

MESA

A Ministry Team of Local Church Ministries

**MINISTERIAL EXCELLENCE,
SUPPORT & AUTHORIZATION**

New Profiles System: Goals

- Goal #1 - provide a tool that is timely and easy to use, empowering ministers authorized by the UCC (one profile whether full-time, part-time or interim, whether chaplains or second-career, first-career or Members in Discernment)
 - Goal #2 – maintain denomination-wide processes for verifying ministerial standing
 - Goal #3 - provide ease of access to ministerial information by the conferences
 - Goal #4 - provide a discernment tool for calling bodies
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Two New Tools



The **SNAPSHOT** is a tool for visibility and networking for Authorized Ministers. Updated in real-time by the minister, the **SNAPSHOT** highlights gifts, skills and availability for ministry, and is searchable to Conference Staff by keyword. Because the **SNAPSHOT** is unverified (it does not include validation of standing), it does not circulate to churches.



The **UCC MINISTERIAL PROFILE** is a tool that documents eligibility for call in or on behalf of the United Church of Christ. In its final and validated form, the **UCC MINISTERIAL PROFILE** with background check not only presents a minister's experience and gifts for the discernment of a Calling Body, but also presents official verification of a minister's authorization, standing and fitness. Eligible profiles are downloadable by Search and Call Staff through the snapshot.

THE SEARCH AND CALL PROCESS

1. Authorized Minister prepares snapshot and draft profile



3. Search and Call staff preview available ministers using the snapshot



5. Local Search Committees consider profiles



2. Conference validates draft profile or withholds validation



4. Search and Call staff download and distribute the UCC Ministerial Profile





Serving Ministers, Conferences, and Churches

Upgrade: Minister Experience

- User-friendly online experience
- Transparent Conference roles in the search process
- Timely self-presentation: SNAPSHOT
- Worthy rationale for denominational PROFILE
- Real-time information on profile downloads
- Diverse gifts and histories presented to calling bodies

Upgrade: Conference Experience

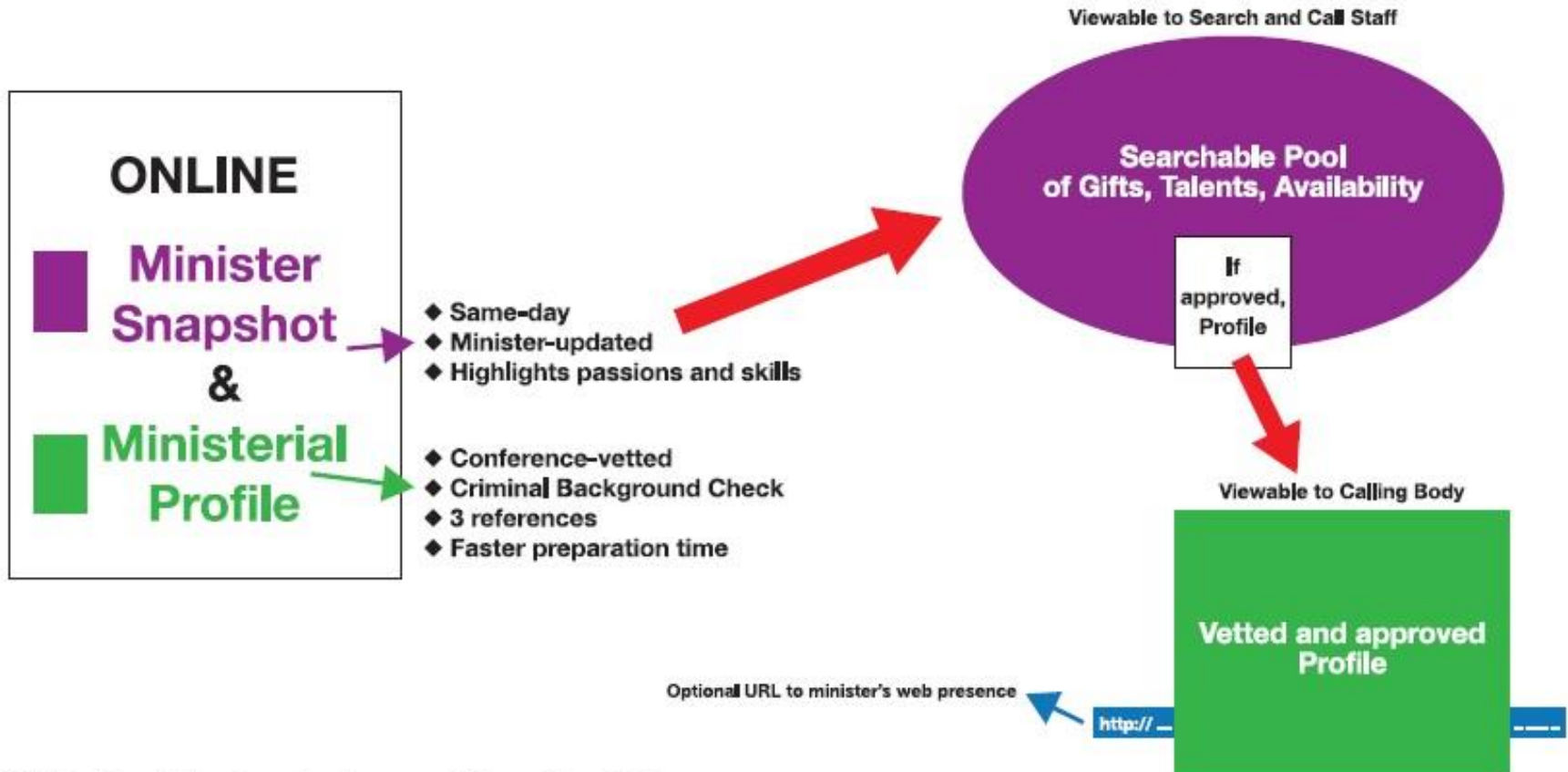
- Strategic, searchable database of ministers
- Short-form SNAPSHOT to sort criteria
- Consistent PROFILE validation
- Effective, faithful PROFILE document to deliver to churches in search
- Timely process

