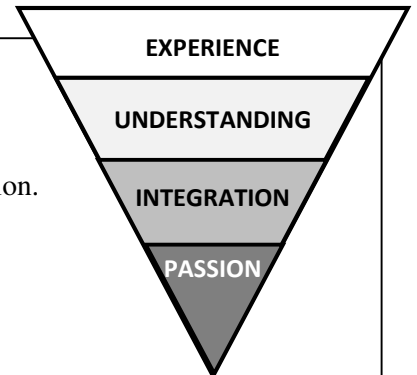


BUILDING TRANSFORMATIONAL LEADERSHIP SKILLS

Empowering the Church faithful to God's call, reflective of Christ's mission, and open to the surprises of the Holy Spirit.

In assessment of this Mark, you might consider how the individual:

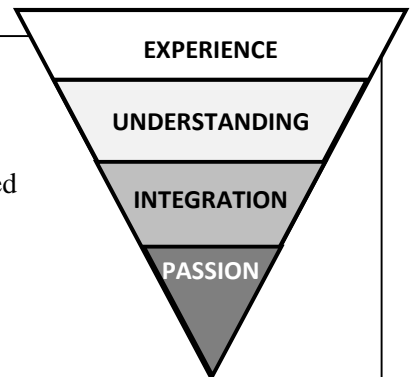
- Takes initiative in leading.
- Leads by framing a vision in community.
- Motivates others to test and share in a vision and to work toward its realization.
- Demonstrates flexibility and a spirit of discernment.



Strategically creating the future of God's church.

In assessment of this Mark, you might consider how the individual:

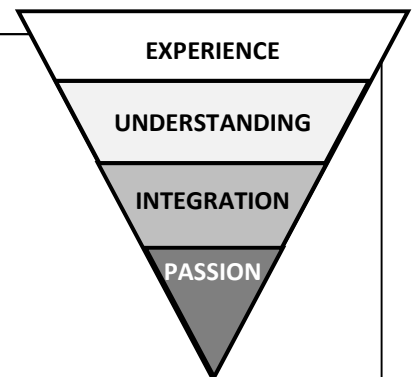
- Exercises effective and adaptive leadership.
- Models interdependence.
- Assesses needs; plans, implements and evaluates ministries to meet identified needs; and continues to improve the future of those ministries.



Witnessing in the public square to God's redeeming power.

In assessment of this Mark, you might consider how the individual:

- Responds to local and global events and provides prophetic leadership in effecting systemic change.
- Speaks truthfully to and about systems of oppressions and interpersonal behaviors of bias.
- Accesses and promotes use of resources on social justice and advocacy.

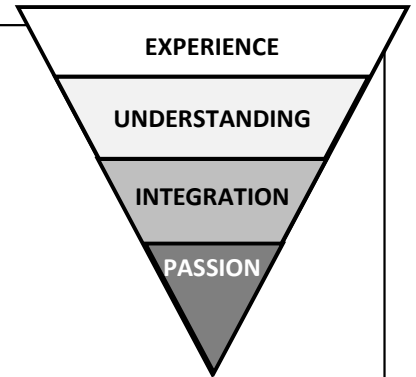


BUILDING TRANSFORMATIONAL LEADERSHIP SKILLS (continued)

Performing necessary and appropriate administrative tasks.

In assessment of this Mark, you might consider how the individual:

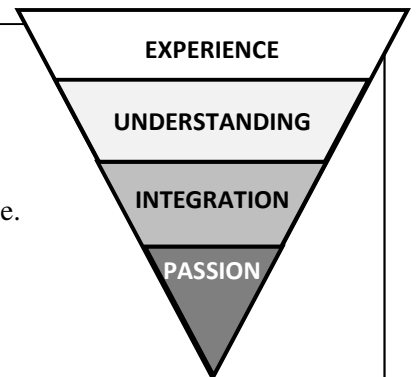
- Manages professional and supervisory relationships equitably.
- Demonstrates personal and organizational financial literacy.
- Delegates and lifts up the gifts of others.
- Learns new skills as needed in ministerial roles (e.g. technological).



