

PPRC INTERVIEW WITH DECLARED CANDIDATE (¶310.1D)

For the Pastor-Parish Committee: The key question you are trying to answer for yourself is:
“Does this person demonstrate a fitness for ministry?”

Requirements of the Candidate Prior to Interview

1. Completed the introductory interview with DS
2. Registered through UMCARES
3. Completed the Candidacy Summit
4. Completed or in process of completing forms required by the BOM
5. Write a statement of call to be given to PPRC by assigned deadline
6. Reviewed the historical questions asked of candidates and prepared and provided written answers of said questions to the PPRC by assigned deadline
7. Read paragraphs 301-320 in *The 2016 Book of Discipline*

Best Practices for the Pastor-Parish Relations Committee to Follow:

1. Candidates intending to apply for commissioning/provisional interview with the Board of Ordained Ministry in February or March of any given year must be certified candidates prior to July 1 of the previous year and make their intentions to apply for commissioning known to the dCOM chair in writing by July 1 of the previous year.
2. **Certification** interviews related to **candidates** who will attend **Local Pastor Licensing School** must be completed in the spring prior to late April. This is important so the candidate may be registered for Licensing School, and pre-work can be completed in a timely fashion.
3. The written work required should be completed by the candidate well in advance of the PPRC/SPRC meeting date to be distributed to the committee. If it is not completed by the deadline, cancel the interview and invite the candidate to submit a request for interview at your next scheduled meeting. See Section D, Resources for a sample letter of invitation to the candidate.
4. Distribute the written materials completed by the candidate to the team at least a week before the interview. It's important that your team read the material in advance of the interview.
5. Give your team time before the candidate arrives to discuss your insights and questions about this candidate.
6. Practice gracious hospitality to the candidate as they arrive. Be ready and don't make them wait on you.
7. Your confidentiality about conversations regarding the candidate is critically important. Your team needs to be able to converse freely about the candidate's qualities and experiences. Your team will have an honest conversation that serves both the candidate and the church only if committee members don't have to worry about the conversation eventually reaching the candidate, their friends or their family.
8. Read paragraph 310.1d of *The 2016 Book of Discipline* to the committee prior to the meeting. Your interview should be focused on verifying the candidate's call in light of Wesley's historical questions in sub-sections 1 through 3.
9. An official vote needs to be taken and recorded. Written ballot is not required but may be used at the discretion of the committee. Simple majority is all that is required.

10. Ways to say “No” or “Not yet.” If needed, here are some ways to share that your team has concerns and is not ready to approve this candidate.
- *“Given your written work and our experience of your interview, it’s difficult to determine clearly that your call is to licensed or ordained ministry. We would like to see ... (leadership, fruit, deal more gracefully with people, etc.)”*
 - *“We love you, and you are an important part of our ministry here. After our visit, we believe your call to ministry can be lived out in lay ministry.”*
 - *“At the beginning of this process, we shared that while our call to discipleship is universal, the call to ordination is not for everyone. We celebrate your gifts and believe that you can best serve the church through your lay ministry.”*
 - *“After our conversation, I/we have some concerns about your leadership experience in your current context. One way to explore a call to ministry is through demonstrating leadership effectiveness in your current faith community. I/we think you need more ministry experience before taking additional steps in this process. Have you considered ... leading a small group, serving with your church’s congregational care ministry, leading a mission experience, etc.”*
11. Things to do to celebrate a candidate for ministry whether they are approved for ministry or not: Wait until the candidate has been approved not just by your team, but also by the District Committee on Ordained Ministry as a “certified candidate.” Once confirmed as a certified candidate, find ways to celebrate in your congregation. You might have a short presentation and blessing during worship and share the news in your communications. If a candidate comes before the PPRC or dCOM and is not approved, still celebrate the ministry they lead and/or participate in as a lay person in your congregation.
12. These materials should be distributed to PPRCs through leader/committee training events **and** should be resent to PPRC chairs by the district office after candidate receives approval from DS to pursue candidacy.

Required Questions for the Candidate

Review Wesley’s historic questions in *The Book of Discipline* (§310.1(d), 1-3). The following can be used to clarify the meaning of these questions.

1. Has the candidate shown evidence of God’s grace in their life? What transformation(s) have occurred in this person’s life due to God’s grace? How does this person extend God’s love and grace to others? Is this person patient and do they respond to others with grace and respect?
2. Does the candidate possess the gifts required for effective ministry? How does this candidate communicate God’s message with clarity and effectiveness to groups through preaching or teaching? Describe this candidate’s desire to share the love of God with the community (beyond the church walls). How will this candidate do with basic pastoral responsibilities like administration, worship planning/leading /preaching, visitation and congregational care, sharing God’s vision, and leading the congregation to follow it?
3. Has the candidate demonstrated the ability to lead others in a fruitful ministry in your congregation? Have this person describe an experience of leading or organizing ministry. What are the visible fruits from those ministries? In what ministry settings will this person most likely be fruitful?

PPRC INTERVIEW GUIDE AND ACTION REPORT

Use the following guide, in addition to the written material, to lead your team through the interview. Complete it and use this as your After Interview Action report to send to the District Office. Communicate your response to the candidate promptly. See Section D, Resources for sample letters.

Name: _____

PPR Interview Questions for Certification (§310.1)

- 1. Please tell us a little about yourself and your call to licensed or ordained ministry in 3 to 5 minutes.**

Candidate clearly and passionately articulates God's grace in their life and a call to ministry.

Excellent

Needs Attention

Inadequate

- 2. What skills/gifts do you have that will make you a great pastor? How have you been a leader in your church?**

Shows past leadership abilities in their local church. Has potential and promise for effective and fruitful ministry.

Excellent

Needs Attention

Inadequate

- 3. Why do you want to be a clergy person in the United Methodist Church?**

Has theology and expectations compatible with United Methodism.

Excellent

Needs Attention

Inadequate

Committee Members present:

Chair Signature: _____ **Date:** _____

Vote of the committee:

Affirmed: _____

Abstained: _____

Against: _____