

MARKS ASSESSMENT WORKSHEET

Name of MID or Authorized Minister _____

Name/Role of Assessor _____

Date of Assessment _____

INSTRUCTIONS:

1. Begin by reviewing **The Marks of Faithful and Effective Authorized Ministers of the UCC**. Pay special attention to the introduction (pp. 2 - 3) Turn to the Assessment Rubric on p. 7 and read through the General Instructions. Familiarize yourself with the kinds of indicators you may want to look for as demonstrations of competencies for each Mark as suggested on the pages that follow.
2. Using the candidate's faith journey, transcripts and/or Portfolio (Member in Discernment or Authorized Minister), look for evidence of competencies for each Mark. You may want to make notes using colored pencils corresponding to each of the eight sections of the Marks or fill in the graphic found on p. 6 of the Marks booklet as a means of getting a first big picture of the candidate relative to the Marks.
3. Note initially which sections the candidate demonstrates strength and which sections need further development. For example, does the candidate have some experience with this Mark; do they demonstrate a deep understanding of this Mark; have they integrated this Mark with other Marks and with their ministry; do they exhibit a passion for this Mark, such that they can lead others in its development? This initial assessment should be done by the candidate (as a self-assessment) and by the Committee on Ministry or its designee (e.g., an advisor), and reviewed jointly.
4. Use these initial assessments as the basis for dialogue as you enter into the discernment process with the candidate. Determine what further evidence needs to be presented and/or what areas need further learning.

5. Develop a *Preparation and Formation Plan* tailored to the individual that will enable the candidate to acquire the learning and/or experience to develop competency in Marks where growth is lacking (a sample is on the UCC website under resources for members in discernment). The Preparation and Formation Plan plan should indicate specific desired outcomes, a timeline, and how the learning will be subsequently evaluated. Feel free to consult field experts (e.g., seminary professors, mentors, and practioners), as needed.
6. Meet regularly during the ongoing process of formation, preparation and continuing education. Note: If you are working with a MID, this dialogue becomes a part of the ongoing process of discernment. If you are working with an authorized minister, this dialogue becomes a part of the ongoing process of oversight and accountability.
7. Maintain records that are shared with the candidate to keep track of observations of maturation and integration. When the competency has been sufficiently demonstrated, use the form to “sign-off” on the Mark. Sufficiency does not mean perfection. It means evidence of competency (knowledge, skills, and attitudes) sufficient for authorized ministry, with the expectation that all ministers will be lifelong learners. *Keep in mind the balance between the discrete Marks and the big picture, taking care not to turn the kaleidoscopic view into a checklist.*

EXHIBITING A SPIRITUAL FOUNDATION AND ONGOING SPIRITUAL PRACTICE						
	Initial Assessment: Experience, Understanding, Integration, Passion	Demonstration of Competency	Recommendations for Ongoing Growth	Observation of Maturation and Integration	Notes	COM Sign-off
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 ordained ministry by God and the Church.						
Continuing discernment of one's call in community.						
Understanding the power of the Holy Spirit at work through the elements of Christian worship to nurture faith.						
Exhibiting a commitment to lifelong spiritual development and faithful personal stewardship.						

NURTURING UCC IDENTITY						
	Initial Assessment: Experience, Understanding, Integration, Passion	Demonstration of Competency	Recommendations for Ongoing Growth	Observation of Maturation and Integration	Notes	COM Sign-off
Acknowledging Jesus Christ as the sole Head of the Church.						
Communicating passion for the oneness of the Body of Christ (John 17:21).						
Holding active membership in a Local Church of the United Church of Christ.						
Participating in the various settings of the UCC, including Local Churches, Associations, Conferences, General Synod, and global ministries.						
Knowing and appreciating UCC history, polity, and theology.						
Exhibiting a commitment to the core values of the UCC: continuing testament, extravagant welcome, and changing lives.						

BUILDING TRANSFORMATIONAL LEADERSHIP SKILLS						
	Initial Assessment: Experience, Understanding, Integration, Passion	Demonstration of Competency	Recommendations for Ongoing Growth	Observation of Maturation and Integration	Notes	COM Sign-off
Empowering the Church to be 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 collaboratively with intercultural awareness and sensitivity.						
Encouraging leadership development of self and others through continuing education and lifelong learning.						

ENGAGING SACRED STORIES AND TRADITIONS						
	Initial Assessment: Experience, Understanding, Integration, Passion	Demonstration of Competency	Recommendations for Ongoing Growth	Observation of Maturation and Integration	Notes	COM Sign-off
Exhibiting knowledge, understanding, and continuing study of the Hebrew Scriptures and the New Testament.						
Maturing in effective proclamation and preaching.						
Understanding the history of the Christian Church, from biblical times forward.						
Bringing life to 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 ALL CREATION⁰						
	Initial Assessment: Experience, Understanding, Integration, Passion	Demonstration of Competency	Recommendations for Ongoing Growth	Observation of Maturation and Integration	Notes	COM Sign-off
Nurturing care and compassion for God’s creation.						
Maintaining a basic understanding of mental health and wellness.						
Practicing self-care and life balance.						
Providing hope and healing to a hurting world.						
Attending to one’s own spiritual and pastoral care, including engagement in supervision as appropriate.						
Stewarding the resources of the Church.						

PARTICIPATING IN THEOLOGICAL PRAXIS						
	Initial Assessment: Experience, Understanding, Integration, Passion	Demonstration of Competency	Recommendations for Ongoing Growth	Observation of Maturation and Integration	Notes	COM Sign-off
Practicing theological reflection and engagement as part of one's sense of ministerial identity.						
Integrating theological reflection in teaching, preaching, and ecclesial and community leadership.						
Articulating a theology and practice of ministry consistent with the UCC Manual on Ministry.						
Demonstrating an appreciation for and participation in the ecumenical and interfaith partnerships of the UCC.						
Experiencing and appreciating a variety of theological perspectives.						
Embodying the UCC Ministerial Code.						

WORKING TOGETHER FOR JUSTICE AND MERCY						
	Initial Assessment: Experience, Understanding, Integration, Passion	Demonstration of Competency	Recommendations for Ongoing Growth	Observation of Maturation and Integration	Notes	COM Sign-off
Drawing on the ministry of Jesus Christ to confront injustice and oppression.						
Practicing the radical hospitality of God.						
Identifying and working to overcome explicit and implicit bias in the life of the Church.						
Understanding community context and navigating change with a community.						
Engaging in mission and outreach.						
Building relationships of mutual trust and interdependence.						

STRENGTHENING INTER- AND INTRA- PERSONAL ASSETS						
	Initial Assessment: Experience, Understanding, Integration, Passion	Demonstration of Competency	Recommendations for Ongoing Growth	Observation of Maturation and Integration	Notes	COM Sign-off
Developing and maintaining a healthy sense of self as shaped by God, community, and life experiences.						
Living in relationships of covenantal accountability with God and the Church.						
Exhibiting strong moral character and personal integrity.						
Respecting the dignity of all God’s people.						
Understanding and ministering to stages of human development across the life span.						
Demonstrating excellent communication skills.						