Working effectively with intercultural awareness and sensitivity.

In assessment of this Mark, you might consider how the individual:

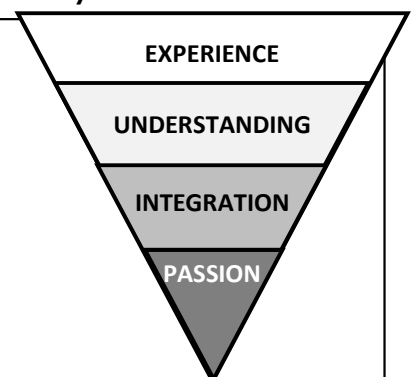
- Understands power dynamics and dominant privilege.
- Appreciates the gifts of diverse persons, and works cooperatively across cultures and generations.
- Practices humility; asks for and extends forgiveness when mistakes are made.



Understanding community context and navigating change with a community.

In assessment of this Mark, you might consider how the individual:

- Seeks out and uses tools to understand and provide leadership in relating a ministry to its constituents and geographic context.
- Navigates organizations and community systems effectively.
- Builds relationships of mutual trust and collaboration.
- Solves complex problems and practices conflict transformation.

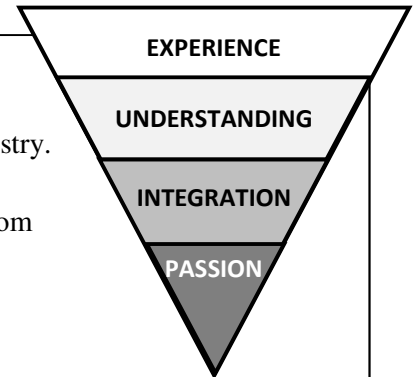


BUILDING TRANSFORMATIONAL LEADERSHIP SKILLS (continued)

Encouraging leadership development of self and others through continuing education and lifelong learning.

In assessment of this Mark, you might consider how the individual:

- Commits to lifelong learning.
- Demonstrates a commitment to ongoing discernment about one's call to ministry.
- Trains members of teams, boards and committees.
- Transitions well from one ministry setting to another, including retirement from active ministry.

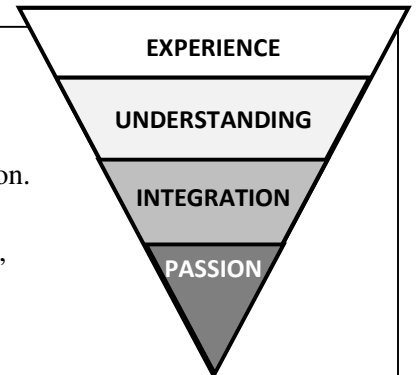


ENGAGING SACRED STORIES AND TRADITIONS

Exhibiting knowledge, understanding, and continuing study of the Hebrew Scriptures and the New Testament.

In assessment of this Mark, you might consider how the individual:

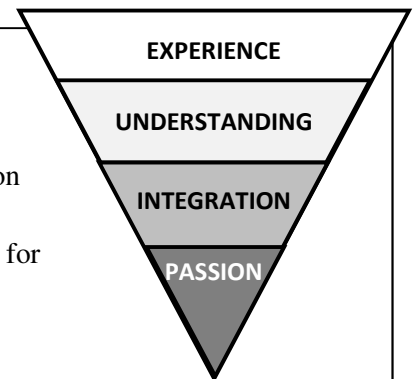
- Understands the historical development of the Bible, including the social, economic, and political contexts out of which biblical literature grew.
- Leads Bible studies informed by scholarly methods of Biblical interpretation.
- Reads the Bible prayerfully.
- Uses appropriate interpretive lenses, including those that bend toward love, compassion, and justice.



Nurturing effective proclamation and preaching.

