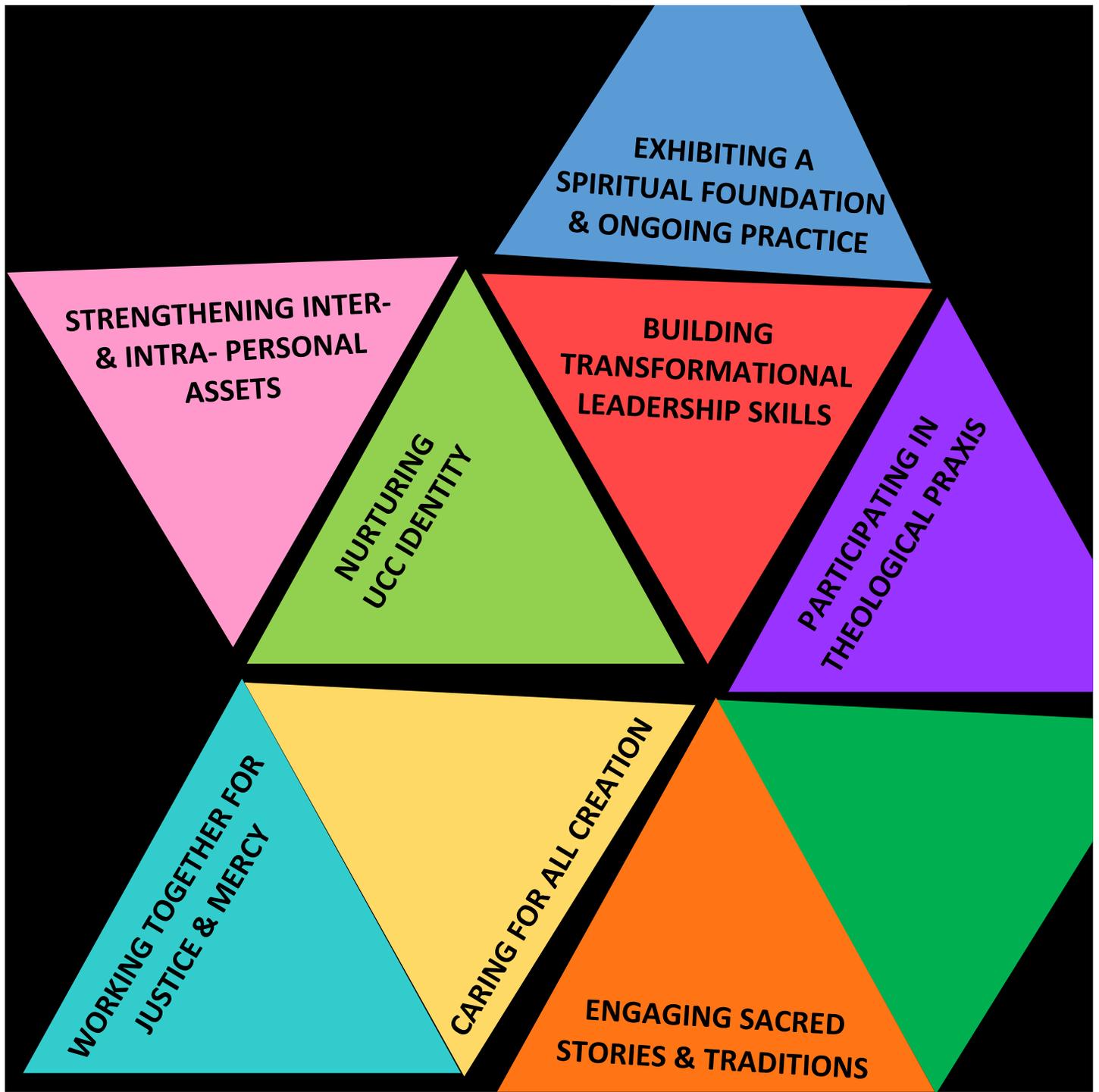


# The Marks of Faithful and Effective Authorized Ministers of the United Church of Christ



# The Marks of Faithful and Effective Authorized Ministers of the United Church of Christ: **INTRODUCING THE REVISION**

The *Marks of Faithful & Effective Authorized Ministers* – developed as part of the work that followed General Synod’s affirmation of the Ministry Issues Pronouncement (2005) – strives to demonstrate the diverse paths of preparation and formation for authorized ministry and to highlight the complex combination of talents, understandings and skills needed for faithful and effective ministerial leadership in the United Church of Christ.

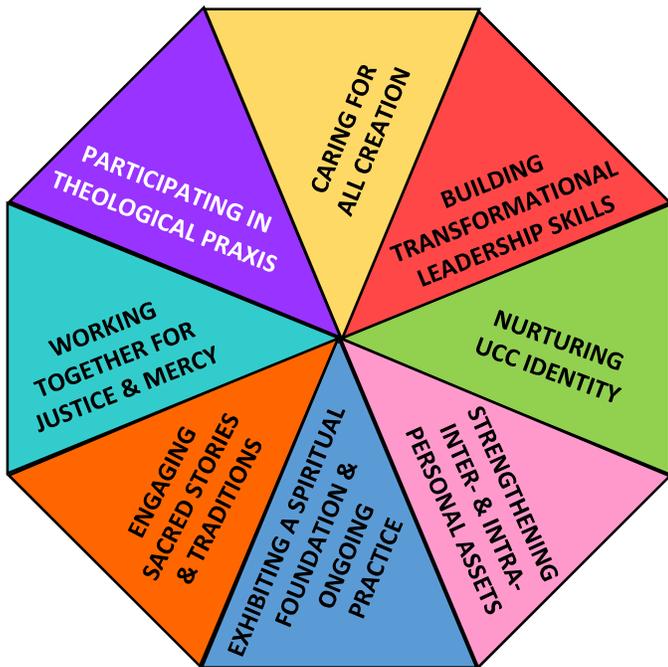
Despite their appearance on paper as a long list of specific skills, qualities and competencies, when taken as a whole the *Marks* help to paint a picture of a person’s initial preparation for and ongoing formation in authorized ministry. The *Journaling the Journey* workbook posits that the individual marks are like individual elements of a mandala – some larger, some smaller, all diverse and all necessary for the creation of a beautiful image.



Yet even the translation from a linear list of marks to a 2D mandala of marks has been insufficient, and the Habakkuk Group has identified a necessary third dimension of marks: movement indicating integration and growth. In the work of preparation and formation, the individual marks do not remain in place as stagnant elements of a picture; they tumble and shift and influence other marks, growing and reshaping across one’s journey in Christian discipleship and in authorized ministry. To use a playful 3D image, the various marks – working dynamically within and demonstrated through an individual’s life – could be said to be fragments of color in a kaleidoscope, tumbling and overlapping to create one dynamic image.

