

# Orientation to the VA Board of Ordained Ministry

Rev. Tammy Estep, Chair  
Rev. Jessie Colwell, Registrar

# Core Values of the BOM

- **Whole Person:** In working with candidates and clergy, the whole person is considered, including their theological knowledge, emotional intelligence, practical skill and cultural competency.

# Core Values of the BOM

- **A Changing World:** Effective ministry leadership is needed in the pulpit and far beyond it: Christ is present—and our witness is needed—in and for a rapidly changing world.

# Core Values of the BOM

- **Spiritual Discernment:** The Holy Spirit is at work in the BOM's practice of discernment; being prepared, being prayerful, and being healthy all help the Spirit to move among us.

# Structure

- **Full Board of Ordained Ministry** (59 members, including three DS Cabinet Representatives and the Registrar)
- **Executive Committee** (18 workgroup chairs plus three DS's and Registrar)
- **Advisory Committee** (Chair, Personnel Committee Chair, and three Vice-Chairs, plus DS's and Registrar)

# Team Leaders & Cabinet Reps

Team A: Brandon Robbins  
with DS Victor Gomez

Team B: Clarence Brown  
with DS Sarah Calvert

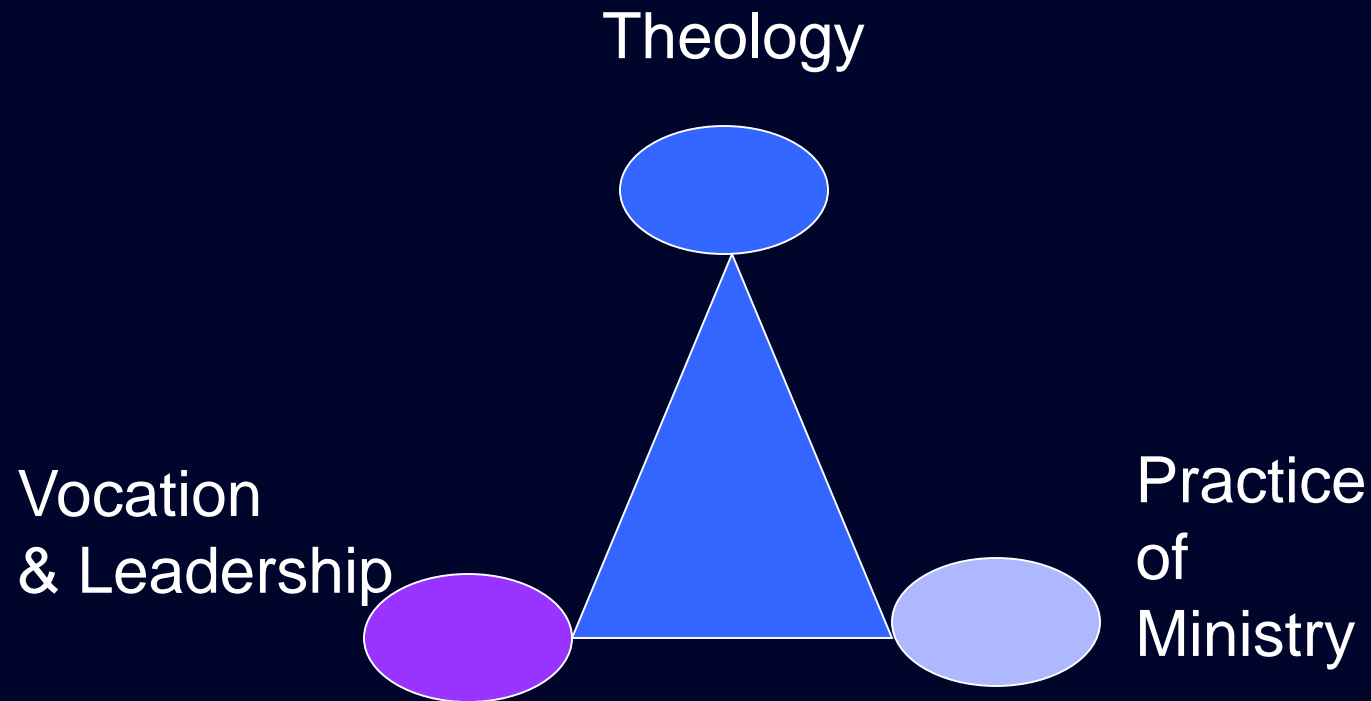
Team C: Susan Hannah  
with DS Charles Bates