In assessment of this Mark, you might consider how the individual:

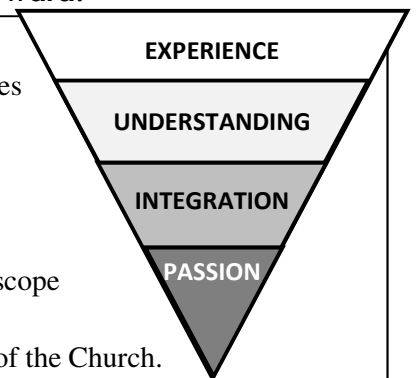
- Relates the social, economic, and political contexts of biblical literature to current issues and contexts.
- Crafts and delivers sermons toward individual and communal transformation grounded in sacred stories and traditions.
- Fosters appreciation for diverse ways of understanding the sacred texts and for diverse styles of preaching.
- Discerns and articulates, theologically, one's own sacred story.



Understanding the history of the Christian church, from biblical times forward.

In assessment of this Mark, you might consider how the individual:

- Demonstrates knowledge of the development of Christianity through the ages and relates it to current and emerging realities of the Church Universal and its local contexts.
- Traces the development of Christianity globally, with sensitivity to colonial and post-colonial implications.
- Locates the history and heritage of one's constituencies within the broader scope of the historical development of global Christianity.
- Demonstrates an understanding of the dynamic history of new expressions of the Church.

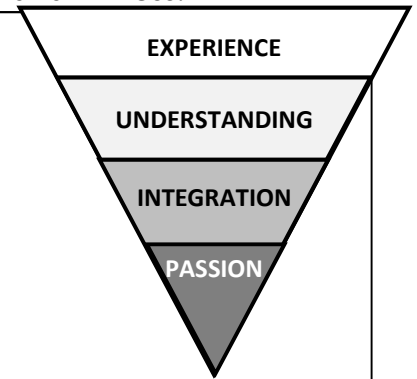


ENGAGING SACRED STORIES AND TRADITIONS (continued)

Bringing life to the sacred stories and traditions in worship, proclamation, and witness.

In assessment of this Mark, you might consider how the individual:

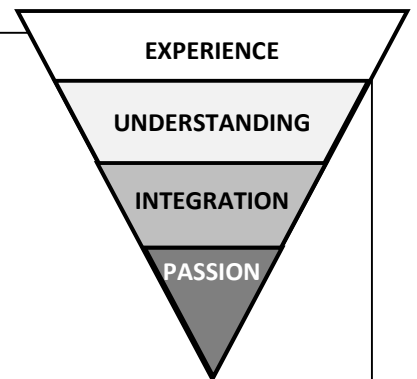
- Affirms diverse practices in worship, proclamation and witness, and incorporates them into worship planning appropriately.
- Allows the Holy Spirit to move within the worship experience.
- Appreciates the role of music and the arts in worship.



Leading faith formation effectively across generations.

In assessment of this Mark, you might consider how the individual:

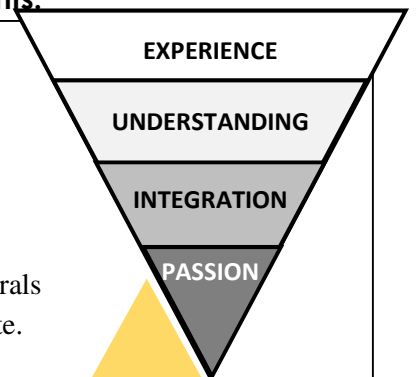
- Demonstrates knowledge of current best practices in faith formation and implements them for particular contexts.
- Understands generational cohorts and generational differences.
- Forms and empowers faith leaders of all generations.



Holding the Holy with integrity especially as represented in the sacraments.

In assessment of this Mark, you might consider how the individual:

- Affirms the two sacraments of baptism and holy communion as described in the Preamble of the UCC Constitution.
- Presides over the sacraments meaningfully and with integrity.
- Teaches and preaches on the historical, biblical, ecumenical, and personal significance of the sacraments in particular contexts and settings.
- Distinguishes between sacraments and other rites of the church (such as funerals and weddings) and follows civil laws when representing both church and state.



