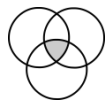
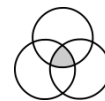


# The Marks of Faithful and Effective Authorized Ministers of the United Church of Christ



AN ASSESSMENT RUBRIC



**UNITED CHURCH  
OF CHRIST**



Ministerial Excellence, Support & Authorization (MESA) Ministry Team  
United Church of Christ, 700 Prospect Ave, Cleveland OH 44115  
Online at [www.ucc.org/ministers](http://www.ucc.org/ministers). October 2013 Revision.

# Assessing the Marks of Faithful and Effective Authorized Ministers

## General Directions

1. As you approach the *Marks of Faithful and Effective Authorized Ministers*, whether for personal discernment, professional assessment, or the development of a Member in Discernment Portfolio, approach the Marks as **an invitation for insight**, not a pass/fail measure of perfection. Use this opportunity, first of all, for your own self-assessment in any season of ministry.
2. There are four sections within the *Marks of Faithful and Effective Authorized Ministers*: Spiritual Formation for Ministry, UCC Identity for Ministry, Personal and Professional Formation for Ministry, and Knowledge and Skills for Ministry. After becoming familiar with the overall content, **focus on the Marks and on each section holistically**. When taken as a whole, the *Marks* might be compared to the intricate art forms of the mosaic and the mandala: both hold in creative tension an attention to detail and an appreciation of the whole. Balance your study of the details and of the whole.
3. While lengthy, the list of marks in the *Marks of Faithful and Effective Authorized Ministers* is not a complete or closed canon. As you engage the *Marks* through personal reflection and covenantal conversation, **you may identify additional marks** throughout the four sections that acknowledge cultural marks of readiness, diverse learning edges and styles, additional talents and aptitudes. Feel welcome to extend the list of marks given using the blank spaces in this workbook.
4. Remember that no one is expected to reflect expertise in all of these marks to the same degree, or even to achieve final mastery of each mark. We each have particular interests, gifts and strengths as well as areas for further growth and development. The *Marks* should serve not only as a tool of assessment for authorization but also as **a guide for lifelong learning** and ongoing professional development throughout ministry, even into retirement.
5. Make notes regarding your experiences, training, and coursework that demonstrate your competencies in each of the sections. **Consider a variety of ways in which your skills can be documented** (for example, not only through a transcript or résumé but also through stories and case studies), and be creative in thinking about ways to meet your needs for continued learning. Members in Discernment share this conversation with an advisor, and together build a plan of action for developing knowledge and skills; authorized ministers may consider using the assessment and action plan format to prepare for a Committee on Ministry informational review.
6. Especially for Members in Discernment:

- a. The documentation of competencies and the ensuing action plan based on the *Marks* become foundational pieces for one's Member in Discernment Portfolio. Developing the Portfolio is **a journey of integration rather than a task of reiteration**, and it in turn becomes a cornerstone for the Ordination Paper. Organize the portfolio around each of the four sections of the *Marks of Faithful and Effective Authorized Ministers*, using the assessment rubrics in this document.
  
- b. After completing this Marks Assessment in conversation with an advisor, write four integrative essays – one for each section of the *Marks* – demonstrating integration of the characteristics and abilities outlined. As addenda, include documentation (i.e., evidence of competencies) for the *Marks*. Together these will comprise the **Member in Discernment Portfolio**, to be submitted to the Committee on Ministry for review.

