**A MESSAGE FROM THE MINISTERIAL FELLOWSHIP COMMITTEE:**

We thank you for your significant role in the professional development of our Unitarian Universalist ministers as they move through the Preliminary Fellowship process. In completing this assessment, we call your attention to a document entitled: “Fulfilling the Call: A Model for UU Ministry in the 21st Century.” This was the product of a collaborative effort of the Unitarian Universalist Association, the UU Ministers Association, and the Education Development Center, Inc. This work undergirds the evolving paradigm shift in the way the Ministerial Fellowship Committee is doing its work in credentialing ministers and the way in which the UUMA will guide its members through lifelong professional learning.

We are moving from an historic “learned” ministry to a concept of “learning” ministry. We are using “Fulfilling the Call” as a rubric for our ministers to follow in their formation and throughout their arc of ministry. (see below) We believe that this learning is developmental, moving from basic competency to proficiency to, in some cases, and in some areas, exceptional. We understand that community-based ministries and parish-based ministries will have different areas of emphasis as they complete their paperwork and that the emphasis may change over time.

Therefore, we are asking you who partner with our ministers through the stages of preliminary fellowship to consider following a model of Appreciative Inquiry (see below) rather than solely rating the minister on a scale from “strength” to “satisfactory” to “area of growth” to “unsatisfactory.” Additionally, we’re also asking you to consider your organization’s/congregation’s overall mission/vision and leadership/ministry, as you undertake this task.

As you move through the following seven designated areas of competency, we ask for your thoughtful response to some selected tasks within the general area of competency.

* We ask for your feedback on where the minister is on the arc from basic competency toward proficiency.
* We ask that you give us examples of how this task was demonstrated, knowing that specifics are more helpful than generalities.
* We ask that you to provide suggestions for growth within these competencies and tasks. How can your congregation/agency companion this minister on a path toward proficiency in these various tasks?
* And, we ask that you to share with us your leadership and alignment of mission/vision with the particular tasks being assessed.

If this evaluation is by a board/committee, please provide the evaluation as a consensus report of the group. Do not provide individual ratings from each group member.

The section entitled “**Comments on congregational or organizational ownership and involvement in this area**” is your opportunity to express your assessment of the congregation or organization’s commitment and engagement in that area. For example, it may be noted that the congregation/organization has not done much in the area of social justice in the public square, but then recognize that there is not much commitment within the organization to engage in that area or that the focus of the organization has a different emphasis. “**Continuing Education/Action Steps”** is an opportunity to make concrete suggestions to the minister for appropriate continuing education or action steps that will strengthen that area of ministry. (i.e., take time management course, study system’s theory, etc.)

[Fulfilling the Call](https://www.uua.org/careers/ministers/becoming/incare/alignment/fulfilling-the-call): A Model for Unitarian Universalist Ministry in the 21st Century:

[Appreciative Inquiry](https://www.youtube.com/watch?v=QzW22wwh1J4) Resource (YouTube)

**When completed, all evaluations should be shared with the minister, the minister’s mentor and both evaluating bodies.**

**Forms should be submitted as email attachments to** [**mfc@uua.org**](mailto:mfc@uua.org)**.**

Minister’s Name: Click here Date: Click here

Select the ministerial setting that applies for this evaluation:

Parish  Community/Entrepreneurial

Please select the evaluating body represented by this form:

Supervisor  Board

Committee on Ministry (CoM)  Ministry Formation Team (MFT)

Congregation/Organization: click here

Address: click here

Supervisor or Board/Committee Contact: Click here Email: Click here

Names of Board/CoM/MFT members, if applicable: Click here

Please note that fields for your text will expand to accommodate your entries. Comments should be no more than 400 words.

