Name: Click here Date: Click here

Check all evaluated settings that apply for this renewal:

Parish  Community/Entrepreneurial

Remember to include a ministry cover page form. Please check the cover page that applies:

Parish-Based Ministry  Community-Based Ministry

###### Notes Relating to Completion of Form

This evaluation should be completed by the minister. Separate forms for your supervisor/governing Board and Committee on Ministry (CoM)/Ministry Formation Team (MFT) should be given to those bodies for completion. When evaluations are complete they should be shared between all evaluating bodies. The MFC is looking for feedback from your supervisor/governing Board and CoM/MFT as separate bodies. The MFC will not accept a combined evaluation. For tips on how to do an assessment of a minister, please refer to the forms page on our website at: http://www.uua.org/careers/ministers/support/fellowship/15505.shtml.

When completing this evaluation form, review the Competencies and their considerations and then comment on your strengths and areas for growth. The MFC believes all ministers have areas where they excel and some areas where there is still room for learning and growth. Please be mindful that parish-based and community-based ministries have different areas of emphasis, so the MFC encourages you to be thoughtful about how each competency applies to your ministry. Your honesty and self-reflection during this process will enhance your ministry.

With the growth of innovative community and entrepreneurial ministries, the MFC requires all ministers to specify the funding source of their paid ministry; or if it is an entrepreneurial ministry, submit a business plan that demonstrates how this ministry meets or will meet the requirement of at least half-time compensated ministry.

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, you might note that you have not done much in the area of social justice in the public square, but then recognize that there is not much commitment within your congregation to engage in this area or that your focus in your organization has a different emphasis.

**Forms should be submitted as email attachments to mfc@uua.org.**

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

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

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

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

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

##### 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

### 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

**PROFESSIONAL DEVELOPMENT PLAN**

**Date:** click here

**Please note that the field for your text will expand to accommodate your entry.**

The Ministerial Fellowship Committee views the Renewal Process as a time of development and growth for new ministers. Pay particular attention to suggestions from your Supervisor/Board and/or Committee on Ministry evaluations when planning your continuing education. Consult with your mentor regarding your evaluations and development plans. Outline below, the continuing education plans you have for the upcoming year. Include workshops, programs, retreats, collegial groups, self-reflective work (therapy, spiritual direction, etc.), self-study (books, coaching, etc.) and self-care. We ask that you demonstrate your ministry’s commitment to anti-racism, anti-oppression, and multiculturalism. THIS SHOULD NOT BE A LIST OF PROGRAMS THAT YOU PLAN TO COMPLETE WITH THE CONGREGATION OR ORGANIZATION, BUT A LIST OF YOUR OWN PROFESSIONAL DEVELOPMENT NEEDS AND HOW YOU INTEND TO FULFILL THESE NEEDS. PLEASE BE MINDFUL THAT YOUR PLAN IS A *LIVING* DOCUMENT THAT EVOLVES WITH THE GROWTH AND DEVELOPMENT OF YOUR MINISTRY.

Click or tap here to enter text.

Source of Funding or Business Plan

This section should include

1. the source of funding
2. the anticipated amount of funding
3. any additional information needed by the MFC to evaluate how this ministry meets the criterion of at least half-time compensated ministry.

Click or tap here to enter text.