# Assessing the Marks: **Progress Sheet**

Name: \_\_\_\_\_ Initial Assessment Date: \_\_\_\_\_

Association/Conference: \_\_\_\_\_

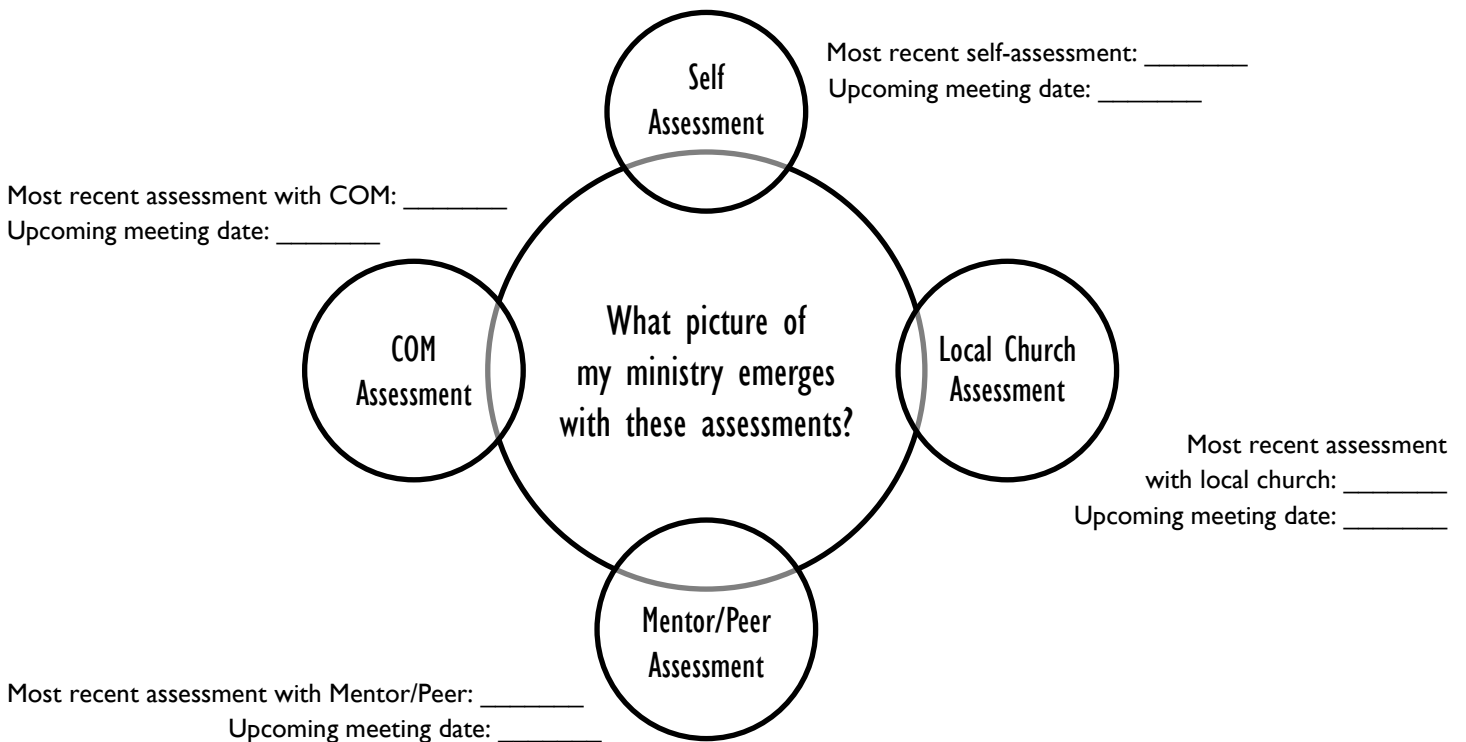
Advisor/Mentor (for MIDs): \_\_\_\_\_

Peer/Colleague (for authorized ministers): \_\_\_\_\_

Season of Discernment: \_\_\_\_\_

(e.g. Member in Discernment, Periodic Review of Authorized Minister, Privilege of Call)

**Assessment Overview:** *In the spaces below, note the dates of each assessment conversation with these covenantal partners, and indicate the anticipated date for continuing conversations.*



Assessment with the Marks of Faithful and Effective Authorized Ministers  
**Spiritual Foundations for Ministry (Section I)**

1. A lived faith showing love of God, trust in Jesus, and openness to the Holy Spirit.	<b>ASSESSMENT</b>				
	Demonstrates no understanding of this Mark	Demonstrates basic understanding of this Mark	Demonstrates the ability to integrate this Mark into one's ministry	Demonstrates the ability to engage and critique this Mark in light of one's ministry	Actively exercises leadership in the broader church around this Mark
2. Devotion to the word of God as revealed through scripture and Christian traditions.	<b>ASSESSMENT</b>				
	Demonstrates no understanding of this Mark	Demonstrates basic understanding of this Mark	Demonstrates the ability to integrate this Mark into one's ministry	Demonstrates the ability to engage and critique this Mark in light of one's ministry	Actively exercises leadership in the broader church around this Mark
3. Commitment to life-long spiritual growth and practice, individually and in community.	<b>ASSESSMENT</b>				
	Demonstrates no understanding of this Mark	Demonstrates basic understanding of this Mark	Demonstrates the ability to integrate this Mark into one's ministry	Demonstrates the ability to engage and critique this Mark in light of one's ministry	Actively exercises leadership in the broader church around this Mark
4. A sense of being called by God and the community to authorized ministry in the church.	<b>ASSESSMENT</b>				
	Demonstrates no understanding of this Mark	Demonstrates basic understanding of this Mark	Demonstrates the ability to integrate this Mark into one's ministry	Demonstrates the ability to engage and critique this Mark in light of one's ministry	Actively exercises leadership in the broader church around this Mark

