

## During the Commissioning Interview

### Extend hospitality.

- Create a **hospitable waiting environment**. Choose one committee member to stay in the waiting area for candidates, serving as host. Hosts should welcome candidates, offer beverages and/or healthy snacks, answer any questions, and make the guests feel at home.
- Create a **hospitable interview environment** with a simple altar space, chairs arranged in a circle, and no more than eight committee members. If certified mentor is not available to accompany each candidate as his or her advocate during the interview, choose another committee member to serve as advocate.

**Before the candidate is invited into the interview environment**, committee members should:

- Briefly discuss the information they received prior to the interview (including the personal data inventory, any changes in contact information or seminary, and the written responses to Disciplinary questions ¶ 324.9.a through p) and suggest possible interview questions which will help the candidate further articulate:
  - **readiness for ministry including:**
    - a maturity and depth of her or his Christian faith
    - a genuine sense of call to ordained ministry
    - physical, psychological, and emotional fitness for ministry
    - potential for effectiveness in ordained ministry
- Confirm that the candidate's other information was received and is satisfactory, including certified mentor's recommendation letter and current transcript(s).

**When the candidate is invited to enter**, committee members should:

- Greet the candidate warmly
- Graciously acknowledge any obvious anxiety
- State the purpose of the interview honestly and openly
- Begin with prayer

During the interview, committee members should:

- Express interest in the candidate's present situation
- Ask candidate to articulate his or her faith and theological understanding
- Ask questions which will help the committee discern whether or not the candidate is **ready for ministry**

During the interview, committee members should **not**:

- Ask questions which might be interpreted as discriminatory (i. e., questions which suggest a prejudice against a candidate's age, gender, ethnicity, marital status, level of education, social status, etc.)

If any committee member asks an inappropriate question, either the chair or advocate should feel free to invite the committee member to ask another question or to ask the question in a more appropriate way.

At the end of the interview, the chair or another committee member should:

- Thank the candidate for his or her time
- Inform the candidate when to expect a decision—both written and oral
- End with prayer