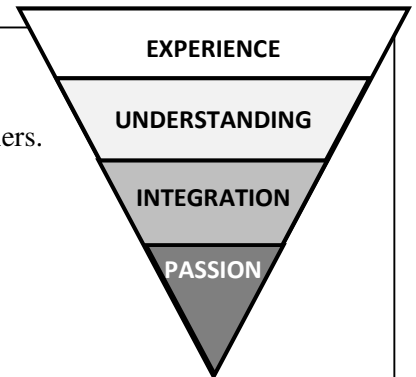
**ENGAGING SACRED
STORIES & TRADITIONS**

CARING FOR OTHERS

Nurturing care and compassion for all God's creation.

In assessment of this Mark, you might consider how the individual:

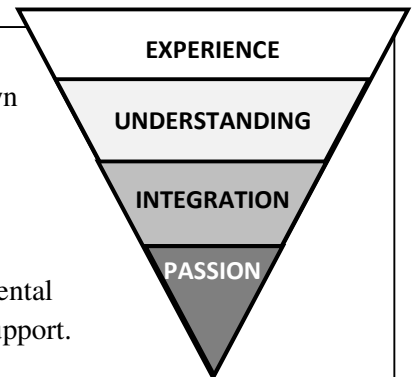
- Employs appropriate relational skills.
- Demonstrates emotional intelligence of oneself and in interactions with others.
- Expresses and helps others understand the notion of interdependence among all God's creation.
- Relates care for self and others to care for the earth.



Maintaining a basic understanding of mental health and wellness.

In assessment of this Mark, you might consider how the individual:

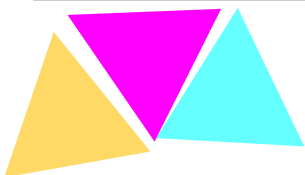
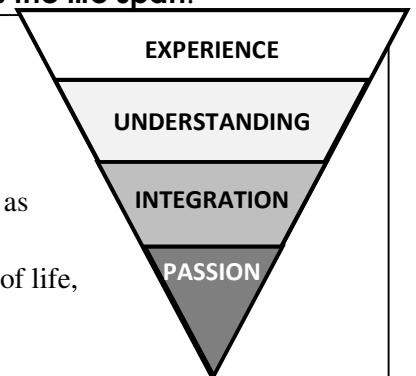
- Distinguishes “normal” from “pathological” behavior, and knows one's own limits as a provider of pastoral care.
- Identifies and uses community resources for one's own personal and professional wellness.
- Refers constituents to community mental health resources as needed.
- Accompanies individuals, families, and communities through periods of mental illness and recovery, or chronic mental illness, with appropriate spiritual support.



Understanding and ministering to stages of human development across the life span.

In assessment of this Mark, you might consider how the individual:

- Demonstrates a healthy understanding of the dynamics of childhood and adolescence, marriage and singleness, parenting and caregiving, death and trauma, grief and recovery.
- Walks as a spiritual companion with individuals, families and communities as they journey through life milestones, joy, grief, and healing.
- Provides sound spiritual counsel to those facing life transitions and the end of life, and to those making difficult decisions around major life events.

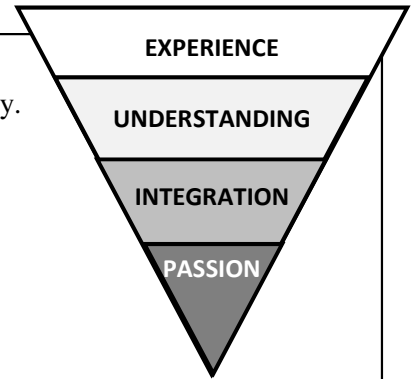


CARING FOR OTHERS (continued)

Providing hope and healing to a hurting world.