						<b>ASSESSMENT</b>					
5. Openness to continuing discernment of one's call in community.						Demonstrates no understanding of this Mark	Demonstrates basic understanding of this Mark	Demonstrates the ability to integrate this Mark into one's ministry	Demonstrates the ability to engage and critique this Mark in light of one's ministry	Actively exercises leadership in the broader church around this Mark	
						No further work needed	An area for informal continuing development	Formal formation needed; specify learning plan	Additional notes		
Discuss and decide what <b>ACTIONS</b> are needed for continued growth in Spiritual Foundations for Ministry.											

Assessment with the Marks of Faithful and Effective Authorized Ministers  
**UCC Identity for Ministry (Section 2)**

1. Acknowledgment of Jesus Christ as sole Head of the Church.	<b>ASSESSMENT</b>				
	Demonstrates no understanding of this Mark	Demonstrates basic understanding of this Mark	Demonstrates the ability to integrate this Mark into one's ministry	Demonstrates the ability to engage and critique this Mark in light of one's ministry	Actively exercises leadership in the broader church around this Mark
2. A passion for the oneness of the body of Christ as expressed through commitment to ecumenism, justice, and the full embrace of all persons in the radical hospitality of God.	<b>ASSESSMENT</b>				
	Demonstrates no understanding of this Mark	Demonstrates basic understanding of this Mark	Demonstrates the ability to integrate this Mark into one's ministry	Demonstrates the ability to engage and critique this Mark in light of one's ministry	Actively exercises leadership in the broader church around this Mark
3. Active membership in a local church of the United Church of Christ.	<b>ASSESSMENT</b>				
	Demonstrates no understanding of this Mark	Demonstrates basic understanding of this Mark	Demonstrates the ability to integrate this Mark into one's ministry	Demonstrates the ability to engage and critique this Mark in light of one's ministry	Actively exercises leadership in the broader church around this Mark
4. An understanding of the concept of covenant and how it informs the nature, purpose, and polity of the United Church of Christ.	<b>ASSESSMENT</b>				
	Demonstrates no understanding of this Mark	Demonstrates basic understanding of this Mark	Demonstrates the ability to integrate this Mark into one's ministry	Demonstrates the ability to engage and critique this Mark in light of one's ministry	Actively exercises leadership in the broader church around this Mark



5. A willingness to live in the covenants of mutual accountability that characterize authorized ministry in the United Church of Christ.	<b>ASSESSMENT</b>				
	Demonstrates no understanding of this Mark	Demonstrates basic understanding of this Mark	Demonstrates the ability to integrate this Mark into one's ministry	Demonstrates the ability to engage and critique this Mark in light of one's ministry	Actively exercises leadership in the broader church around this Mark
6. Ongoing demonstration of commitment to the United Church of Christ.	<b>ASSESSMENT</b>				
	Demonstrates no understanding of this Mark	Demonstrates basic understanding of this Mark	Demonstrates the ability to integrate this Mark into one's ministry	Demonstrates the ability to engage and critique this Mark in light of one's ministry	Actively exercises leadership in the broader church around this Mark
7. Stewardship of resources, including financial support of the church in all of its settings.	<b>ASSESSMENT</b>				
	Demonstrates no understanding of this Mark	Demonstrates basic understanding of this Mark	Demonstrates the ability to integrate this Mark into one's ministry	Demonstrates the ability to engage and critique this Mark in light of one's ministry	Actively exercises leadership in the broader church around this Mark
8. Participation in the various settings of the United Church of Christ, including the conference/ association and local church.	<b>ASSESSMENT</b>				
	Demonstrates no understanding of this Mark	Demonstrates basic understanding of this Mark	Demonstrates the ability to integrate this Mark into one's ministry	Demonstrates the ability to engage and critique this Mark in light of one's ministry	Actively exercises leadership in the broader church around this Mark

