

## Appendix J

### DEVELOPING THE MINISTERIAL FORMATION PLAN

1. Begin by reviewing **The Marks of Faithful and Effective Authorized Ministers of the UCC**.
2. Using the candidate's self-assessment of the Marks, their spiritual journey, transcripts, and documents to 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.
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? A copy of **The Marks of Faithful and Effective Authorized Ministers Self-Assessment** should be completed by the Member in Discernment in collaboration with their Mentor, Advisor and several persons familiar with the candidate's spiritual journey and faith practices 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 *Ministerial 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. The *Ministerial Formation Plan* should indicate specific desired outcomes, a timeline, and how the learning will be subsequently evaluated.
6. Living Water Association Registrar will maintain records that are shared with the candidate to keep track of observations of maturation and integration. When the competency has been sufficiently demonstrated, the Discernment Working Group will "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.

Chart for Appendix J

EXHIBITING A SPIRITUAL FOUNDATION AND ONGOING SPIRITUAL PRACTICE						
	<b>Initial Assessment:</b> 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

	<b>Initial Assessment:</b> Experience, Understanding, Integration, Passion	<b>Demonstration                      of                      Competency</b>	<b>Recommendations                      for Ongoing                      Growth</b>	<b>Observation                      of Maturation                      and                      Integration</b>	<b>Notes</b>	<b>COM                      Sign-off</b>
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

	<b>Initial Assessment:</b> Experience, Understanding, Integration, Passion	<b>Demonstration of Competency</b>	<b>Recommendations for Ongoing Growth</b>	<b>Observation of Maturation and Integration</b>	<b>Notes</b>	<b>COM Sign-off</b>
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						
Working collaboratively with intercultural awareness and sensitivity						
Encouraging leadership of development of self and others through continuing education and lifelong learning						

## ENGAGING SACRED STORIES AND TRADITIONS

	<b>Initial Assessment:</b> Experience, Understanding, Integration, Passion	<b>Demonstration                      of                      Competency</b>	<b>Recommendations                      for Ongoing                      Growth</b>	<b>Observation                      of Maturation                      and                      Integration</b>	<b>Notes</b>	<b>COM                      Sign-off</b>
Exhibiting knowledge, understanding and continuing study of the Hebrew Scriptures and the New Testament						
Maturing in effective proclamation and practicing						
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

	<b>Initial Assessment:</b> Experience, Understanding, Integration, Passion	<b>Demonstration                      of                      Competency</b>	<b>Recommendations                      for Ongoing                      Growth</b>	<b>Observation                      of Maturation                      and                      Integration</b>	<b>Notes</b>	<b>COM                      Sign-off</b>
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

	<b>Initial Assessment:</b> Experience, Understanding, Integration, Passion	<b>Demonstration                      of                      Competency</b>	<b>Recommendations                      for Ongoing                      Growth</b>	<b>Observation                      of Maturation                      and                      Integration</b>	<b>Notes</b>	<b>COM                      Sign-off</b>
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

	<b>Initial Assessment:</b> Experience, Understanding, Integration, Passion	<b>Demonstration                      of                      Competency</b>	<b>Recommendations                      for Ongoing                      Growth</b>	<b>Observation of                      Maturation                      and                      Integration</b>	<b>Notes</b>	<b>COM                      Sign-off</b>
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

	<b>Initial Assessment:</b> Experience, Understanding, Integration, Passion	<b>Demonstration                      of                      Competency</b>	<b>Recommendations                      for Ongoing                      Growth</b>	<b>Observation                      of Maturation                      and                      Integration</b>	<b>Notes</b>	<b>COM                      Sign-off</b>
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						