

The following learning outcomes were approved by the Standards for Accreditation Committee of the Office of Vocation on September 11, 2019.

## Learning Outcomes for Admission Ministers

Learning outcomes describe the knowledge or skills that admission ministers should exhibit expertise in by the end of the orientation program and after at least one year of serving in ministry with the United Church. Learning outcomes focus on the context and applications of knowledge and skills and help to guide the evaluation of the person’s learning, knowledge, and skills. They also ensure that the assessment of a person’s learning is measurable.

In the admission process, the learning outcomes make explicit what the United Church expects its ministry personnel to do and know.

Competence in the learning outcomes by the minister is assessed by the Admission Board during the final interview. Refer to Component 4.

The learning outcomes are organized into three sections:

- United Church polity
- United Church theology and history
- Contextual ministry leadership within the United Church

The chart indicates the context in which the minister will learn and demonstrate the skills or knowledge indicated—either during the orientation program or through reflection and guided programming with the mentor during the in-ministry experience.

- If competence is to be gained through the orientation program, the learning outcome begins with “By the end of the orientation program you should be able to...”
- If competence is to be gained through the in-ministry experience, the learning outcome begins with “By offering ministry leadership in a United Church community of faith you will learn how to...”

Reference	Learning Outcomes: United Church Polity	Orientation Program	In-ministry Experience
1a.	Demonstrate knowledge of, adherence to, and appreciation for the organization, governance, and policies of The United Church of Canada.	X	
1b.	Use and interpret <i>The Manual</i> and handbooks in order to follow appropriate processes at the local, regional, and national levels.	X	
1c.	Identify how the United Church’s polity relates to the mission and ministry of the church.	X	

1d.	Identify how to effect change through the governance structures and processes of the church.	X	
1e.	Understand and accept oversight and accountability by the denomination as ministry personnel.		X
1f.	Explain the Ethical Standards for United Church ministry personnel and apply these standards in various situations.	X	
1g.	Describe the Standards of Practice for United Church ministry personnel and apply these standards to the practice of ministry leadership.	X	

Reference	Learning Outcomes: United Church Theology and History	Orientation Program	In-ministry Experience
2a.	Describe the historical context and conditions leading to the formation of The United Church of Canada.	X	
2b.	Describe the evolution of the church's understanding of God's mission through time.	X	
2c.	Communicate the relevance of the major historic actions of The United Church of Canada to the mission of the community of faith.	X	
2d.	Describe the history of settler colonialism in Canada, including the Indian Residential Schools system, and critically evaluate The United Church of Canada's participation in the settler colonial agenda.	X	
2e.	Demonstrate awareness of and appreciation for the decision made by the United Church in 1988 to welcome into full membership and ministry people of all sexual orientations. Identify the impact this decision had on the culture and ethos of The United Church of Canada.	X	
2f.	Describe what it means to be "in essential agreement" with the Statement of Doctrine of The United Church of Canada.	X	
2g.	Describe how the United Church values a diversity of theological stances, beliefs, and practices.	X	
2h.	Articulate the theological values of The United Church of Canada, including the understanding that participating in God's mission in the world requires critiquing systems of injustice and exclusion, such as heterosexism, sexism, racism, and hierarchy.	X	
2i.	Understand The United Church of Canada's approach to worship and liturgy known as "Ordered Liberty."	X	

2j.	Explain the church's understanding of ministry as expressed in the Statement on Ministry in The United Church of Canada, including the reality that the United Church recognizes one order of ministry in two expressions, ordained and diaconal, as well as lay expressions of paid accountable ministry.	X	
2k.	Describe the ministry of the diaconate/Diakonia within The United Church of Canada both historically and in the present.	X	

Reference	Learning Outcomes: Contextual Ministry Leadership	Orientation Program	In-Ministry Experience
3a.	Use tools of contextual analysis to inform and guide the community of faith and wider church to participate in God's mission in the world.	X	
3b.	Use intercultural and cross-cultural skills to offer effective ministry in the ethnically and racially diverse Canadian context. These skills include being able to affirm and honour human differences as God given and upholding the vision of community with diversity; understanding that any perception of God and faith practice is deeply influenced by culture; welcoming, appreciating, and critically engaging other cultural perspectives; practising self-examination and cross-cultural dialogue; being aware of power dynamics between different cultures; and engaging methods to navigate difficult power dynamics.	X	
3c.	Describe how ministry leadership needs to be modified for different cultural contexts in order to provide effective leadership for the sacraments, faith formation, preaching, liturgy, pastoral care, governance, and decision-making.	X	
3d.	Name some of the fundamental challenges and opportunities of ministering in a pluralistic and secular society—for instance, the shift in understanding of authority; and the attitude toward faith as personal choice, delegated to the private sphere.	X	
3e.	Demonstrate awareness of and appreciation for the past and ongoing contributions of Indigenous Peoples in Canada.	X	
3f.	Identify the challenges faced by Indigenous Peoples in Canada, including the ongoing legacy of settler colonialism, the history of residential schools, and systemic racism.	X	

3g.	Describe appropriate ways for The United Church of Canada and local communities of faith to work toward reconciliation, including how the Calls to the Church (2018), the Truth and Reconciliation Calls to Action, and the United Nations Declaration on the Rights of Indigenous Peoples provide a framework for reconciliation.	X	
3h.	Understand the conciliar approach to power and authority in The United Church of Canada.	X	
3i.	Apply values of cooperation, collaboration, consultation, and wise and appropriate use of authority for effective ministry leadership.		X
3j.	Provide relevant support and resources to help laypeople participate in God's mission in the world.		X
3k.	Use current resources of The United Church of Canada in various aspects of the life and mission of the church, including governance, worship, social policy, faith formation, etc.		X
3l.	Apply The United Church of Canada's understanding of authority of scripture and the historico-critical approaches to the interpretation of biblical texts in ministry leadership.	X	
3m.	Use traditional and contemporary language for theological concepts, with attention to inclusive/expansive language and The United Church of Canada's guidelines on inclusivity, to ensure communication is culturally sensitive.	X	
3n.	Carry out administrative responsibilities of ministry personnel within The United Church of Canada, including <ul style="list-style-type: none"> <li>• legal responsibilities in both the secular and the church context</li> <li>• completion and secure retention of documents that are the ministry personnel's responsibility, such as marriage, baptismal, and funeral records</li> <li>• supporting the congregation to keep accurate records and to maintain and protect administrative and historical documents in accordance with the policies of the United Church</li> </ul>		X