9. The ability to articulate diverse histories that comprise the United Church of Christ, to situate them in the broader evolution of faith traditions and to relate them to the theology, polity, and practices of the Member's local church, association, and conference.	<b>ASSESSMENT</b>				
	Demonstrates no understanding of this Mark	Demonstrates basic understanding of this Mark	Demonstrates the ability to integrate this Mark into one's ministry	Demonstrates the ability to engage and critique this Mark in light of one's ministry	Actively exercises leadership in the broader church around this Mark
10. The ability to explain and work within the current polity of the UCC and its denominational structure, and to describe the covenantal relationships among the General Synod, national setting, conferences, associations, and local congregations of the United Church of Christ.	<b>ASSESSMENT</b>				
	Demonstrates no understanding of this Mark	Demonstrates basic understanding of this Mark	Demonstrates the ability to integrate this Mark into one's ministry	Demonstrates the ability to engage and critique this Mark in light of one's ministry	Actively exercises leadership in the broader church around this Mark
11. The ability to share key elements of the UCC's statement of faith, constitution with its preamble, and bylaws regarding the governance, mission, and theologies of the UCC and their implications for the life of the church.	<b>ASSESSMENT</b>				
	Demonstrates no understanding of this Mark	Demonstrates basic understanding of this Mark	Demonstrates the ability to integrate this Mark into one's ministry	Demonstrates the ability to engage and critique this Mark in light of one's ministry	Actively exercises leadership in the broader church around this Mark
12. The ability to articulate the UCC's commitment to being a united and uniting, multiracial and multicultural, open and affirming, accessible to all and just peace church.	<b>ASSESSMENT</b>				
	Demonstrates no understanding of this Mark	Demonstrates basic understanding of this Mark	Demonstrates the ability to integrate this Mark into one's ministry	Demonstrates the ability to engage and critique this Mark in light of one's ministry	Actively exercises leadership in the broader church around this Mark

13. The ability to envision how the UCC in its various settings may respond to religious, social, economic, and political trends, changing demographics, and other emerging factors.	<b>ASSESSMENT</b>				
	Demonstrates no understanding of this Mark	Demonstrates basic understanding of this Mark	Demonstrates the ability to integrate this Mark into one's ministry	Demonstrates the ability to engage and critique this Mark in light of one's ministry	Actively exercises leadership in the broader church around this Mark
14. The ability to use and promote the informational and educational resources available through UCC publications and websites.	<b>ASSESSMENT</b>				
	Demonstrates no understanding of this Mark	Demonstrates basic understanding of this Mark	Demonstrates the ability to integrate this Mark into one's ministry	Demonstrates the ability to engage and critique this Mark in light of one's ministry	Actively exercises leadership in the broader church around this Mark
Discuss and decide what <b>ACTIONS</b> are needed for continued growth in UCC Identity for Ministry.	No further work needed	An area for informal continuing development	Formal formation needed; specify learning plan	Additional notes	

**Assessment with the Marks of Faithful and Effective Authorized Ministers  
Personal and Professional Formation for Ministry (Section 3)**

1. A healthy sense of self as shaped by God, community, and personal experience.	<b>ASSESSMENT</b>				
	Demonstrates no understanding of this Mark	Demonstrates basic understanding of this Mark	Demonstrates the ability to integrate this Mark into one's ministry	Demonstrates the ability to engage and critique this Mark in light of one's ministry	Actively exercises leadership in the broader church around this Mark
2. A sense of theological identity and authority, while being responsive to the opinions and values of others, including those whom the Member will serve.	<b>ASSESSMENT</b>				
	Demonstrates no understanding of this Mark	Demonstrates basic understanding of this Mark	Demonstrates the ability to integrate this Mark into one's ministry	Demonstrates the ability to engage and critique this Mark in light of one's ministry	Actively exercises leadership in the broader church around this Mark
3. A healthy awareness of strengths, weaknesses and limits, and assumption of responsibility for one's body, mind and spirit.	<b>ASSESSMENT</b>				
	Demonstrates no understanding of this Mark	Demonstrates basic understanding of this Mark	Demonstrates the ability to integrate this Mark into one's ministry	Demonstrates the ability to engage and critique this Mark in light of one's ministry	Actively exercises leadership in the broader church around this Mark
4. Knowledge and observance of personal and professional boundaries in interpersonal, congregational, and community settings.	<b>ASSESSMENT</b>				
	Demonstrates no understanding of this Mark	Demonstrates basic understanding of this Mark	Demonstrates the ability to integrate this Mark into one's ministry	Demonstrates the ability to engage and critique this Mark in light of one's ministry	Actively exercises leadership in the broader church around this Mark