In assessment of this Mark, you might consider how the individual:

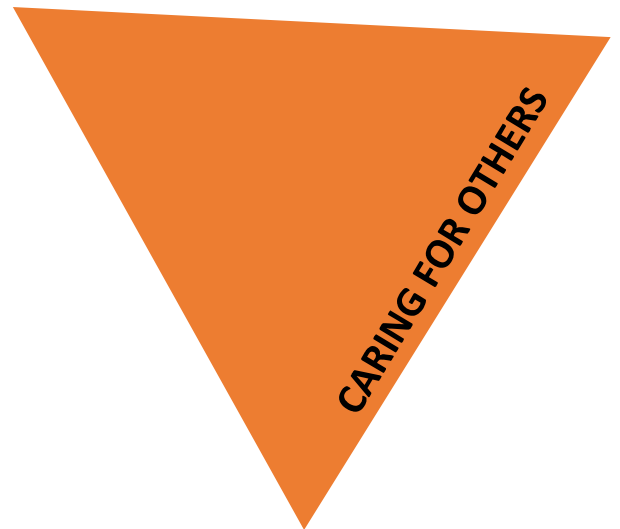
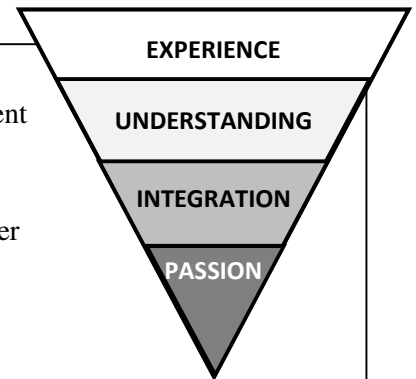
- Prays with and for those in need, and provides spiritual counsel appropriately.
- Plans and leads services of lament, healing and hope.
- Enacts the rites of the church with integrity and sensitivity to particular cultural contexts.
- Embodies hope and healing in the midst of struggle.



Attending to one's own spiritual and pastoral care and engagement in supervision, as appropriate.

In assessment of this Mark, you might consider how the individual:

- Participates in ministerial oversight, pastoral relations and evaluation congruent with one's setting and within the UCC covenants of mutual accountability.
- Is cognizant of and practices appropriate personal boundaries.
- Participates in spiritual direction, communities of practice, counseling, or other practices of growth and accountability.

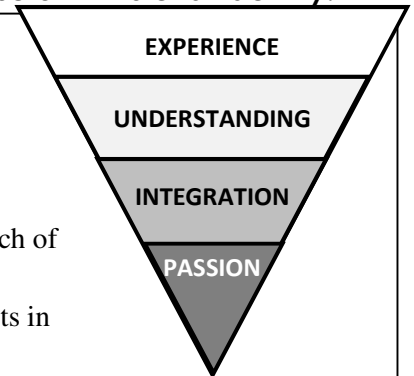


PARTICIPATING IN THEOLOGICAL PRAXIS

Practicing theological reflection and engagement as part of one's sense of ministerial identity.

In assessment of this Mark, you might consider how the individual:

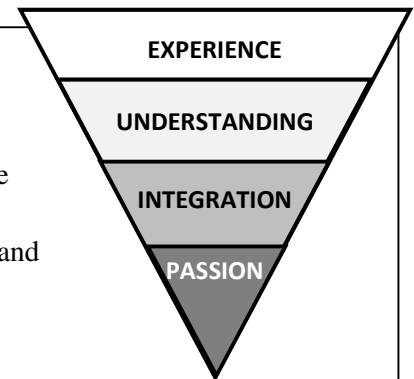
- Thinks theologically and acts in ways consistent with one's theological commitments.
- Reads and critically evaluates theological texts, informed by a variety of Christian traditions.
- Thinks theologically about contemporary issues related to the United Church of Christ's mission, and helps others do the same.
- Reflects theologically on experience, opens oneself to new insights, and acts in new ways fueled by those theological insights.



Experiencing and appreciating a variety of theological perspectives.

