

New York School of Ministry
An Ecumenical, Educational Program of the NY Conference of the UCC

Supervised Ministry

Supervised Ministry is an opportunity for certificate program participants to reflect on the practice of ministry and upon their developing pastoral identities, to set some learning goals and to work to grow in those areas. All students in the Christian Leadership Program, Advanced Christian Leadership Program, and Ministry of Word and Sacrament Program, must complete a specified amount of Supervised Ministry. Each supervisory relationship must last a minimum of six months.

1. There are three kinds of possible arrangements for supervised ministry.

Option A: A person serving a church as a licensed minister will carry out ministry in that church, with a supervisor from a nearby church.

Option B: A person not currently serving a church will carry out ministry in the supervisor's church.

Option C: A person will carry out ministry in a non-church setting about which the supervisor has expertise.

2. In Option A, the participant will meet with the supervisor at least one hour per month. In Option B and C, the participant will work 6 to 8 hours per week in the agreed-upon ministry setting, and meet with the supervisor at least one hour per month. At the supervisory sessions, the supervisor will lead the participant in reflection on the practice of ministry, using methods commonly employed in Supervised Ministry/Field Education at seminaries. The Marks of Faithful and Effective Ministers in the UCC (pp. 4-5 of this document) should be employed throughout the supervised ministry experience: as a resource for discussion and as a tool for assessment. Those who serve as supervisors will be given an honorarium equal to \$30 for each month of supervision. The honorarium, which is drawn from the participant's tuition, will be paid to the supervisor by the Dean after the final assessments have been received.

3. The Supervisor will be chosen by the Dean in consultation with the participant. If the participant is a Member in Discernment (MID), his/her Committee on Ministry will be an important partner in the decision.

4. Before beginning the unit of supervised ministry, the participant and supervisor will have completed a learning covenant that sets specific goals for the participant and strategies for reaching those goals. The learning covenant shall also clearly state the time and place in which supervised ministry will take place, and the ministerial tasks to be performed. Participants should use the Marks of Faithful and Effective Ministers of the UCC for self-assessment, as they choose their learning goals. The learning covenant must be approved by the Dean before the unit of supervision begins.

5. At the close of the unit of supervised ministry, both the supervisor and the participant shall write final assessments to be given to the Dean. The supervisor's final assessment will be sent to the participant's Committee on Ministry. At the recommendation of either the supervisor or the Dean, the participant may be required to repeat the supervised ministry requirement before

completing his/her program (additional tuition will be charged to compensate the second supervisor).

6. As certificate program participants need to be exposed to a variety of models of ministry, mentors may not serve as supervisors. All 12 months of supervised ministry must take place in a setting other than the participant's home church (if the participant is not serving that church as a licensed minister). In cases of hardship, the Dean can make exceptions, with the approval of the Curriculum Committee, but even in this case, the participant's pastor may not serve as supervisor.

7. Units of supervised ministry may be negotiated, begun, and completed at any time during the participant's course of study. However, only supervision given when the participant is enrolled in a New York School of Ministry certificate program will count toward completion of his/her program.

Particular Requirements for Participants in the Christian Leadership Program

For participants in the Christian Leadership Program, supervised ministry often offers a practical introduction to the work of authorized ministry. Therefore, we expect that baptism, communion, confirmation, weddings, and funerals will be topics discussed during the unit of supervised ministry. We also encourage participants and supervisors to focus not only on the tasks of ministry but on the development of pastoral identity, using the following Marks:

- Practicing theological reflection and engagement as part of one's sense of ministerial identity
- Articulating a theology and practice of ministry consistent with the UCC Manual on Ministry
- Embodying the UCC Ministerial Code

Learning Covenant Format

Participants: Please refer to the Marks of Faithful and Effective Ministers in the UCC and do a self-assessment before you draft the Learning Covenant. Remember that the Marks are not tests of ministry but can be useful ways of assessing your gifts, reflecting upon pastoral identity, and considering what learning (knowledge, skills, pastoral/personal growth) is needed now and the learning in which you'll want to engage at a later date. When you've begun a rough draft of the Covenant, discuss your learning goals and possible tasks of ministry with your supervisor. When you both agree on the elements of the Covenant, send the revised draft to the Dean of the New York School of Ministry by email for further revisions and approval. The final copy of the Learning Covenant should be signed by the participant, the supervisor, and the Dean.

The Learning Covenant draft should include the following fields:

Participant:

Supervisor:

Setting for Ministry:

Dates of Supervised Ministry:

Learning Goals: Please include at least three goals (but not more than five). Goals should not be limited to knowledge and skills sought but should include the development of pastoral identity and personal attitudes/qualities.