5. A commitment to continuing education, professional development, and life-long learning.	<b>ASSESSMENT</b>				
	Demonstrates no understanding of this Mark	Demonstrates basic understanding of this Mark	Demonstrates the ability to integrate this Mark into one's ministry	Demonstrates the ability to engage and critique this Mark in light of one's ministry	Actively exercises leadership in the broader church around this Mark
6. Demonstrated moral maturity, including integrity in personal and public life and responsibility to self, family, church, and community.	<b>ASSESSMENT</b>				
	Demonstrates no understanding of this Mark	Demonstrates basic understanding of this Mark	Demonstrates the ability to integrate this Mark into one's ministry	Demonstrates the ability to engage and critique this Mark in light of one's ministry	Actively exercises leadership in the broader church around this Mark
7. The ability to affirm the identities of others, including others very unlike oneself.	<b>ASSESSMENT</b>				
	Demonstrates no understanding of this Mark	Demonstrates basic understanding of this Mark	Demonstrates the ability to integrate this Mark into one's ministry	Demonstrates the ability to engage and critique this Mark in light of one's ministry	Actively exercises leadership in the broader church around this Mark
8. The ability to engage in self-reflection and to seek and use feedback from others appropriately.	<b>ASSESSMENT</b>				
	Demonstrates no understanding of this Mark	Demonstrates basic understanding of this Mark	Demonstrates the ability to integrate this Mark into one's ministry	Demonstrates the ability to engage and critique this Mark in light of one's ministry	Actively exercises leadership in the broader church around this Mark

9. The ability to engage productively in public discourse, expecting to grow and be transformed through the exchange of viewpoints.	<b>ASSESSMENT</b>				
	Demonstrates no understanding of this Mark	Demonstrates basic understanding of this Mark	Demonstrates the ability to integrate this Mark into one's ministry	Demonstrates the ability to engage and critique this Mark in light of one's ministry	Actively exercises leadership in the broader church around this Mark
10. The ability to take initiative in leadership, and to frame and test a vision in community.	<b>ASSESSMENT</b>				
	Demonstrates no understanding of this Mark	Demonstrates basic understanding of this Mark	Demonstrates the ability to integrate this Mark into one's ministry	Demonstrates the ability to engage and critique this Mark in light of one's ministry	Actively exercises leadership in the broader church around this Mark
11. The ability to listen empathically, communicate appropriately, and keep appropriate confidences.	<b>ASSESSMENT</b>				
	Demonstrates no understanding of this Mark	Demonstrates basic understanding of this Mark	Demonstrates the ability to integrate this Mark into one's ministry	Demonstrates the ability to engage and critique this Mark in light of one's ministry	Actively exercises leadership in the broader church around this Mark
12. The ability to function as part of a team, to give and receive supervision, and to mutually equip and motivate the community of faith.	<b>ASSESSMENT</b>				
	Demonstrates no understanding of this Mark	Demonstrates basic understanding of this Mark	Demonstrates the ability to integrate this Mark into one's ministry	Demonstrates the ability to engage and critique this Mark in light of one's ministry	Actively exercises leadership in the broader church around this Mark

<p>13. The ability to be resourceful and adaptable, and know where to locate additional resources and seek consultation when needed.</p>	<b>ASSESSMENT</b>				
	<p>Demonstrates no understanding of this Mark</p>	<p>Demonstrates basic understanding of this Mark</p>	<p>Demonstrates the ability to integrate this Mark into one's ministry</p>	<p>Demonstrates the ability to engage and critique this Mark in light of one's ministry</p>	<p>Actively exercises leadership in the broader church around this Mark</p>
<p>14. The ability to accept and promote diversity, to inspire others to do so, and to minister in a multi-cultural and multiracial, open and affirming, just peace, accessible to all, united and uniting church.</p>	<b>ASSESSMENT</b>				
	<p>Demonstrates no understanding of this Mark</p>	<p>Demonstrates basic understanding of this Mark</p>	<p>Demonstrates the ability to integrate this Mark into one's ministry</p>	<p>Demonstrates the ability to engage and critique this Mark in light of one's ministry</p>	<p>Actively exercises leadership in the broader church around this Mark</p>
<p>Discuss and decide what <b>ACTIONS</b> are needed for continued growth in Personal and Professional Formation for Ministry.</p>	<p>No further work needed</p>	<p>An area for informal continuing development</p>	<p>Formal formation needed; specify learning plan</p>	<p>Additional notes</p>	

Assessment with the Marks of Faithful and Effective Authorized Ministers  
**Knowledge and Skills for Ministry: General Knowledge and Skills (Section 4-A)**