In assessment of this Mark, you might consider how the individual:

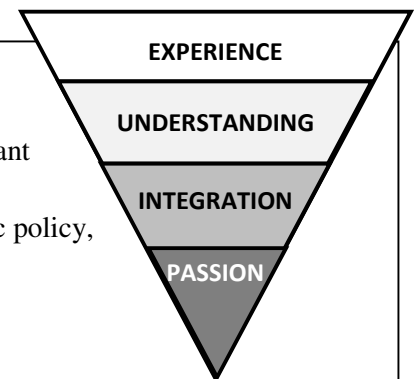
- Demonstrates knowledge of and appreciation for theological perspectives other than one's own.
- Assists others to appreciate theological perspectives reflected in the diverse communities that comprise the United Church of Christ.
- Understands the variety of theological perspectives in the broader culture, and engages respectfully and boldly in public theological discourse.



Integrating theological reflection in teaching, preaching, and ecclesial and community leadership.

In assessment of this Mark, you might consider how the individual:

- Teaches others to reflect theologically.
- Helps constituents bring their theological commitments to bear on significant life decisions.
- Identifies and interprets theological implications of social discourse, public policy, and community engagement.



PARTICIPATING IN THEOLOGICAL PRAXIS (continued)

Articulating a theology of ministry consistent with one's ministerial practices.

In assessment of this Mark, you might consider how the individual:

- Relates one's theology of ministry to the United Church of Christ's understanding of the priesthood of all believers and the nature of authorized ministry.
- Integrates one's theology of ministry with the United Church of Christ's covenants of mutual accountability.

EXPERIENCE

UNDERSTANDING

INTEGRATION

PASSION

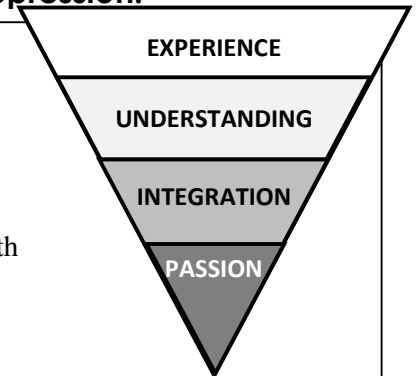
**PARTICIPATING IN
THEOLOGICAL PRAXIS**

ENCOUNTERING THE OTHER WITH JUSTICE AND MERCY

Drawing on the ministry of Jesus Christ to confront injustice and oppression.

In assessment of this Mark, you might consider how the individual:

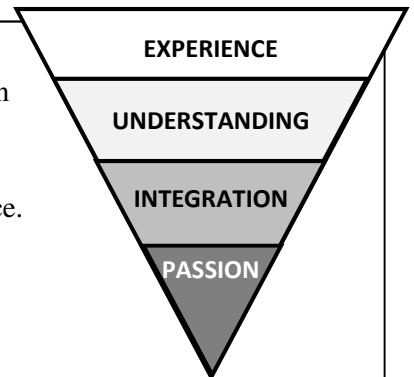
- Preaches and teaches effectively about social, economic, and environmental justice as an essential part of the gospel of Jesus Christ.
- Serves as an educator, advocate and community organizer in an area of social justice work.
- Works effectively for justice with ecumenical and interfaith partners and with people of no faith.
- Analyzes systems and works for systemic change.



Practicing the radical hospitality of God.

In assessment of this Mark, you might consider how the individual:

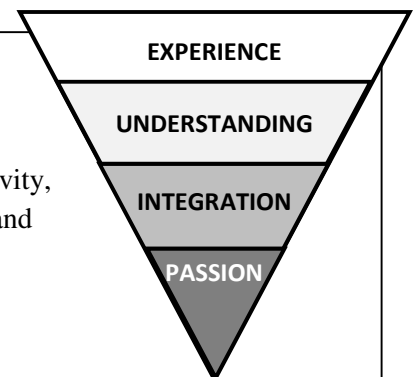
- Practices ministry within one's own culture with awareness and appreciation of the multi-cultural gifts of the UCC and Church Universal.
- Understands and commits to minister in ways that are accessible to all.
- Practices forgiveness and reconciliation, and works toward restorative justice.
- Reaches across cultures with mutuality for the sake of the Gospel.