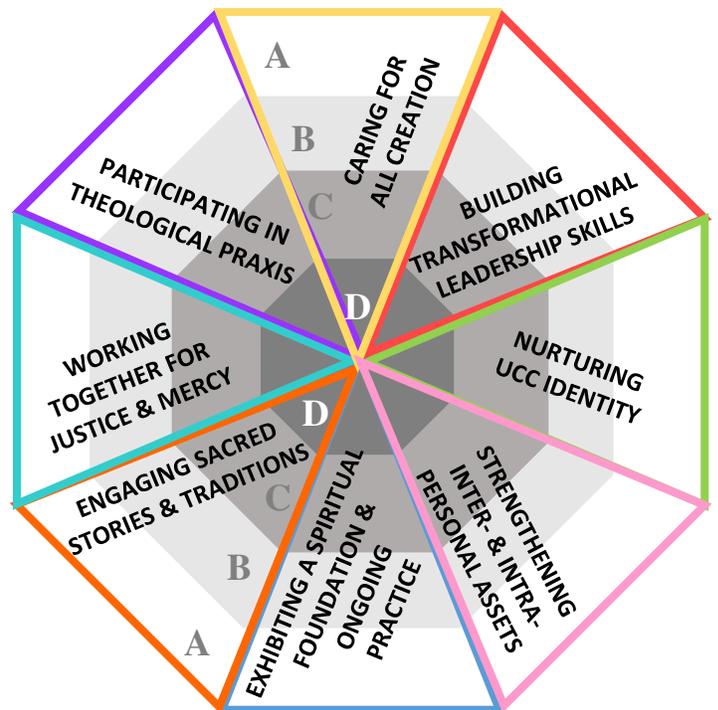


What do we mean by preparation and formation? **Formation** is the influence of time and activities, life experiences, education, practice, and reflection in community that collectively lead toward the development of knowledge, skills, understanding and commitment. **Preparation** imagines a particular end goal and strives to develop or learn what is needed toward that end goal, even while recognizing that the goal may change or may not be realized. Preparation is often particular to a season or task (e.g. Member in Discernment preparing with the hopes of being entrusted with authorization, or an authorized minister preparing for a new position in chaplaincy), while formation is lifelong. The particulars of a person’s preparation and formation for/in authorized ministry are unique: determined by call, ongoing discernment individually and in community, context, gifts and graces, and the needs of the Church, all integrated in practice and guided by God’s call to the individual, God’s call to the Church, and the *Marks*.

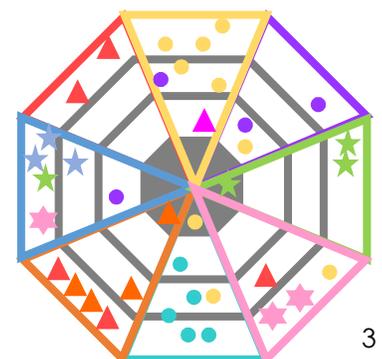


The Habakkuk Group, in its work to revise and re-revision the Manual on Ministry, revisited the original *Marks of Faithful & Effective Authorized Ministers* in order to unveil biases, to better highlight core habits of excellent ministerial leadership, and to slim down the total list of individual marks. The four sections of the original *Marks* have been recreated as eight primary categories and the full list of marks has been reimagined from 64 to 48, with an assessment tool and *Journaling the Journey* also updated to reflect this *Marks* revision.

With the dynamic kaleidoscope of eight categories and 48 individual marks, it becomes clear that faithfulness and effectiveness for/in authorized ministry include healthy integration and purposeful growth across the marks. The characteristics of this growth and integration can be illustrated by a deepening toward the center: The outer layer (A) indicates *experience* with a particular mark. The second layer (B) shows *deep understanding* of a particular mark. The third layer (C) demonstrates *integration* of a mark with other marks and areas of ministry. The core (D) represents *passion and love* for the mark – both the goal of growth and the originating foundation for each mark.



All Christians may exhibit any of the individual marks at any layer of growth, including the core of love for a particular mark, simply as a natural expression and demonstration of faith. These marks reflect many aspects of discipleship that Christians might strive to develop. **For authorized ministers and those seeking authorization in the United Church of Christ, the collection of marks must be taken as a whole – the *Marks of Faithful and Effective Authorized Ministers*** – in which the various marks, wisdom and skills are developed and integrated together, always alongside individual and shared habits of discernment and assessment, as well as ongoing dedication to personal and professional formation. When taken as a whole and integrated (set in motion) for ministerial leadership, the *Marks of Faithful and Effective Authorized Ministers* begin to look like this:



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

## EXHIBITING A SPIRITUAL FOUNDATION AND ONGOING SPIRITUAL PRACTICE

- 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

- 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 United Church of Christ, 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 United Church of Christ: continuing testament, extravagant welcome, and changing lives.

## BUILDING TRANSFORMATIONAL LEADERSHIP SKILLS

- 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

- 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 CREATION

- 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

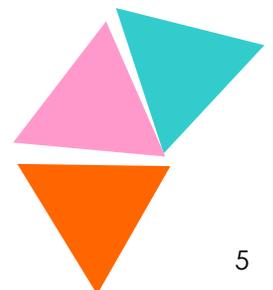
- Practicing theological reflection and engagement as part of one's sense of ministerial identity.
- Integrating theological reflection in teaching, preaching, and ecclesial and community leadership.
- Articulating a theology and practice of ministry consistent with the UCC Manual on Ministry.
- Demonstrating an appreciation for and participation in the ecumenical and interfaith partnerships of the United Church of Christ.
- Experiencing and appreciating a variety of theological perspectives.
- Embodying the UCC Ministerial Code.