1. The ability to understand and appreciate a variety of perspectives of life.	<b>ASSESSMENT</b>				
	Demonstrates no understanding of this Mark	Demonstrates basic understanding of this Mark	Demonstrates the ability to integrate this Mark into one's ministry	Demonstrates the ability to engage and critique this Mark in light of one's ministry	Actively exercises leadership in the broader church around this Mark
2. The ability to understand the profound differences that physical, psychological, gender identity, sexual orientation, age, class, cultural, religious, racial, and ethnic factors make in the ways that human beings experience the world.	<b>ASSESSMENT</b>				
	Demonstrates no understanding of this Mark	Demonstrates basic understanding of this Mark	Demonstrates the ability to integrate this Mark into one's ministry	Demonstrates the ability to engage and critique this Mark in light of one's ministry	Actively exercises leadership in the broader church around this Mark
3. The ability to comprehend the impact of historical change upon the thoughts, feelings, and actions of individuals and societies.	<b>ASSESSMENT</b>				
	Demonstrates no understanding of this Mark	Demonstrates basic understanding of this Mark	Demonstrates the ability to integrate this Mark into one's ministry	Demonstrates the ability to engage and critique this Mark in light of one's ministry	Actively exercises leadership in the broader church around this Mark
4. The ability to perceive how a person's perspectives and interests shape communication, and to appreciate the virtues and limitations of those perspectives and interests.	<b>ASSESSMENT</b>				
	Demonstrates no understanding of this Mark	Demonstrates basic understanding of this Mark	Demonstrates the ability to integrate this Mark into one's ministry	Demonstrates the ability to engage and critique this Mark in light of one's ministry	Actively exercises leadership in the broader church around this Mark



5. The ability to grasp and evaluate the justifications that people give for their opinions.	<b>ASSESSMENT</b>				
	Demonstrates no understanding of this Mark	Demonstrates basic understanding of this Mark	Demonstrates the ability to integrate this Mark into one's ministry	Demonstrates the ability to engage and critique this Mark in light of one's ministry	Actively exercises leadership in the broader church around this Mark
6. The ability to apply basic concepts of psychology to the understanding of oneself, others, and human interactions.	<b>ASSESSMENT</b>				
	Demonstrates no understanding of this Mark	Demonstrates basic understanding of this Mark	Demonstrates the ability to integrate this Mark into one's ministry	Demonstrates the ability to engage and critique this Mark in light of one's ministry	Actively exercises leadership in the broader church around this Mark
7. The ability to appreciate the importance of symbols and images in human culture(s).	<b>ASSESSMENT</b>				
	Demonstrates no understanding of this Mark	Demonstrates basic understanding of this Mark	Demonstrates the ability to integrate this Mark into one's ministry	Demonstrates the ability to engage and critique this Mark in light of one's ministry	Actively exercises leadership in the broader church around this Mark
8. The ability to understand various meanings and purposes of the arts.	<b>ASSESSMENT</b>				
	Demonstrates no understanding of this Mark	Demonstrates basic understanding of this Mark	Demonstrates the ability to integrate this Mark into one's ministry	Demonstrates the ability to engage and critique this Mark in light of one's ministry	Actively exercises leadership in the broader church around this Mark

9. The ability to analyze social, political, environmental, and economic dynamics, using the tools of the social and natural sciences.	<b>ASSESSMENT</b>				
	Demonstrates no understanding of this Mark	Demonstrates basic understanding of this Mark	Demonstrates the ability to integrate this Mark into one's ministry	Demonstrates the ability to engage and critique this Mark in light of one's ministry	Actively exercises leadership in the broader church around this Mark
10. The ability to use respectfully and relationally a basic knowledge of specific human cultures.	<b>ASSESSMENT</b>				
	Demonstrates no understanding of this Mark	Demonstrates basic understanding of this Mark	Demonstrates the ability to integrate this Mark into one's ministry	Demonstrates the ability to engage and critique this Mark in light of one's ministry	Actively exercises leadership in the broader church around this Mark
11. The ability to communicate clearly and effectively with appropriate media and technologies.	<b>ASSESSMENT</b>				
	Demonstrates no understanding of this Mark	Demonstrates basic understanding of this Mark	Demonstrates the ability to integrate this Mark into one's ministry	Demonstrates the ability to engage and critique this Mark in light of one's ministry	Actively exercises leadership in the broader church around this Mark
Discuss and decide what <b>ACTIONS</b> are needed for continued growth in General Knowledge and Skills for Ministry.	No further work needed	An area for informal continuing development	Formal formation needed; specify learning plan	Additional notes	