Identifying and working to overcome implicit bias in all ministry settings and in the life of the church.

In assessment of this Mark, you might consider how the individual:

- Reflects self-critically on one's social location and areas of privilege.
- Helps others learn and practice intercultural competencies.
- Understands the impact of racism, sexism, classism, hetero- and cis-normativity, ableism, cultural imperialism, and other forms of oppression on the church and the world, and engages in sacred conversations about these topics.

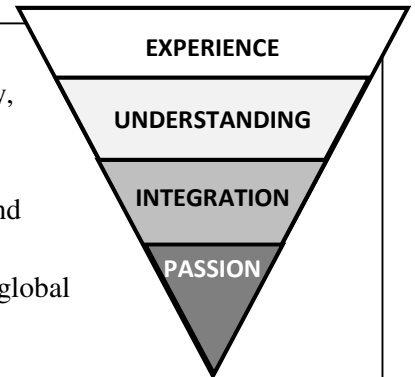


ENCOUNTERING THE OTHER WITH JUSTICE AND MERCY (continued)

Engaging in mission and outreach.

In assessment of this Mark, you might consider how the individual:

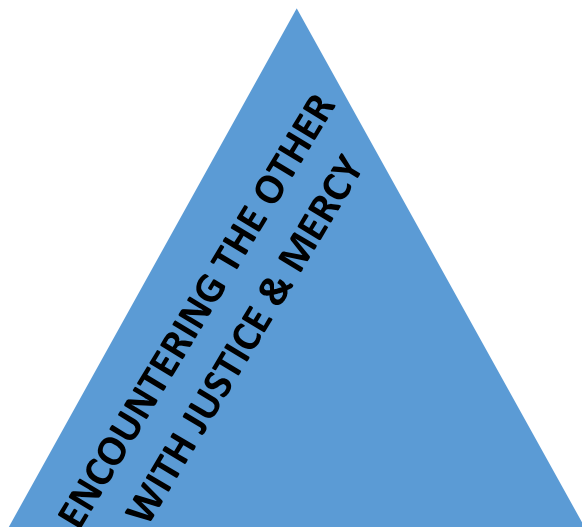
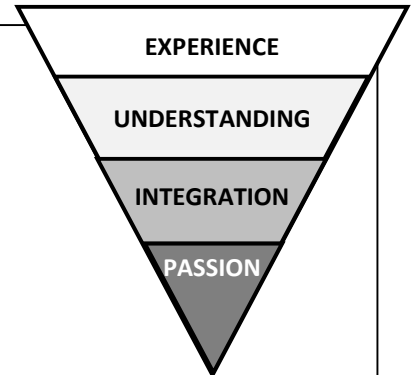
- Articulates a theology of mission consistent with critical presence, mutuality, community, justice, and peace.
- Accesses resources provided by the United Church of Christ for education, advocacy and empowerment, and promoting their use among constituents and the local church.
- Encourages others to support and participate in the wider church, including global and domestic ministry partnerships.



Embodying the United Church of Christ Ministerial Code of Ethics.

In assessment of this Mark, you might consider how the individual:

- Understands and incorporates of the Code of Ethics into one's personal and professional life.

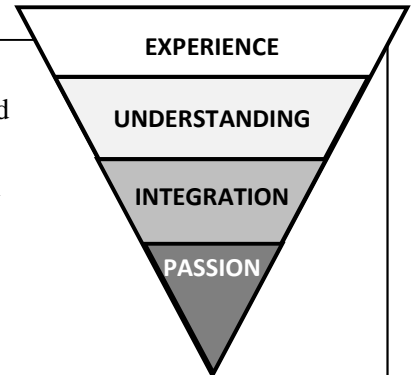


STRENGTHENING INTER- AND INTRA- PERSONAL ASSETS

Developing and maintaining a healthy sense of self as shaped by God, community, and life experiences.

