

What's Expected of Me as a Candidacy Mentor?

Journey with the Candidate Until They Achieve the Next Level of Credentialing

Whether working with assigned Lay Supply or candidates, mentors walk with their candidates until the next level of credentialing- either when they enter into the Certified Lay Minister program or become a Licensed Local Pastor.

Process Knowledge

Mentors should be familiar with the steps for Phase II (Admitted Candidate to Certified Candidate) and Phase III certification (Certified Candidate toward being Recommended for Licensing)- in part because these two phases can be worked on simultaneously.

For a complete list of requirements for Phases I-III see the [Master Checklist](#)

Report Form

In Phase II, when candidates are moving from Admitted Candidate status to Certified Candidate status, Mentors are required to fill out a report form, which is then sent to the dCOM as part of the candidate's application for certification. The link to the report form by district can be found [here](#)

Read *Answering the Call*

Candidates who are in the Inquiring process work through the Christian as Minister. However, candidates who are applying for certification should read *Answering the Call* and discuss it with their mentor. Clergy Excellence may have hard copies of *Answering the Call* available. Please contact LynHarding@vaumc.org to find out. Mentors can also download a copy [here](#)

Read *Blessed Wrestling*

All Candidates must attend the Candidacy Summit as part of their discernment process. *Blessed Wrestling* was written as a resource for candidates using stories from ministers serving in a variety of capacities across the Virginia Conference. Candidates will be required to read *Blessed Wrestling* as part of their preparation for Candidacy Summit. We recommend that Mentors read *Blessed Wrestling* and discuss it with their Mentee prior to the Candidacy Summit.

Proctor Psych Assessment

While not required, it is *recommended* that the Mentor be the proctor for the psych assessment. Candidates request the psychological assessment directly through the Virginia Institute for Pastoral Care (VIPCARE) and follow a series of prompts until such time as they need a proctor.

Debrief the Results of the Emotional and Social Competency Inventory (ESCI)

The early stages of candidacy in the VAUMC involve assessing a candidate's potential for ministry. The Emotional and Social Competency Inventory (ESCI) gathers data related to a variety of competencies from the candidate and a group of nine raters which they themselves have selected. Ultimately, the ESCI offers a report which illustrates how a candidate rated themselves in comparison to how others rated them.

If a candidate is rated below a 3 in any one area, that would be a point for reflection in helping the candidate prepare for their dCOM interview. Given the level of discrepancy between the candidates rating and the chosen raters, those might be places for conversation as well. Are there competencies that could be improved or areas to receive help if needed...?

Mentors do not receive a copy of the report, but candidates do. Use open ended questions (Tell me about...what are your thoughts...what do you notice) which invite observations to increase the candidate's self-awareness. Candidates are assessed in the following areas:

Emotional Self-Awareness	Recognizing one's emotions and their effects
Emotional Self-Control	Keeping disruptive emotions and impulses in check
Adaptability	Flexibility in handling change
Achievement Orientation	Striving to improve or meeting a standard of excellence
Positive Outlook	Persistence in pursuing goals despite obstacles and setbacks
Empathy	Sensing others' feelings and perspectives, and taking an active interest in their concerns
Organizational Awareness	Reading a group's emotional currents and power relationships
Coach and Mentor	Sensing others' development needs and bolstering their abilities
Inspirational Leadership	Inspiring and guiding individuals and groups
Influence	Wielding effective tactics for persuasion
Conflict Management	Negotiating and resolving disagreements
Teamwork	Working with others toward shared goals. Creating group synergy in pursuing collective goals.

Click [here](#) to see a sample report of the ESCI

If needed, the instructions for the ESCI can be found [here](#)

Additional Denominational Resources

The full Candidacy Mentoring Manual provided by the General Board of Higher Education and Ministry can be found [here](#)

As an additional resource, GBHEM has provided the VocationCare and FTE Resource which centers on the role of storytelling and coming alongside candidates in a spiritual way.

[VocationCare and FTE Resources](#) (pdf)