Upgrade: Calling Body Experience

- Standardized PROFILE still compares ministers evenly
- Shorter document, fewer – (3) references
- Link to minister's optional unique web presence
- Continue to receive profiles at ministers' request
- Option with search-and-call staff, to identify relevant criteria yielding batches of candidates from the SNAPSHOT pool

COMING SOON IN 2014 ...

United Church of Christ New Profiles System



Old Profiles to be phased out over an 18-month period.

New System

- 1) Searchable Ministerial Database
 - 2) Online Snapshot for Conference Staff
 - 3) Printable PDF Profile for Calling Body
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How Would You Use This System?

- Search and Call Staff: (S) batch-sourcing, batch-filtering, candidate request
 - Authorized Ministers: (S) prep for search-and-call, or seek multiple settings for ministry
 - Authorized Ministers: (P) gain interview with search committee, maintain ministerial standing, demonstrate denominational credentials, prepare for ecclesiastical endorsement or ecumenical programs
 - Congregation: (P) seek a partner in Christ's ministry
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Portal Demonstration: Search and Call Staff

Search by Name or Professional Skills

Jane:
Jane

S&C to
Portal:
Jane?

Portal
to S&C:
Jane!

OR...

A word cloud of professional skills and roles in the church. The words are arranged in a circular pattern, with some words being larger and more prominent than others. The colors of the words range from dark red to light pink. The words include:

- education professional
- theology and polity
- suicide prevention
- economic justice
- youth group leadership
- appreciative inquiry
- media and public relations
- clinical pastoral education
- intentional interim ministry
- national boards and committees
- interfaith dialogue
- theatrical production
- teacher of UCC history
- yoked or multiple parishes
- our whole lives comprehensive sexuality education
- entrepreneur training
- executive leadership programs
- marketing and communications
- mental health care
- conflict facilitation
- public speaking
- environmental leadership
- social justice issue campaigns
- boundary training leader
- sexual violence response
- justice-LED or community organizing
- church revitalization training
- fitness review response team
- church growth and size transitions
- social media
- global ministries
- consulting and strategic
- committee on ministry experience
- ecumenical dialogue
- open and affirming
- new church start or
- large church leadership
- financial development
- anti-racism leadership
- planning
- just peace leadership
- legacy church toolkit
- grant writing
- disabilities ministry/accessible to all
- health care
- website technology
- legal expertise
- emerging leadership programs
- pastoral care/counseling
- mediation
- spiritual direction

national boards and committees
public speaking
clinical pastoral education
open and affirming
financial development
ecumenical dialogue
church revitalization training
economic justice
emerging leadership programs
consulting and strategic planning
conflict facilitation and mediation
yoked or multiple parishes
mental health care
education professional



Searchable Snapshot Database

Everything



☒ Restrict to Conference(s)

Any Conference Designation IDs

California, Nevada Northern (6)

California, Nevada Southern (5)

Florida (5)

Calvin Synod (4)

Central Atlantic (4)

Central Pacific (4)

Connecticut (4)

Hawaii (4)

Illinois (4)

Illinois South (4)

More...

Malcolm Himschoot

User

Gloria Otis

User

Kathryn Helen Clark

User

Rachel Hackenberg

User

Elizabeth R Dilley

User

Holly Lee MillerShank

User

Showing 1 - 6.