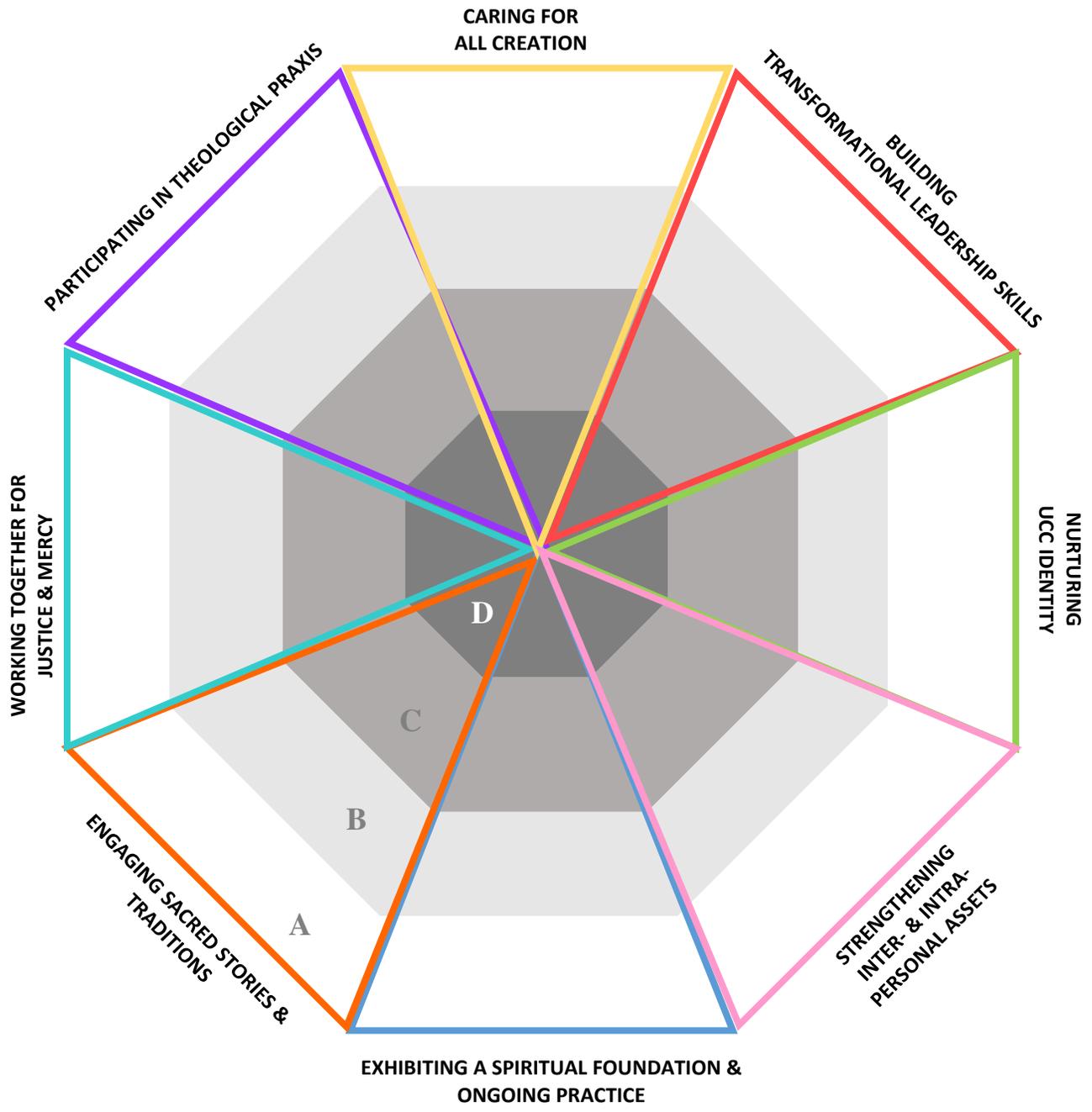
## WORKING TOGETHER FOR JUSTICE AND MERCY

- Drawing on the ministry of Jesus Christ to confront injustice and oppression.
- Practicing the radical hospitality of God.
- Identifying and working to overcome 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

- 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.





## ASSESSMENT WITH

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

### GENERAL INSTRUCTIONS:

1. As you approach the following assessment tool for the *Marks of Faithful and Effective Authorized Ministers*, whether for personal discernment, professional assessment, or the development of a Member in Discernment Portfolio, view the assessment of Marks as **an invitation for insight**, not a pass/fail measure of success.
2. 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 but also **as a guide for lifelong learning** and ongoing professional development throughout ministry, even into retirement.
3. After becoming familiar with the content of the *Marks*, **alternate your focus between specific competencies and overall development**, looking closely at individual marks and then stepping back for a “big picture” reflection on each of the eight *Marks* categories. Also pay attention to how certain marks relate to, inform and integrate with other marks.
4. The list of individual marks in the *Marks of Faithful and Effective Authorized Ministers* is not a complete or closed canon. As you engage the *Marks* through reflection and conversation, you may **identify additional marks** that acknowledge cultural marks of excellence, diverse learning edges and styles, additional talents and aptitudes. Feel welcome to extend the list of marks as well as the examples of demonstration offered in this assessment tool.
5. The assessment tool provides space to reflect on (1) demonstrated expressions of individual marks and (2) maturity of growth and integration of an individual mark with other marks. Make notes about your experiences, training, coursework, etc. that **demonstrate competencies as well as maturation** for each mark. 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.
6. Especially for Members in Discernment (MIDs):
  - a. The assessment of competencies and ensuing action plan based on the *Marks* become foundational pieces for a MID Portfolio. Developing the Portfolio is **a journey of integration rather than a task of reiteration**; it’s recommended that you organize the Portfolio around the eight *Marks* categories.
  - b. After completing this assessment and action plan, in conversation with your MID Advisor write an essay demonstrating integration of the characteristics and abilities outlined in the *Marks*. Use the essay and MID Portfolio as a basis for developing your ordination paper or other final presentation.

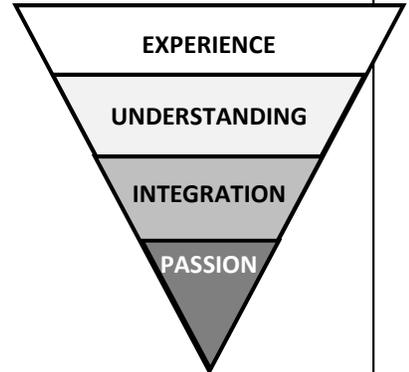
# EXHIBITING A SPIRITUAL FOUNDATION AND ONGOING SPIRITUAL PRACTICE



## 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:*

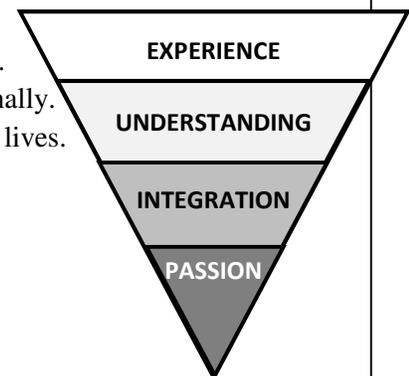
- Understands and articulates the cost and joy of discipleship.
- Invites others into a life of discipleship through evangelism, preaching, teaching, and witness.
- Leads others to grow in a life of discipleship.
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## Praying actively and nurturing spiritual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

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

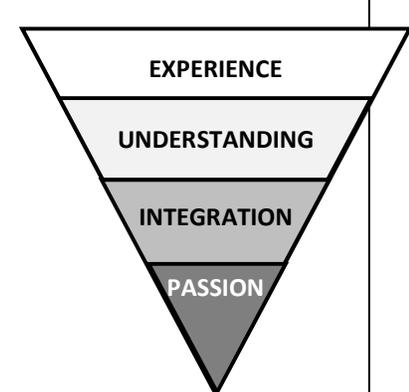
- Demonstrates familiarity with various forms of prayer and spiritual practices.
- Prays in a number of contexts and/or cultures, both individually and communally.
- Walks with others as they discern their prayer style(s) and shape their prayer lives.
- Exhibits a personal life of prayer.
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## Being called to ordained 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 ordained 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 ordained ministry.
- Cultivates a culture of call in one's community of faith.
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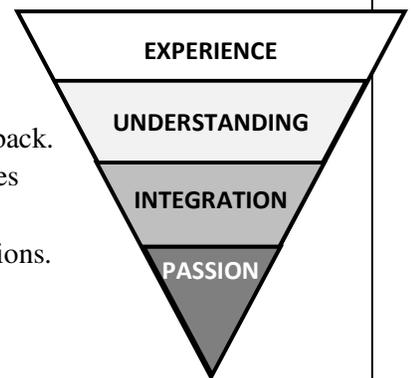
## EXHIBITING A SPIRITUAL FOUNDATION AND ONGOING SPIRITUAL PRACTICE



### Continuing discernment of one's call in community.

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

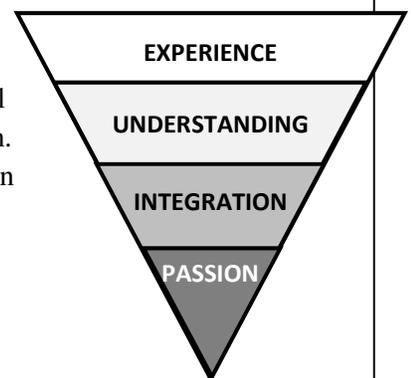
- Demonstrates familiarity with and appreciation for a variety of methods of discernment.
- Practices discernment in a variety of settings and is receptive to others' feedback.
- Displays an openness to God's transforming action in one's life and recognizes the ongoing evolution of a personal sense of call.
- Leads others in discernment, appropriate to diverse cultural norms and traditions.
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### Understanding the power of the Holy Spirit at work through the elements of Christian worship to nurture faith.