BOM Members serve on:

1. An Interview Committee  
(Example: Team B, Practice)
2. A Workgroup Team  
(Example: Provisional Membership Team)

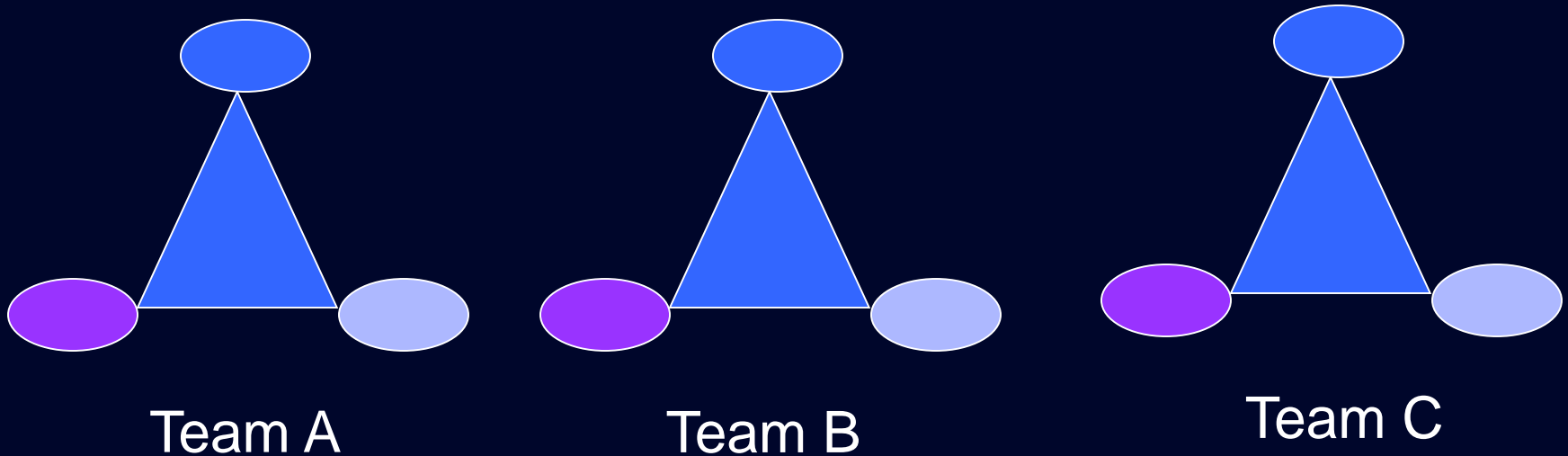
# Full and Associate Membership Interviews—January