Welcome

Administration

United Church of Christ > Welcome

Searchable Snapshot Database

Everything



☒ Restrict to Conference(s)

American Sign Language

Intentional Interim Ministry

Any Conference Designation IDs

California, Nevada Northern (1)

California, Nevada Southern (1)

Calvin Synod (1)

Central Atlantic (1)

Central Pacific (1)

Connecticut (1)

Florida (1)

Hawaii (1)

Illinois (1)

Illinois South (1)

More...

Rachel Hackenberg

User

Showing 1 - 1.

Available Start Date

1/1/14

I am willing to consider serving

rural, small-town, urban, metro

Size of congregation I am willing to serve

small-membership

Affinity and Diversity

Cultural Competencies

LGBT communities Gen X

Languages I Want to Use in Ministry

Name

American Sign Language

English

Ho-Cak

Indonesian

Additional Languages Not Listed Above

Toddler

Skill Sets

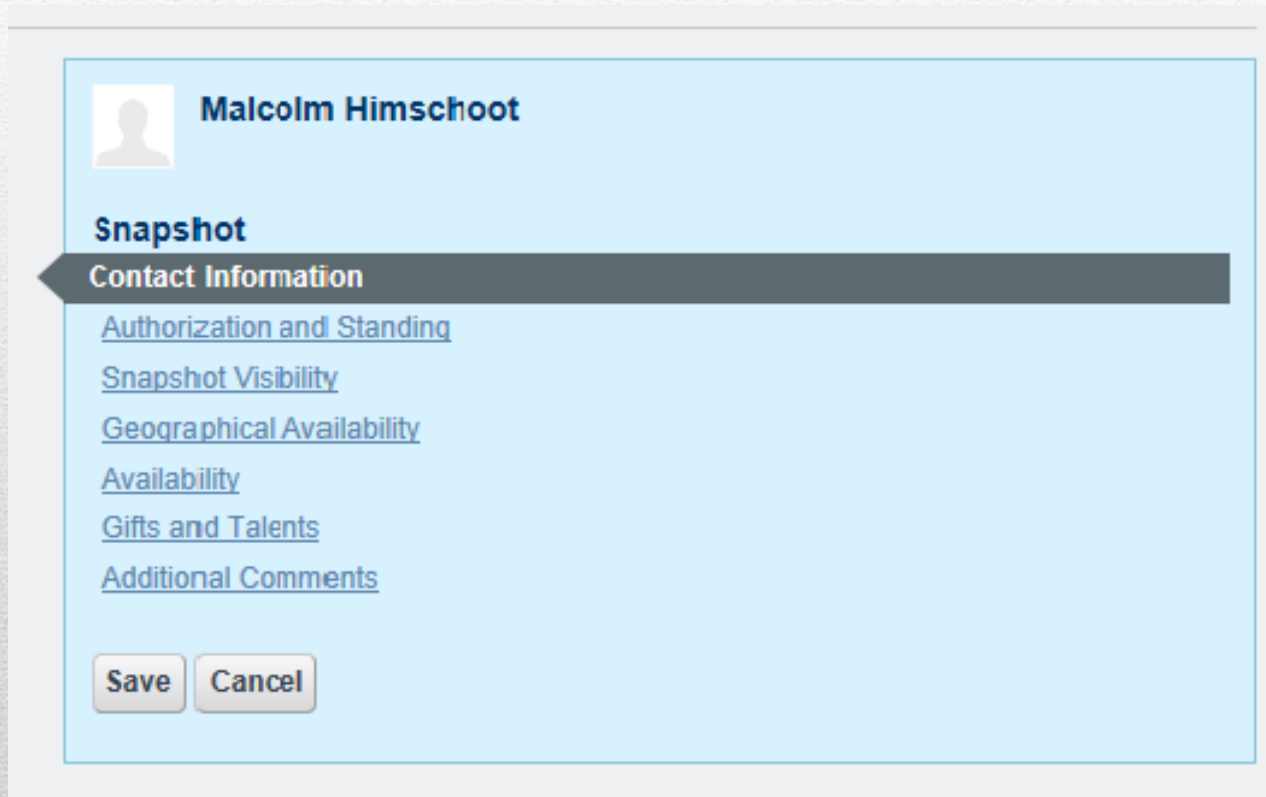
Additional Skill Sets Not Listed Above

Knitting, running, television-watching,


Additional Comments

I. Am. AWESOME.

Snapshot Based on Real-Time User Input



A screenshot of a web form for editing a user profile snapshot. The form has a light blue background and is titled "Snapshot" for user "Malcolm Himschoot". It features a list of settings with "Contact Information" selected. At the bottom are "Save" and "Cancel" buttons.