In assessment of this Mark, you might consider how the individual:

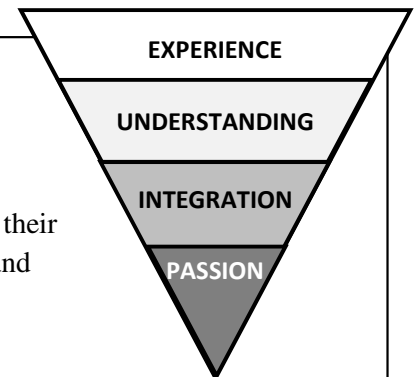
- Identifies one's strengths and weaknesses, functions within one's limits, and seeks the appropriate support of others in enhancing emotional maturity.
- Identifies one's own implicit biases that impact interactions with others and works to overcome those biases.



Respecting the dignity of all God's people.

In assessment of this Mark, you might consider how the individual:

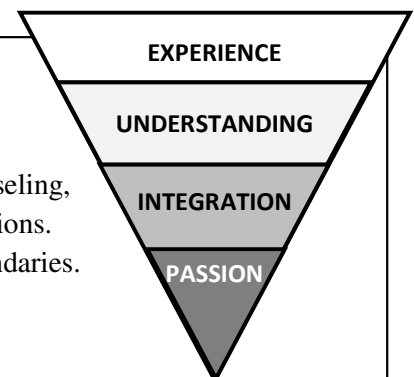
- Provides pastoral care as needed to all, regardless of creed, race, gender identity, sexual orientation, physical and mental abilities, class, or theological perspective.
- Respects others across differences, interacts with others in ways that affirm their sense of dignity (individually and as members of particular communities), and helps others do the same.



Exhibiting strong moral character and personal integrity.

In assessment of this Mark, you might consider how the individual:

- Demonstrates a commitment to spiritual, physical, emotional, and financial wellness sufficient for healthy ministry.
- Supports moral and ethical development through teaching, preaching, counseling, and engagement with the world, informed by Christian scriptures and traditions.
- Demonstrates knowledge and observance of personal and professional boundaries.

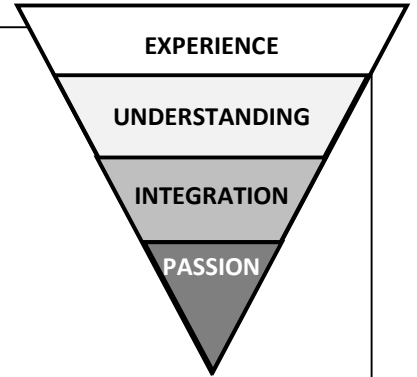


STRENGTHENING INTER- AND INTRA- PERSONAL ASSETS (continued)

Demonstrating excellent communication skills.

In assessment of this Mark, you might consider how the individual:

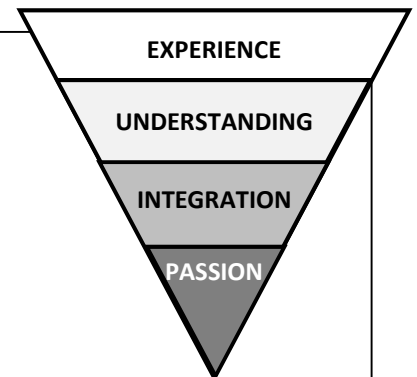
- Communicates respectfully and effectively in diverse settings.
- Uses social media effectively and appropriately.
- Engages in “holy listening and speaking” and keeps appropriate confidences.
- Engages productively in public discourse.



Practicing self-care and life balance.

In assessment of this Mark, you might consider how the individual:

- Leads by example and through active teaching how to live responsibly in relation to self, family, church, community, and the environment.
- Takes time away from work in order to play.
- Develops relationships outside of one’s ministry setting.



**STRENGTHENING INTER-
& INTRA- PERSONAL
ASSETS**



a resource of the Ministerial Authorization, Support & Authorization (MESA) Team, re-
vised in collaboration with the Habakkuk Group