Area of Ministry:

1. **Worship and Rites of Passage**

Check One:

Strength  Satisfactory  Area for Growth  Unsatisfactory  Not Observed

General Comments**:** *Consider*

* *Knows how to prepare holistic, inclusive worship and rituals for life passages.*
* *Demonstrates awareness of multicultural and multigenerational approaches to worship.*
* *Prepares and delivers engaging sermons, homilies, and reflections.*
* *Works collaboratively with professional colleagues and lay worship leaders.*
* *Uses arts to create multisensory worship.*
* *Integrates theological theory and practice.*

enter text

Comments on congregational or organizational ownership and involvement in this area:

enter text

Recommended Continuing Education/Action Steps:

enter text

2. **Pastoral Care and Presence**

Check One:

Strength  Satisfactory  Area for Growth  Unsatisfactory  Not Observed

General Comments**:** *Consider*

* *Can provide pastoral care, recognizing differences between pastoral and therapeutic counseling.*
* *Demonstrates healthy personal boundaries and knowledge of professional ethics.*
* *Has awareness and skills to respond appropriately to sexuality, mental health, end of life, and relationship concerns.*
* *Understands cultural and generational needs in pastoral care.*

enter text

Comments on congregational or organizational ownership and involvement in this area:

enter text

Recommended Continuing Education/Action Steps:

enter text

3. **Spiritual Development for Self and Others**

Check One:

Strength  Satisfactory  Area for Growth  Unsatisfactory  Not Observed

General **Comments*:*** *Consider*

* *Models spiritual depth in personal practice.*
* *Articulates philosophies and theories of teaching and learning.*
* *Models accountable engagement with diverse spiritual traditions and communities.*
* *Demonstrates understanding of multi-religious knowledge and practices.*

enter text

Comments on congregational or organizational ownership and involvement in this area:

enter text

Recommended Continuing Education/Action Steps:

enter text

4. **Social Justice in the Public Square**

Check One:

Strength  Satisfactory  Area for Growth  Unsatisfactory  Not Observed

General **Comments:** *Consider*

* *Is engaged with critical justice issues in the local community and in the larger world.*
* *Can apply the lens of power and privilege in the areas of antiracism, anti-oppression, and multiculturalism.*
* *Understands basics of community organizing and value of broad-based coalitions.*
* *Connects the history of UU justice engagement to the present.*

enter text

Comments on congregational or organizational ownership and involvement in this area:

enter text

Recommended Continuing Education/Action Steps:

enter text

5. **Administration**

Check One:

Strength  Satisfactory  Area for Growth  Unsatisfactory  Not Observed

General Comments**:** *Consider*

* *Is prepared to manage staff and volunteers.*
* *Has a basic understanding of budgets, stewardship, and fundraising (and the theology thereof).*
* *Understands role as a minister within a mission-based institution.*
* *Articulates understanding of conflict management and obstacles to healthy organizational functioning.*

enter text

Comments on congregational or organizational ownership and involvement in this area:

enter text

Recommended Continuing Education/Action Steps:

enter text

##### 6. Serves the Larger Unitarian Universalist Faith

Check One:

Strength  Satisfactory  Area for Growth  Unsatisfactory  Not Observed

General Comments**:** *Consider*

* *Collaborates with Unitarian Universalist and interfaith colleagues, including other religious professionals.*
* *Articulates historical influence of Christianity on North American culture, including Unitarian Universalism.*
* *Engages with Unitarian Universalism at the local, regional, national, and global levels.*
* *Articulates knowledge of current initiatives and issues within the faith movement.*
* *Demonstrates knowledge of UU history and polity.*
* *Contributes to on-going scholarship and support of professional ministry.*

enter text

Comments on congregational or organizational ownership and involvement in this area:

enter text

Recommended Continuing Education/Action Steps:

enter text

### 7. Leads the Faith into the Future

Check One:

Strength  Satisfactory  Area for Growth  Unsatisfactory  Not Observed

General Comments**:** *Consider*

* *Experiments with emerging media technology.*
* *Articulates a vision for the future, assessing opportunities and challenges for Unitarian Universalism in a changing society.*
* *Explores new generational and multicultural expressions of Unitarian Universalism.*

enter text

Comments on congregational or organizational ownership and involvement in this area:

enter text

Recommended Continuing Education/Action Steps:

enter text