 **Malcolm Himschoot**

Snapshot

Contact Information

[Authorization and Standing](#)

[Snapshot Visibility](#)

[Geographical Availability](#)

[Availability](#)

[Gifts and Talents](#)

[Additional Comments](#)



Profile Preview

Calling Body Sees (10 pages)



Statement of Consent

"The United Church of Christ recognizes that God calls certain of its members to various forms of ministry in and on behalf of the church for which ecclesiastical authorization is required." United Church of Christ Constitution, Article VI, paragraph 21.

Use of the UCC Ministerial Profile signifies that an individual has an Association's ecclesiastical authorization to seek a call as a minister in and on behalf of the church; has completed background check screening and fitness verification; has attested to certain statements in a document of self-disclosure; and has gained three references which speak to her/his practice of ministry. The Profile is a tool of testament and transparency, meant to demonstrate covenants of supportive cooperation and appropriate sharing of information among national offices, Conference and/or Association personnel, calling bodies, and the minister, as expressed in paragraph 25 of Article VI of the United Church of Christ Constitution.

It is essential that information contained within this document be sensitively and responsibly reviewed and interpreted. All those seeing the document have the responsibility to maintain or dispose of its contents confidentially.

Any practice by calling bodies of routinely rejecting profiles on a perfunctory basis without a complete and individualized assessment, including a thoughtful review of commentary offered by the candidate, is strongly discouraged. In particular, criminal history information, including the conduct underlying that history, should be evaluated in terms of the nature and gravity of the offense or conduct, the time that has passed since the offense, conduct, and/or sentence, and the nature of the position sought by a candidate, so as to foster call and hiring decisions that are based on an individualized assessment that is job/ministry related and consistent with ministry/business necessity.

Relationships between calling bodies, authorized ministers, and those holding ministerial standing and fitness oversight rely upon practices of discernment and dialogue. Because such relationships require integrity and an honest exchange of relevant information, for the health and mission of the church, this minister pledges the following:

1. I attest that the information contained in the UCC Ministerial Profile is true and complete to the best of my knowledge. I understand that any misrepresentation or omission may be grounds for a calling body's declined consideration for, or termination of, a ministry position. I acknowledge that it is my duty in a timely manner to amend the responses and information I have provided if I come to know that a response or information was incorrect when given or if the response or information, though accurate when given is no longer accurate.
2. I understand that I may designate certain Conference and/or Association staff and other persons and entities, to receive and circulate my UCC Ministerial Profile. I authorize all such persons and entities, and/or their agents, to make inquiries regarding all statements contained in my UCC Ministerial Profile. I also authorize all persons, entities, former employers, committees on ministry and their agents, courts, law enforcement and other public agencies to respond to inquiries concerning me and to supply verification of the information provided in my UCC Ministerial Profile. I understand that such persons may comment on and state their opinions regarding my background and character to those who execute the search process, such as members of a calling body or judicatory staff persons. To encourage such persons to speak openly and responsibly, I hereby release them from all liability arising from their responses and comments made in good faith and without malice.

Signature
[On File](#)

Name
dale

Timestamp
Wednesday, October 16, 2013 11:07 AM

Key Points: New Profile

- 3 references, not 8-11
 - References are combined phone and written references (narrative, not checkboxes)
 - Statement on Ministry becomes 4 short essays based on ministry experience and the “Marks of Faithful and Effective Authorized Ministers:” **call, covenant, passion, and formation**
 - Criminal background check stays the same; current CBCs may be applied to new profile
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Bonus Points: New Profile

- Unlimited vocational history
 - “Can I include experience from my first career?” Yes.
 - “Can I include a significant volunteer experience?” Yes.
 - “Can I include a non-parish ministry setting?” Yes.
 - Understandable Self-Disclosure form
 - Have you ever...? Yes/No*
 - Optional links to sermons or pieces of online portfolio
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Timeline

- Conference trainings in December- January
 - Samples sent to conference offices Dec. 16
 - Tutorials available publicly online in January
 - Make your conference contacts known now to MESA (profile validator, search-and-call staff)
 - January 31, 2014 “go-live” for new online portal
 - Only profiles complete ***and approved*** by 1/31/14 will last beyond; no conversion of drafts after 1/31
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- Snapshot is for the view of judicatory personnel
- Profile is for potential employers
- 18-month ‘vintage profile’ phaseout
- One profile for a variety of settings, ministers and purposes, including interim ministers
- ALL ministers encouraged to add snapshot after Jan. 31
- Samples to be sent to conferences offices Dec. 16
- Tutorials available in January: www.ucc.org/ministers

Main Points

PRAYERS? COMMENTS?

MINISTERIAL EXCELLENCE, SUPPORT AND AUTHORIZATION (MESA) MINISTRY TEAM – 2013
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Profiles Administrator Darrell Ludwig, 216-736-3847

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