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

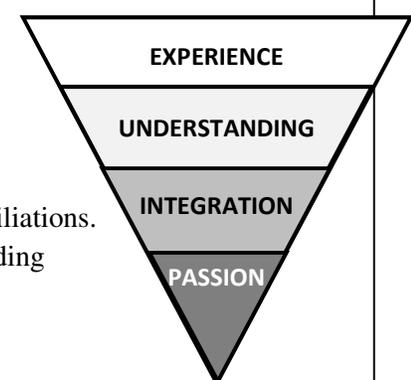
- Understands various elements and purposes of Christian worship.
- Uses silence, language, art, music, ritual, and symbols in crafting meaningful liturgies that respect cultures and peoples and lead to spiritual transformation.
- Connects creativity and the creative arts to an understanding of being made in the image of God the Creator in theology and practice.
- Works effectively with others in preparing worship.
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### Exhibiting a commitment to lifelong spiritual development and faithful personal stewardship.

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

- Understands the value of ongoing spiritual development as an ordained minister of the United Church of Christ.
- Encourages and nurtures others in spiritual formation and faith development over the lifespan.
- Recognizes and resources constituents who have multiple or no religious affiliations.
- Makes spiritually-informed decisions in allocating personal resources (including time, talent and treasure).
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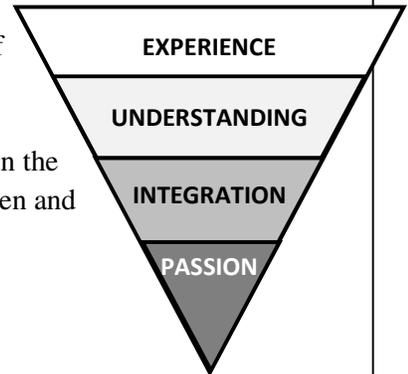


## NURTURING UCC IDENTITY

### Acknowledging Jesus Christ as the sole Head of the Church.

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

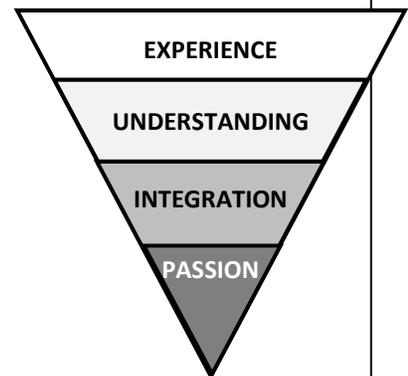
- Orders one's life and ministry in relation to Jesus Christ's role as sole head of the Church.
- Is faithful to Christ's presence and mission in the world.
- Articulates an understanding of the Church that is faithful to God's mission in the world and open to the guidance of the Holy Spirit, both as the Church has been and is becoming.
- Teaches others the implications of Christ's role as head of the Church.
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### Communicating passion for the oneness of the Body of Christ (John 17:21).

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

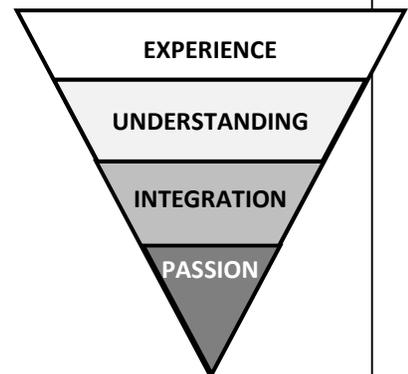
- Describes, appreciates and participates in the ecumenical relationships of the United Church of Christ.
- Welcomes and affirms diverse voices within the UCC, including those with whom the individual disagrees or has no experience.
- Leads others in ministries that cross boundaries of difference.
- Communicates a vision of and advocates for a multiracial Body of Christ.
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### 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.
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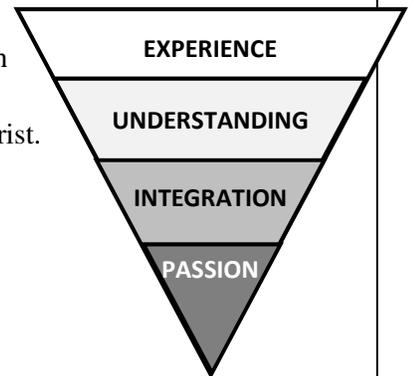


## NURTURING UCC IDENTITY

### 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:*

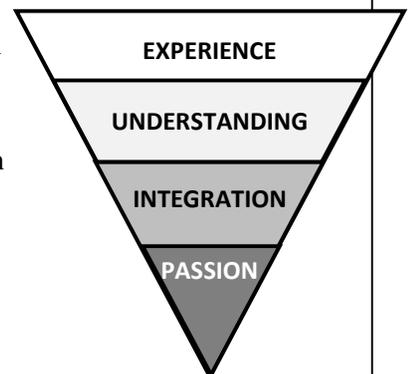
- Understands the covenantal relationship of each setting of the United Church of Christ (Local Church, Association, Conference, and General Synod).
- Ministers in and appreciates the various settings of the United Church of Christ.
- Encourages participation in and financial support of the wider church.
- Teaches others how the various settings of the church relate to one another covenantally.
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### Knowing and appreciating UCC history, polity, and theology.

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

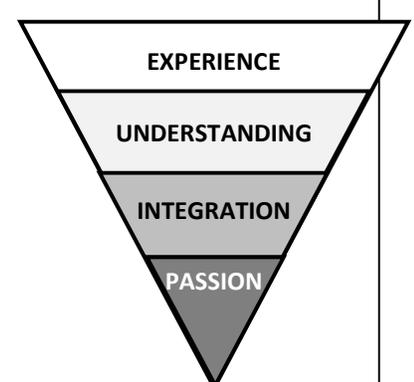
- Articulates the diverse histories that comprise the UCC, both in its formation and ongoing development.
- Places one's own journey of faith within these contexts.
- Describes and appreciates the structure and governance of the United Church of Christ.
- Teaches others about the history, polity, theology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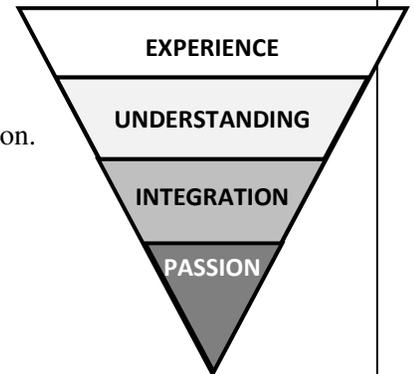


# BUILDING TRANSFORMATIONAL LEADERSHIP SKILLS

## Empowering the Church to be 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:*

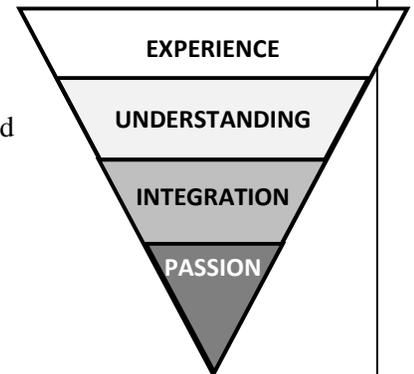
- Takes initiative in leading.
- Leads by framing a vision in community.
- Motivates others to test and share in a vision and to work toward its realization.
- Demonstrates flexibility and a spirit of discernment.
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## Strategically creating the future of God's Church.