**Assessment with the Marks of Faithful and Effective Authorized Ministers  
Knowledge and Skills Specific to Authorized Ministry (Section 4-B)**

<p>1. A thorough knowledge of, and personal engagement with, the Bible.</p>	<b>ASSESSMENT</b>				
	Demonstrates no understanding of this Mark	Demonstrates basic understanding of this Mark	Demonstrates the ability to integrate this Mark into one's ministry	Demonstrates the ability to engage and critique this Mark in light of one's ministry	Actively exercises leadership in the broader church around this Mark
<p>2. Skill with methods of biblical interpretation, including the historic interpretive traditions of the church and contemporary methods, particularly those from historically underrepresented communities.</p>	<b>ASSESSMENT</b>				
	Demonstrates no understanding of this Mark	Demonstrates basic understanding of this Mark	Demonstrates the ability to integrate this Mark into one's ministry	Demonstrates the ability to engage and critique this Mark in light of one's ministry	Actively exercises leadership in the broader church around this Mark
<p>3. A deepening familiarity with the global history of the Christian churches through the ages and across cultures, including the newest Christian populations, and an understanding of the evolution of Christian communities in the United States.</p>	<b>ASSESSMENT</b>				
	Demonstrates no understanding of this Mark	Demonstrates basic understanding of this Mark	Demonstrates the ability to integrate this Mark into one's ministry	Demonstrates the ability to engage and critique this Mark in light of one's ministry	Actively exercises leadership in the broader church around this Mark
<p>4. A deepening familiarity with contemporary theological ways of thinking and with the rich and varied theological heritages, creeds, liturgies, and spiritual practices of the Christian churches.</p>	<b>ASSESSMENT</b>				
	Demonstrates no understanding of this Mark	Demonstrates basic understanding of this Mark	Demonstrates the ability to integrate this Mark into one's ministry	Demonstrates the ability to engage and critique this Mark in light of one's ministry	Actively exercises leadership in the broader church around this Mark

5. An understanding of other religions and their foundational documents.	<b>ASSESSMENT</b>				
	Demonstrates no understanding of this Mark	Demonstrates basic understanding of this Mark	Demonstrates the ability to integrate this Mark into one's ministry	Demonstrates the ability to engage and critique this Mark in light of one's ministry	Actively exercises leadership in the broader church around this Mark
6. The ability to articulate a theological understanding of authorized ministry, and to relate it to the practice of ministry.	<b>ASSESSMENT</b>				
	Demonstrates no understanding of this Mark	Demonstrates basic understanding of this Mark	Demonstrates the ability to integrate this Mark into one's ministry	Demonstrates the ability to engage and critique this Mark in light of one's ministry	Actively exercises leadership in the broader church around this Mark
7. The ability to analyze, evaluate, and integrate the biblical, historical, theological, and pastoral disciplines and practices in ways that contribute to fruitful and faithful Christian ministry.	<b>ASSESSMENT</b>				
	Demonstrates no understanding of this Mark	Demonstrates basic understanding of this Mark	Demonstrates the ability to integrate this Mark into one's ministry	Demonstrates the ability to engage and critique this Mark in light of one's ministry	Actively exercises leadership in the broader church around this Mark
8. The ability to understand the nature, use, and misuse of power and authority, and to exercise them appropriately and effectively in authorized ministry.	<b>ASSESSMENT</b>				
	Demonstrates no understanding of this Mark	Demonstrates basic understanding of this Mark	Demonstrates the ability to integrate this Mark into one's ministry	Demonstrates the ability to engage and critique this Mark in light of one's ministry	Actively exercises leadership in the broader church around this Mark

