

Phase IV Recommendation Letter

CONFIDENTIAL

Candidate _____

Reference for candidate to proceed to Phase IV: Evaluation of Ministerial Proficiencies:

Please address the following questions with regard to this person, sharing your assessment of this candidate's gifts for ordained ministry in the UCC:

1. What has the Discernment & Formation / Field Ed process been like with this person? Address things like
 - How engaged with the Discernment & Formation Process was the candidate?
 - Did the candidate demonstrate initiative? Openness to learning, feedback and coaching?
 - In which of the Ministerial Proficiency areas is this candidate particularly gifted? How has this candidate shared their gifts with others with whom they are in covenantal relationship?
 - Which Ministerial Proficiency area(s) are not strong points of this candidate? Do they share your assessment? How does the candidate plan to bolster their capabilities in this area? In your opinion, are these plans adequate and realistic for the setting to which they are likely to be called?
2. Address this candidate's leadership capabilities, drawing upon their psychological assessment, your observations of them before and during the process and Field Ed period, and evaluations from all other sources in the process (if they are available to you). Specifically address the health of their relationships with colleagues and congregants, their trustworthiness, ability to accept responsibility and keep confidences appropriately, and ability to work constructively towards restoration in problematic relationships.
3. What hesitations or reservations do you have regarding this person competently serving as pastoral leader in a local church or any other setting of authorized ministry in the UCC. Be sure to remark on authenticity of call, love of the UCC, propensity to be a life-long learner and ability to serve in covenantal relationships with others.

Signed _____

Date _____

This material is confidential. If you would like to share it with the candidate, you may do so by sending them a copy. This reference must be mailed by the person giving the reference to: The Metropolitan Boston Association, 21 Church St., Winchester, MA 01890.