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

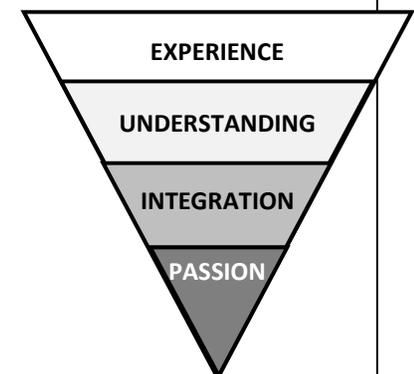
- Exercises effective and adaptive leadership.
- Models interdependence.
- Assesses needs; plans, implements and evaluates ministries to meet identified needs; and continues to improve the future of those ministries.
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## Witnessing in the public square 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 affecting systemic change.
- Speaks truthfully to and about systems of oppression and interpersonal behaviors of bias.
- Accesses and promotes use of resources on social justice and advocacy.
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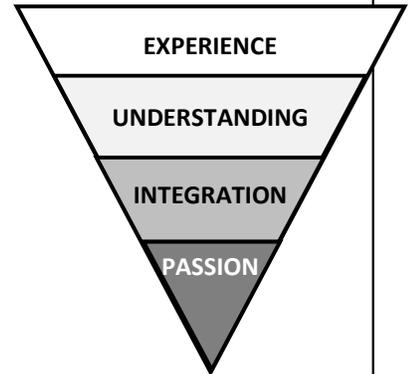


# BUILDING TRANSFORMATIONAL LEADERSHIP SKILLS

## Performing necessary and appropriate administrative tasks.

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

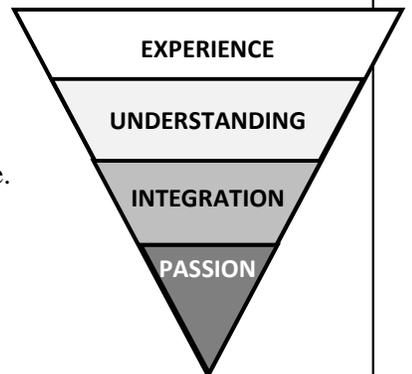
- Manages professional and supervisory relationships equitably.
- Demonstrates personal and organizational financial literacy.
- Delegates and lifts up the gifts of others.
- Learns new skills as needed in ministerial roles (e.g. technological).
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##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

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

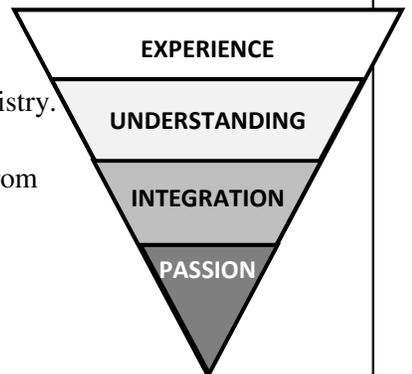
- Understands power dynamics and dominant privilege.
- Appreciates the gifts of diverse persons, and works cooperatively across cultures and generations.
- Practices humility; asks for and extends forgiveness when mistakes are made.
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## Encouraging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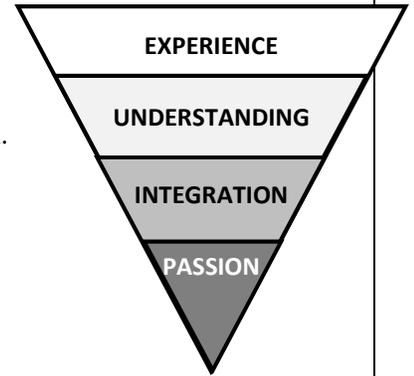
# ENGAGING SACRED STORIES AND TRADITIONS



## 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:*

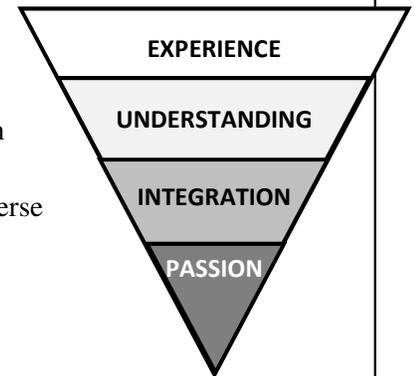
- Understands the historical development of the Bible, including the social, economic, and political contexts out of which biblical literature grew.
- Leads Bible studies informed by scholarly methods of Biblical interpretation.
- Reads the Bible prayerfully.
- Uses appropriate interpretive lenses, including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

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

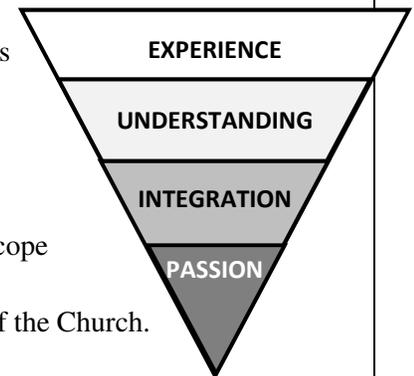
- Relates the social, economic, and political contexts of biblical literature to current issues and contexts.
- Crafts and delivers sermons toward individual and communal transformation grounded in sacred stories and traditions.
- Fosters appreciation for diverse ways of understanding Scripture and for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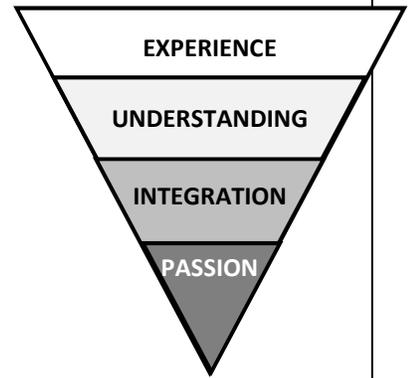
# ENGAGING SACRED STORIES AND TRADITIONS



