

## What Can I Expect to Happen at the Interviews?

The members of the Board of Ordained Ministry in the VAUMC want you to know that we are glad you are answering God's call in this way, and that we will be praying for all those who will be preparing for the interviews. We also want you to know something of what to expect when you come for your interviews before the Board of Ordained Ministry.

You have worked very hard to arrive at this point in your spiritual growth and in the fulfillment of your calling. We extend to you our congratulations! More than anything else, we want you and our conference to be the best that we can be, all for the sake of Christ's call to all of us. You are now reaching a level of personal and professional growth that carries with it expectations for your abilities and performance in the United Methodist Church.

### Why & How

The interviews are meant to be affirming and helpful, and to provide for the church capable leaders in our conference who will serve well through many years. At the Provisional Membership interviews, we look for "readiness for effective ministry". At the Associate and Full Membership interviews we look for "effectiveness in ministry".

- **The purpose of the interviews is to go beyond a critique of the paper or other materials and to engage the candidate** around knowledge in the specified areas, integration of that knowledge into the practice of ministry, and demonstrated willingness to pursue on-going growth and learning.
- **Feedback on the paper, other materials and the interview will be communicated in writing in a letter from the Board.** Direct evaluative feedback will not be given by BOM members during interviews but only in written form following the interviews.

### When

You will be notified about five weeks ahead of time of the exact day of your interviews, but associate and full membership interviews are held following the last Sunday in January, and provisional interviews are held following the last Sunday in February.

- **If you have specific needs for morning or afternoon, if a nursing child and family helper need to accompany you to the interview day, or if you will be booking a flight for your interviews, please contact Rev. Lindsey Baynham in the Center for Clergy Excellence to make specific arrangements.**
- You will receive a schedule of your interviews by email. Interviews are scheduled for either the morning or the afternoon.
- Board members and candidates dress professionally for these interviews.

### Where

Overnight lodging and meals are provided by the BOM for those who are interviewing. You will receive an RSVP link to register for a room at Roslyn Retreat Center in Richmond and for breakfast or lunch around your interview. If you prefer to stay or dine off-site, you are welcome to do so. **Please RSVP; you will not automatically be registered for accommodations at Roslyn.**

### On the Day of Your Interview

**Interviews are scheduled for either morning or afternoon sessions.** Morning interview sessions begin at 8:00am with worship in the Chapel and are complete by midday. Afternoon interview sessions begin at 1:30pm with worship in the Chapel and are complete before suppertime. As each interview session begins, we worship together, and interviewees are expected to be a part of the service at the start of their assigned interviews session. Following this short time of worship, we will introduce some key leadership of the Board of Ordained Ministry, including your Team Leaders. Then each candidate scheduled to be

interviewed will be asked to give a brief introduction, including your name, where you live, your home church that sent you into ministry, and if you're serving a church and where. Be not afraid! Relax and share briefly! After that, you will be given instructions about the locations of the interviews.

Our Board is composed of 63 people divided into three teams of interview committees, A, B, and C. You will be assigned to meet with either Team A, Team B, or Team C based on your last name. Five to seven lay and clergy members of the BOM serve on each interview committee.

**For Provisional Membership**, there are four interview committees for each team.

**For Associate and Full Membership**, there are three interview committees for each team.

You may bring your papers, your Bible, and whatever other materials you wish into the interview. You are free to refer to your paper if you desire, but just reading from your paper will not be helpful.

#### What happens after your interviews?

The Board has worked very carefully on a decision-making process that is faithful, responsible and is centered around prayer and holy discernment. Each interview committee determines an initial recommendation regarding each candidate. Each interview committee reports to its Team about each candidate. The Team reviews again all the materials in that candidate's file and reviews each candidate as a whole person in ministry. After prayer and discernment, the Team comes to consensus about *recommending* the desired change in conference relationship, *continuing* a candidate in their current conference relationship and asking them to return in specific areas, or *discontinuing* the candidate from their current conference relationship.

The Teams share with the full Board their discernment along with areas of strength and areas for growth for all candidates interviewed that week. The full Board hears the discernments of the Teams and comes to consensus about whether each person seems "ready for effective ministry" as a provisional member or has shown a degree of "effectiveness" appropriate to an Associate Member, an Elder, or a Deacon, as appropriate to the interview. Then the full Board votes on each candidate. **You will be notified of the Board's action in a phone call soon after the full Board meets, and then in writing within two weeks. You will receive a written report from each interview committee and an overall action report from the Team.**

#### What happens if you are continued?

**If continued**, the Board will identify the one or more interview areas and papers or other materials that need to be resubmitted. Candidates who are continued are given feedback about what the Board perceived in their papers, file materials and interviews. Continuance is not designed to be punishment. It is designed to be an opportunity for strengthening of the candidate toward lifelong, fruitful ministry, and each candidate will have a Team Leader who will be their best resource in interpreting feedback from the BOM.

Occasionally, specific studies, courses, readings, and/or counseling are suggested or required as a result of needs that become evident during the interview process. You will want to review these suggestions and/or requirements, perhaps consider additional ways to address the concerns noted, and **develop a complete action plan to address the areas of growth identified**. Your ability to take initiative and address your own areas of growth is an important part of both readiness and effectiveness as a United Methodist clergy member.

Thank you for taking time to read this note of welcome and instruction. We truly want you to do well and look forward to conversations with you as you pursue ways to answer God's call into ministry.

*The Board of Ordained Ministry, Virginia Conference*