Three Interviews, One Hour Each





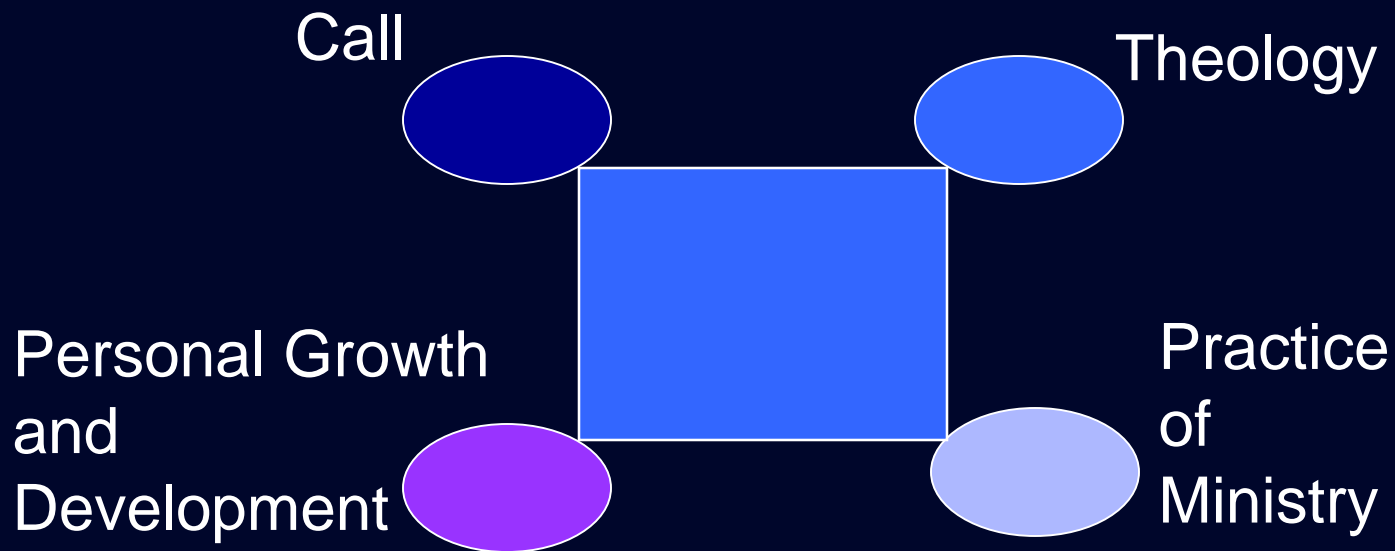
# The Team System



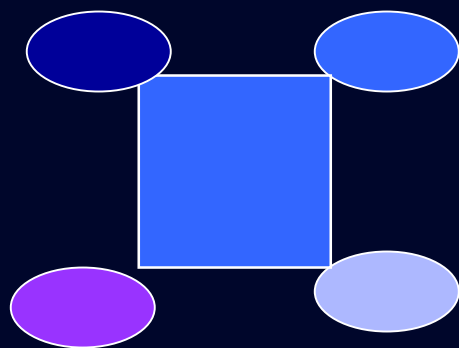
*Candidates divided alphabetically, and to avoid BOM member conflicts of interest—staff or family members*

# Provisional Membership Interviews—February/March

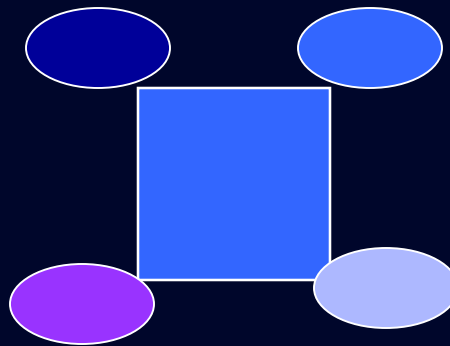
Four Interviews, 45 minutes each



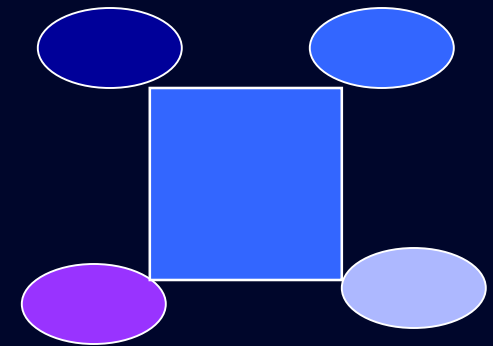
# The Team System



Team A



Team B



Team C

*Candidates divided alphabetically, and to avoid BOM member conflicts of interest—staff or family members*

# Full Membership, Associate Membership\*

Effectiveness in Ministry  
“January” BOM meeting

*\*Who are Associate Members?*

# Provisional Membership

Readiness for Ministry

“March” BOM Meeting

# What are our choices?

Looking at the whole person...