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

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

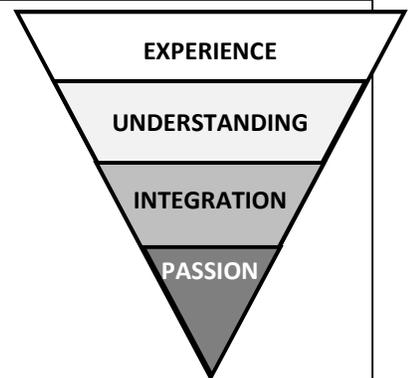
- Affirms diverse practices in worship, proclamation and witness, and incorporates them into worship planning appropriately.
- Allows the Holy Spirit to move within the worship experience.
- Appreciates the role of music and the arts in worship.
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##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

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

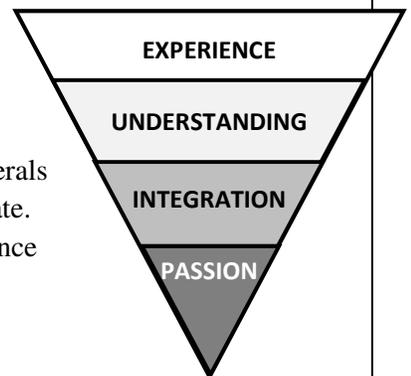
- Demonstrates knowledge of current best practices in faith formation and implements them for particular contexts.
- Understands generational cohorts and generational differences.
- Forms and empowers faith leaders of all generations.
- Integrates faith formation in all aspects of one's ministry.
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## Holding the Holy with integrity especially as represented in the Sacraments.

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

- Affirms the Sacraments of baptism and holy communion as described in the Preamble of the UCC Constitution.
- Presides over the Sacraments meaningfully and with integrity.
- Distinguishes between Sacraments and other rites of the church (such as funerals and weddings) and follows civil laws when representing both Church and state.
- Teaches and empowers the Body of Christ (the Church) to mediate the presence of Christ in the world.
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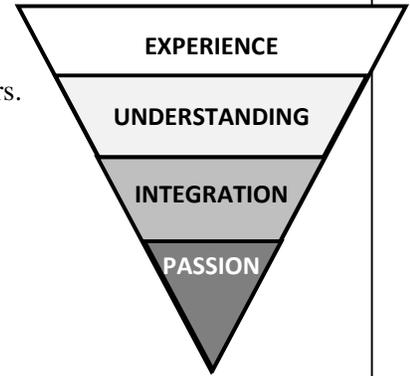


## CARING FOR ALL CREATION

### Nurturing care and compassion for God's creation.

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

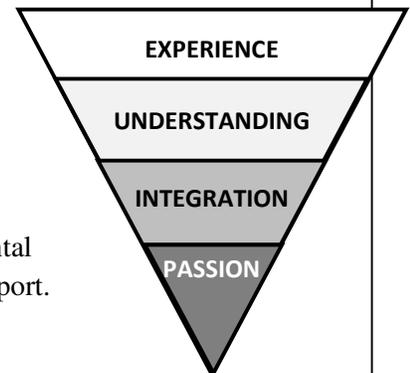
- Employs appropriate relational skills.
- Demonstrates emotional intelligence of oneself and in interactions with others.
- Expresses and helps others understand the notion of interdependence across God's creation.
- Relates care for self and others to care for the earth, demonstrating environmental care literacy.
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### Maintaining a basic understanding of mental health and wellness.

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

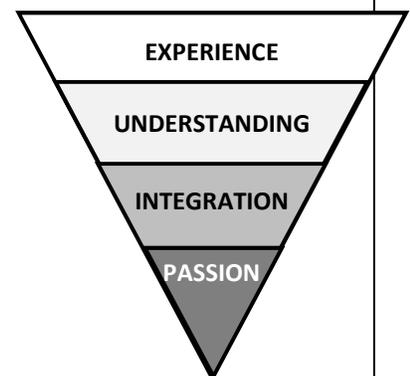
- Distinguishes "normal" from "pathological" behavior, and knows one's own limits as a provider of pastoral care.
- Identifies and uses community resources for one's own personal and professional wellness.
- Refers constituents to community mental health resources as needed.
- Accompanies individuals,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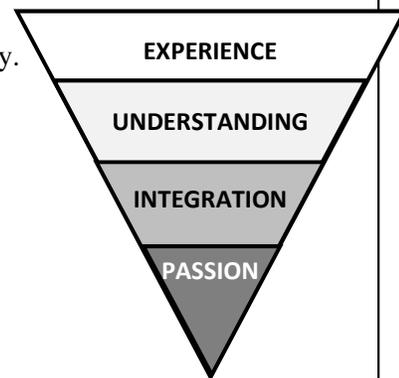


# CARING FOR ALL CREATION

## Providing hope and healing to a hurting world.

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

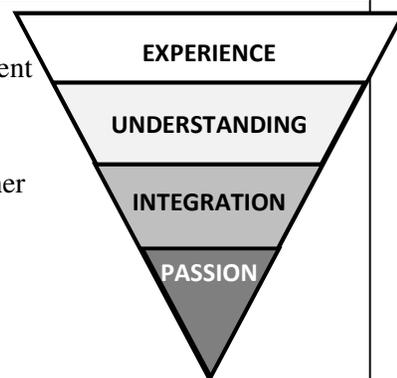
- Prays with and for those in need, and provides spiritual counsel appropriately.
- Plans and leads services of lament, healing and hope.
- Shows up in solidarity in the midst of struggle.
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## Attending to one's own spiritual and pastoral care, including engagement in supervision as appropriate.

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

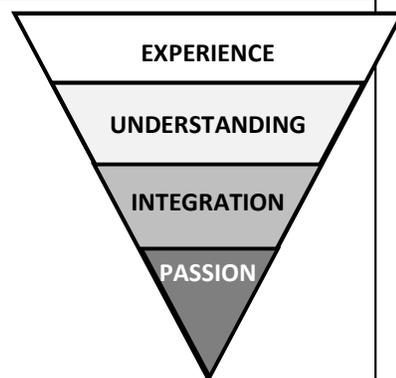
- Participates in ministerial oversight, pastoral relations and evaluation congruent with one's setting and within the UCC covenants of mutual accountability.
- Is cognizant of and practices appropriate personal boundaries.
- Participates in spiritual direction, communities of practice, counseling, or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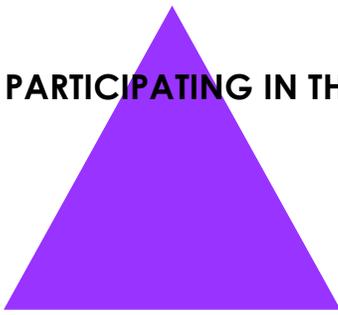
## Stewarding the resources of the Church.