9. The ability to engage in community leadership that is collaborative and transformative.	<b>ASSESSMENT</b>				
	Demonstrates no understanding of this Mark	Demonstrates basic understanding of this Mark	Demonstrates the ability to integrate this Mark into one's ministry	Demonstrates the ability to engage and critique this Mark in light of one's ministry	Actively exercises leadership in the broader church around this Mark
10. The ability to engage in respectful ecumenical and interfaith dialogue.	<b>ASSESSMENT</b>				
	Demonstrates no understanding of this Mark	Demonstrates basic understanding of this Mark	Demonstrates the ability to integrate this Mark into one's ministry	Demonstrates the ability to engage and critique this Mark in light of one's ministry	Actively exercises leadership in the broader church around this Mark
11. The ability to celebrate the unique features of local faith communities while encouraging them to be receptive to perspectives from the broader church and world.	<b>ASSESSMENT</b>				
	Demonstrates no understanding of this Mark	Demonstrates basic understanding of this Mark	Demonstrates the ability to integrate this Mark into one's ministry	Demonstrates the ability to engage and critique this Mark in light of one's ministry	Actively exercises leadership in the broader church around this Mark
12. The ability to appreciate, practice, and pass on traditions of faith while interpreting them in light of the context of a diverse and changing world.	<b>ASSESSMENT</b>				
	Demonstrates no understanding of this Mark	Demonstrates basic understanding of this Mark	Demonstrates the ability to integrate this Mark into one's ministry	Demonstrates the ability to engage and critique this Mark in light of one's ministry	Actively exercises leadership in the broader church around this Mark

13. The ability to adapt the practices of ministry to the unique social, cultural, environmental and ecclesiastical aspects of particular settings.	<b>ASSESSMENT</b>				
	Demonstrates no understanding of this Mark	Demonstrates basic understanding of this Mark	Demonstrates the ability to integrate this Mark into one's ministry	Demonstrates the ability to engage and critique this Mark in light of one's ministry	Actively exercises leadership in the broader church around this Mark
14. The ability to discern God's mission in the world and, in response, to lead ministries of compassion, nurture, justice, and proclamation that support fullness of life for all people.	<b>ASSESSMENT</b>				
	Demonstrates no understanding of this Mark	Demonstrates basic understanding of this Mark	Demonstrates the ability to integrate this Mark into one's ministry	Demonstrates the ability to engage and critique this Mark in light of one's ministry	Actively exercises leadership in the broader church around this Mark
15. The ability to preach the good news, lead worship and participate in the sacraments in a manner faithful to the broader Christian heritage and appropriate to the characteristics of a specific culture and setting.	<b>ASSESSMENT</b>				
	Demonstrates no understanding of this Mark	Demonstrates basic understanding of this Mark	Demonstrates the ability to integrate this Mark into one's ministry	Demonstrates the ability to engage and critique this Mark in light of one's ministry	Actively exercises leadership in the broader church around this Mark
16. The ability to provide effective and appropriate pastoral care and Christian education, and to equip and motivate others to share in these ministries.	<b>ASSESSMENT</b>				
	Demonstrates no understanding of this Mark	Demonstrates basic understanding of this Mark	Demonstrates the ability to integrate this Mark into one's ministry	Demonstrates the ability to engage and critique this Mark in light of one's ministry	Actively exercises leadership in the broader church around this Mark

17. The ability to organize and implement programs, administer the operations of a complex organization, and initiate change when appropriate.	<b>ASSESSMENT</b>				
	Demonstrates no understanding of this Mark	Demonstrates basic understanding of this Mark	Demonstrates the ability to integrate this Mark into one's ministry	Demonstrates the ability to engage and critique this Mark in light of one's ministry	Actively exercises leadership in the broader church around this Mark
18. The ability to read the contexts of a community's ministry and creatively lead that community through change or conflict.	<b>ASSESSMENT</b>				
	Demonstrates no understanding of this Mark	Demonstrates basic understanding of this Mark	Demonstrates the ability to integrate this Mark into one's ministry	Demonstrates the ability to engage and critique this Mark in light of one's ministry	Actively exercises leadership in the broader church around this Mark
19. The ability to lead and encourage ministries of evangelism, service, stewardship and social transformation.	<b>ASSESSMENT</b>				
	Demonstrates no understanding of this Mark	Demonstrates basic understanding of this Mark	Demonstrates the ability to integrate this Mark into one's ministry	Demonstrates the ability to engage and critique this Mark in light of one's ministry	Actively exercises leadership in the broader church around this Mark
20. The ability to understand and participate in the financial administration of the church and other religious organizations.	<b>ASSESSMENT</b>				
	Demonstrates no understanding of this Mark	Demonstrates basic understanding of this Mark	Demonstrates the ability to integrate this Mark into one's ministry	Demonstrates the ability to engage and critique this Mark in light of one's ministry	Actively exercises leadership in the broader church around this Mark

<p>Discuss and decide what <b>ACTIONS</b> are needed for continued growth in Knowledge and Skills Specific to Authorized Ministry.</p>	<p>No further work needed</p>	<p>An area for informal continuing development</p>	<p>Formal formation needed; specify learning plan</p>	<p>Additional notes</p>