- **Recommend** *for the requested change*
- **Continue** *in the current status*
- Not Recommend, **Discontinue** *from the current status*

# Consensus Decision Making Process

- Interview committee reviews materials prior to interviews
- Interview committee conducts interview
- Interview committee reaches consensus and prepares feedback sheet addressed to candidate (be honest, specific, and direct)

# Consensus Decision Making Process

- At the Team Meeting, each committee reports narrative description of candidate and hears reports of additional file information
- Interview committee(s) share their consensus recommendations
- Team reaches consensus recommendation



# Consensus Decision Making Process

- Team leader prepares action report on each candidate to present to full BOM
- Full Board comes to consensus on final recommendation to the clergy session

*\*Team members of the team presenting do not speak at the full BOM unless called on by their Team Leader—it's a time for the other BOM members to weigh in.*

# Consensus Decision Making Process

Voting in Consensus:

“Yes”—consensus or standing outside consensus, but the action can move forward

“No”—we’re not at consensus yet; return to conversation

# After the Interview

- Phone call from Team Leader at the end of the full BOM meeting.
- Letter from the Board Chair within two weeks, email and hard copy, including feedback reports and action report (cc: DS, DCOM chair)
- Follow up with continued candidate by Team Chair

“What did it mean when the Board said ...”

- All candidate questions go to the Team Leader.
- District Superintendents direct their questions to the Cabinet Reps.

# BOM Member Covenant

- ✓ Do not give permission to candidates for exceptions (there is an exception process)
- ✓ Do not read papers prior to submission
- ✓ Review materials immediately upon receipt and notify interview committee chair with concerns. Chair notifies Clergy Excellence.
- ✓ Hold materials, process, outcomes confidential.

# Going Digital: Dropbox

- Link in an email by December 15 for Full and Associate interviews  
*(January 30-Feb. 2)*
- Link in an email by January 25 for Provisional interviews *(March 6-10)*

# Confidential: Plagiarism

1. Accredited quote with no end note
2. Verbatim with an end note with no quotation marks or improper paraphrasing that is accredited
3. Improper paraphrasing that is unaccredited
4. Unaccredited verbatim of material in the paper
5. Copying so many words or ideas from one source that it makes up the majority of your work, whether it is accredited or not.

# Interviews

Roslyn Retreat Center, Richmond

Sunday supper-Wednesday or  
Thursday evening

January 30-February 2, 2022

March 6-10, 2022

*BOM members in professional attire whenever  
candidates are present.*



# An Interview Day

## Breakfast

8:00 Worship & Intros

Interviews with 15 min breaks

## Lunch

1:30 Worship & Intros

Interviews with 15 min breaks

## Dinner

Team and Committee Time

Hard end of the day: 10pm

# Standardized Interviews

- Consistency across Teams
- Time management
- Reduce inappropriate questions, distractions
- Reduce committee member interactions
- Reduce group dynamics problems

# Interview Practices: Start Well

- All members prepared, focused on the present candidate
- Room set in a welcoming, Spirit-focused way.
- Prior to interview—any key areas to explore? Questions prepared?
- Greeted at the door, welcomed to a seat near the door, provided with fresh water, pre-assigned pray-er

# Interview Practices: In the Midst

- Chair keeps time, moves questions along
- One committee member takes notes
  - \*Personal connections to the candidate?
- 80/20 Rule
- Chair keeps candidate (and team) focused
- Follow up questions encouraged—*on topic*
- Neutral feedback: pleasant, encouraging...  
not coaching, chiding or cheering.

# Interview Practices: Finish Well

- Chair ends on time—neither early nor late
- Pre-assigned pray-er offers thanks to God for the candidate's time with the committee
- Do not promise recommendations or warn of continuance!
- Make initial notes on Interview Report form

# **The Big Picture**

Clergy Session at Annual  
Conference

Board of Ordained Ministry

16 District Committees on  
Ordained Ministry