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

- Understands budgets and engages in strategic financial planning.
- Values the discernment of healthy endings and new beginnings in diverse ministry settings.
- Nurtures a culture of giving that invites people to grow in generosity and in relationship with God and the United Church of Christ.
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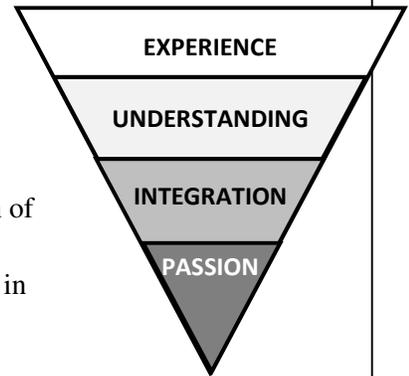
## PARTICIPATING IN THEOLOGICAL PRAXIS



### 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:*

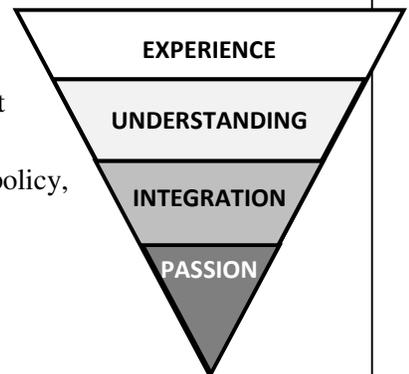
- Thinks theologically and acts in ways consistent with one's theological commitments.
- Reads and critically evaluates theological texts, informed by a variety of Christian traditions.
- Thinks theologically about contemporary issues related to the United Church of Christ's mission and helps others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

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

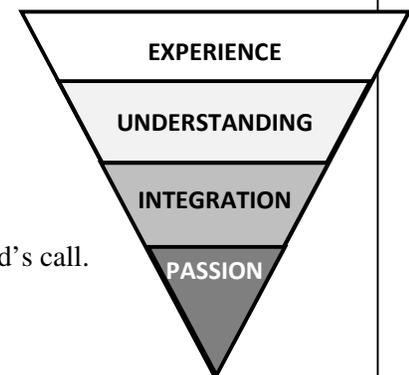
- Teaches others to reflect theologically.
- Helps constituents bring their theological commitments to bear on significant life decisions.
- Identifies and interprets theological implications of social discourse, public policy, and community engagement.
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### Articulating a theology and practice of ministry consistent with the UCC Manual on Ministry.

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

- Relates one's theology of ministry to the UCC's understanding of the priesthood of all believers and the nature of ordained ministry.
- Integrates one's theology of ministry with the UCC's covenants of mutual accountability.
- Nurtures a culture of call in one's ministry setting.
- Affirms the gifts and vocational discernment of all people in response to God's call.
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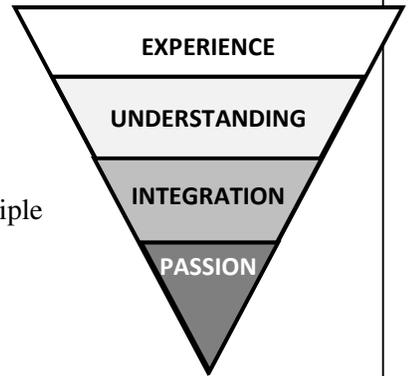
## PARTICIPATING IN THEOLOGICAL PRAXIS



### 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:*

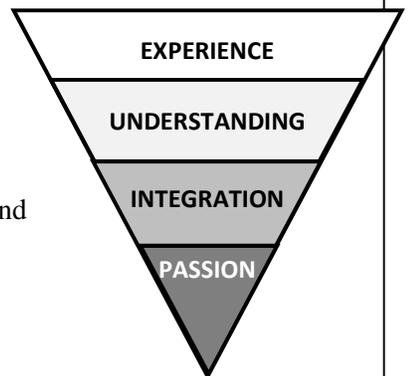
- Understands the history of the global community of United and Uniting Churches and the place of the UCC within it.
- Respects and encourages ecumenical and interfaith dialogue and activity, especially around issues of common concern within one's community.
- Relates to constituents and their families/communities who experience multiple religious belongings.
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### Experiencing and appreciating a variety of theological perspectives.

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

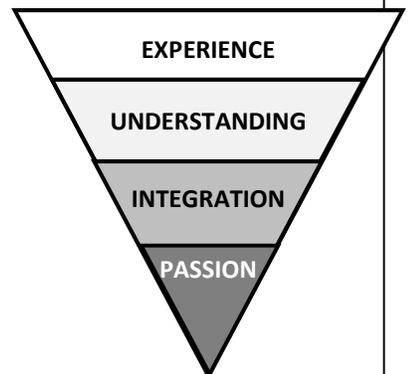
- Demonstrates knowledge of and appreciation for theological perspectives other than one's own.
- Assists others to appreciate theological perspectives reflected in the diverse communities that comprise the United Church of Christ.
- Understands the variety of theological perspectives in the broader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

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

- Demonstrates integrity and trustworthiness during seasons of change and situations of ambiguity.
- Supports clergy colleagues in one's Association and Conference.
- Practices humility and seeks accountability for healthy ministry.
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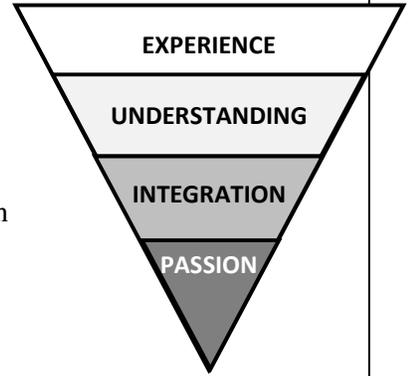
# WORKING TOGETHER FOR JUSTICE AND MERCY



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

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

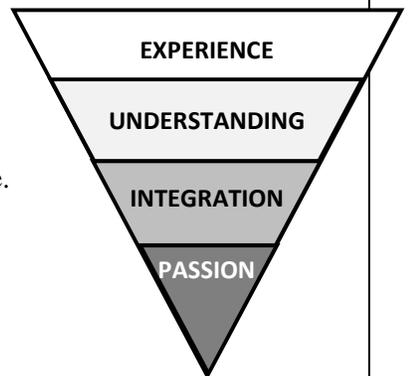
- Preaches and teaches effectively about racial, economic, and environmental justice as an essential part of the gospel of Jesus Christ.
- Serves as an educator, advocate and community organizer in an area of social justice work.
- Works effectively for justice with ecumenical and interfaith partners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

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

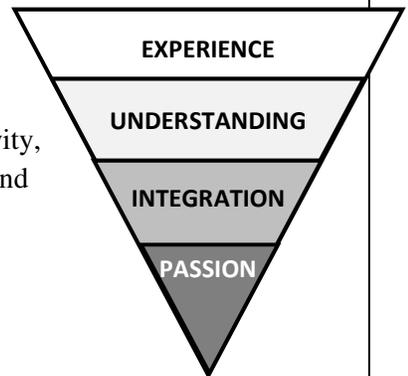
- Practices ministry within one's own culture with awareness and appreciation of the multi-cultural gifts of the UCC and Church Universal.
- Understands and commits to minister in ways that are accessible to all.
- Practices forgiveness and reconciliation, and works toward restorative justice.
- Reaches across cultures with mutuality for the sake of the Gospel.
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## Identifying and working to overcome explicit and implicit bias 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.
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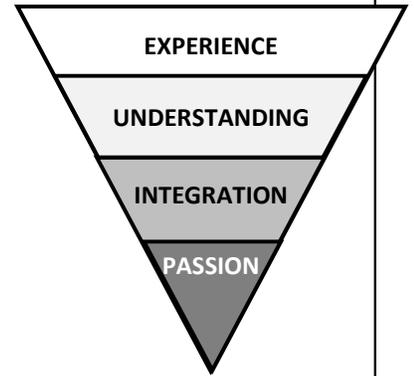
# WORKING TOGETHER FOR JUSTICE AND MERCY



## Understanding community context and navigating change with a community.

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

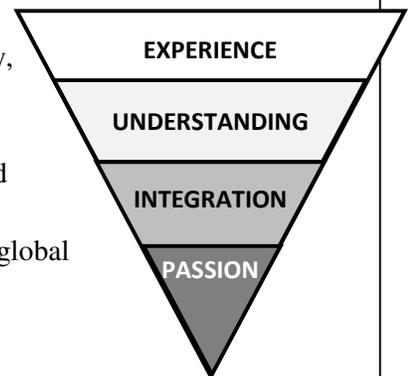
- Seeks out and uses tools to understand and provide leadership in relating a ministry to its constituents and geographic context.
- Navigates organizations and community systems effectively.
- Solves complex problems and practices conflict transformation.
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## Engaging in mission and outreach.

