

Candidate Information Sheet
(sent prior to interview)

The Board of Ordained Ministry looks forward to meeting with you for your interview. We have a rich tradition of clergy within the Eastern Pennsylvania Conference and seek to enrich Eastern Pennsylvania clergy with the best candidates for ministry. Our goal is to identify excellent candidates for service within Eastern Pennsylvania that will serve with distinction and develop and grow churches and ministries of the EPA Conference. To identify excellence, we developed an interview process that is demanding. The following will help candidates prepare for the interview.

1. Each candidate will meet with a team that includes members of the Board of Ordained Ministry and District Superintendents. They will ask you a series of questions in the following ministry areas:
 - Calling, Bible and theology
 - Human relations, pastoral care and self-care
 - Worship, sacraments and preaching
 - Christian Education, evangelism, justice and church administration

2. Our objective is to identify which of the following applies to the candidate:
 - Fit/Ready/Effective – The individual is ready to take the next steps in the process and there are no recommendations and/or requirements for the candidate to complete.
 - Fit and Ready with Recommendations and/or Requirements – The individual is ready to take the next steps in the process and part of the next steps include the recommendations and/or requirements identified by the Board of Ordained Ministry.
 - Demonstrates promise but not ready for the next steps – The individual will need to fulfill the identified requirements before she/he can take the next steps in the process.
 - Discontinued – The individual should not continue in the process toward ordained or local pastor license and seek other types of service within the Church.

3. Each interview team will ask candidates three to seven sets of questions. The following sets of questions are examples of which candidates are expected to respond.
 - What passage in the Bible is most difficult for you? Why is it difficult and how have you taught/preached about this passage? If you have not taught or preached about it, how will you in the future?
 - What are the important elements of a worship service and how do you incorporate these elements into worship? What styles of worship do you find most effective and why?
 - Without breaching confidentiality, share with us a pastoral issue (elder/local pastor) or conflict issue (deacons) that you have worked on with someone. Why was it an issue, how did you work with the individual and why or why not was your approach successful?

- United Methodism values addressing justice issues. One of the important values within the Eastern Pennsylvania Conference is eradicating racism. How have you experienced privilege or internalized oppression in the past, how are you addressing privilege or internalized oppression today and what will you do in your congregation/ministry to help eradicate racism.

4. The 2008 Book of *Discipline* outlines our doctrinal standards and our theological task (Part 2, paragraphs 101-104), social principles (Part 4, paragraphs 160-166), historic questions (paragraph 336) and the itinerant system (paragraph 338). In preparation for your interview, you need to have thoroughly read these paragraphs and be prepared to answer the following question: Presently, can you abide by and/or teach these areas of the *Discipline*, and if not, what are the specific issues that create a conflict for you and why should we consider you for ministry if you cannot follow through on these issues and questions?