Tasks of Ministry: Discuss these with your supervisor. If you are working in his/her church, then those tasks should be expected to take an average of 6-8 hours a week (including preparation).

The Learning Covenant must include the line:

“The participant will meet with the supervisor for a minimum of one hour during each month of supervision.”

This Covenant is accepted by:

Participant’s signature

Supervisor’s signature

Dean’s signature

Supervisor’s Final Assessment

Please look through the Marks of Faithful and Effective Authorized Ministers in the UCC and write a brief assessment (1 to 2 pages) of the participant in relation to those marks. Note any areas of concern, then any areas in which you’d judge that more growth is definitely required before authorization, and then particular areas of strength.

Participant’s Final Assessment

Referring to the Marks of Faithful and Effective Authorized Ministers in the UCC, please assess your developing knowledge, skills, and pastoral identity in relation to these marks. Please be sure to answer the following questions:

1. How well have you achieved your learning goals through this supervised ministry experience?
2. What strengths have you discerned in the course of this supervised ministry experience?
3. What growing edges have you discerned in the course of this supervised ministry experience?
4. How have you grown theologically?
5. What were the most valuable lessons you learned?
6. As you reflect upon the Marks of Faithful and Effective Authorized Ministers in the UCC, which ones call out to you in terms of your next learning goals and how do you plan to work on them?

MARKS OF FAITHFUL AND EFFECTIVE AUTHORIZED MINISTERS IN THE UNITED CHURCH OF CHRIST

EXHIBITING A SPIRITUAL FOUNDATION AND ONGOING SPIRITUAL PRACTICE

- o Loving God, following Jesus Christ, and being guided by the Holy Spirit; living a life of discipleship.
- o Praying actively and nurturing spiritual practices.
- o Being called to ordained ministry by God and the Church.
- o Continuing discernment of one's call in community.
- o Understanding the power of the Holy Spirit at work through the elements of Christian worship to nurture faith.
- o Exhibiting a commitment to lifelong spiritual development and faithful personal stewardship.

NURTURING UCC IDENTITY

- o Acknowledging Jesus Christ as the sole Head of the Church.
- o Communicating passion for the oneness of the Body of Christ (John 17:21).
- o Holding active membership in a Local Church of the United Church of Christ.
- o Participating in the various settings of the United Church of Christ, including Local Churches, Associations, Conferences, General Synod, and global ministries.
- o Knowing and appreciating UCC history, polity, and theology.
- o Exhibiting a commitment to the core values of the United Church of Christ: continuing testament, extravagant welcome, and changing lives.

BUILDING TRANSFORMATIONAL LEADERSHIP SKILLS

- o Empowering the Church to be faithful to God's call, reflective of Christ's mission, and open to the surprises of the Holy Spirit.
- o Strategically creating the future of God's Church.
- o Witnessing in the public square to God's redeeming power.
- o Performing necessary and appropriate administrative tasks.
- o Working collaboratively with intercultural awareness and sensitivity.
- o Encouraging leadership development of self and others through continuing education and lifelong learning.

ENGAGING SACRED STORIES AND TRADITIONS

- o Exhibiting knowledge, understanding, and continuing study of the Hebrew Scriptures and the New Testament.
- o Maturing in effective proclamation and preaching.
- o Understanding the history of the Christian Church, from biblical times forward.
- o Bringing life to sacred stories and traditions in worship, proclamation, and witness.
- o Leading faith formation effectively across generations.
- o Holding the Holy with integrity especially as represented in the Sacraments.

CARING FOR ALL CREATION

- o Nurturing care and compassion for God's creation.
- o Maintaining a basic understanding of mental health and wellness.
- o Practicing self-care and life balance.
- o Providing hope and healing to a hurting world.

- o Attending to one's own spiritual and pastoral care, including engagement in supervision as appropriate.
- o Stewarding the resources of the Church.

PARTICIPATING IN THEOLOGICAL PRAXIS

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

WORKING TOGETHER FOR JUSTICE AND MERCY

- o Drawing on the ministry of Jesus Christ to confront injustice and oppression.
- o Practicing the radical hospitality of God.
- o Identifying and working to overcome explicit and implicit bias in the life of the Church.
- o Understanding community context and navigating change with a community.
- o Engaging in mission and outreach.
- o Building relationships of mutual trust and interdependence.

STRENGTHENING INTER- AND INTRA- PERSONAL ASSETS

- o Developing and maintaining a healthy sense of self as shaped by God, community, and life experiences.
- o Living in relationships of covenantal accountability with God and the Church.
- o Exhibiting strong moral character and personal integrity.
- o Respecting the dignity of all God's people.
- o Understanding and ministering to stages of human development across the life span.
- o Demonstrating excellent communication skills.