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

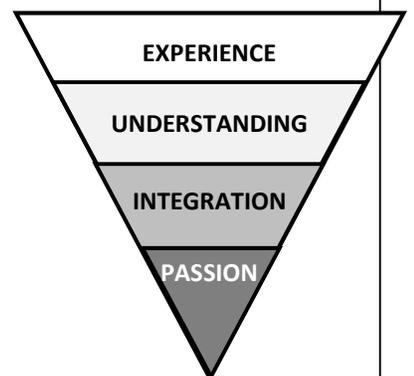
- Articulates a theology of mission consistent with critical presence, mutuality, community, justice, and peace.
- Accesses resources provided by the United Church of Christ for education, advocacy and empowerment, and promotes their use among constituents and the Local Church.
- Encourages others to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

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

- Cultivates relationships for shared ministry, within and beyond one's ministry setting.
- Imagines and engages new patterns of collaboration for the sake of God's mission in a changing world.
- Steps aside or steps up as appropriate to promote communal wisdom and make room for the Holy Spirit.
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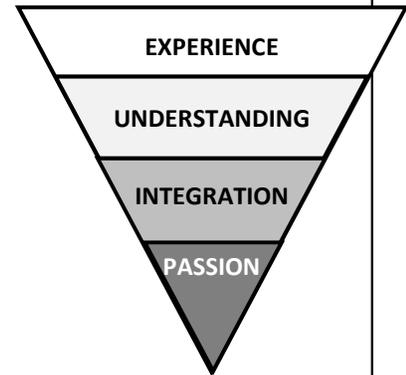


## STRENGTHENING INTER- AND INTRA- PERSONAL ASSETS

### 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:*

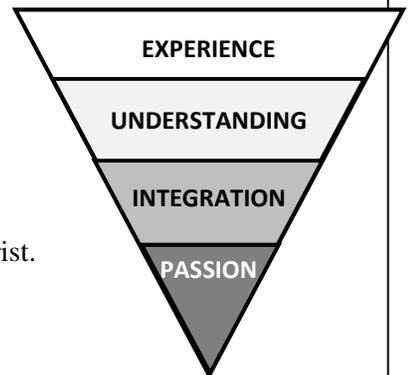
- Identifies one's strengths and weaknesses, and functions within one's limits.
- Seeks appropriate support to practice self-awareness and emotional maturity in ministry.
- Identifies one's own biases that impact interactions with others and works to overcome those biases.
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### Living in relationships of covenantal accountability with God and the Church.

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

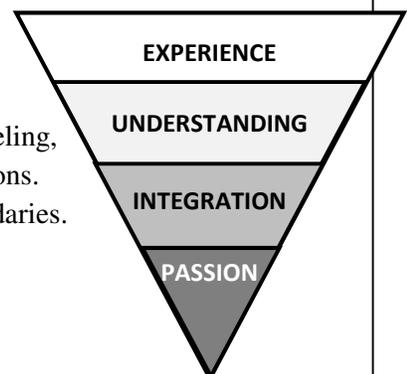
- Articulates a theology and spirituality of covenant.
- Lives covenantally among one's constituents or Local Church.
- Teaches relationships of covenantal accountability with God, each other, various settings of the Church, and "every living creature" (Genesis 9:15).
- Participates in covenantal relationships with the wider church, such as the Association, Conference, and National Offices of the United Church of Christ.
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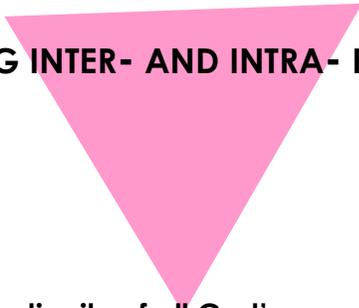
### Exhibiting strong moral character and personal integrity.

*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.
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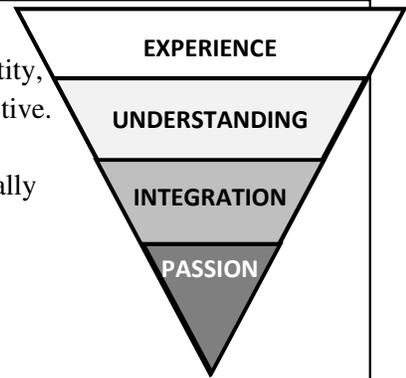
# STRENGTHENING INTER- AND INTRA- PERSONAL ASSETS



## Respecting the dignity of all God's people.

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

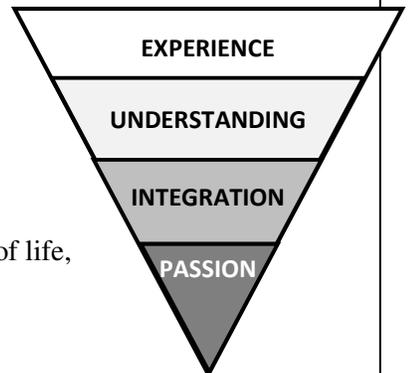
- Provides pastoral care as needed to all, regardless of creed, race, gender identity, sexual orientation, physical and mental abilities, class, or theological perspective.
- Respects others across differences.
- Interacts with others in ways that affirm their own sense of dignity (individually and as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

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

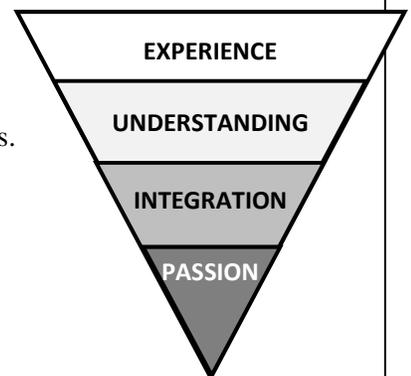
- Demonstrates a healthy understanding of the dynamics of childhood and adolescence, marriage and singleness, parenting and caregiving, death and trauma, grief and recovery.
- Walks as a spiritual companion with individuals, families and communities as they journey through life's milestones, joy, grief, 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.
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## 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 creatively and appropriately.
- Engages in "holy listening and speaking" and keeps appropriate confidences.
- Engages productively in public discourse.
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a resource of the Ministerial Authorization, Support & Authorization (MESA) Team,  
re-visioned in collaboration with the Habakkuk Group

[ucc.org/ministers](http://ucc.org/ministers)