

# The Episcopal Diocese of Milwaukee

## Manual of Resources for the Commission on Ministry and Standing Committee Candidacy and Ordination Interviews



From the  
Manual of Resources for Discerning a Call to Ministry  
Lay and Ordained  
Section 7

**Revised: December 5, 2016**

**I. Candidacy Interviews with Commission on Ministry and Standing Committee**

- A. A candidate is a person who is in the second stage of testing a Call to Holy Orders and is usually midway in their education and formation process.
- B. While the Bishop can, with the recommendation of the Commission on Ministry, make a Nominee a Postulant, the Bishop must have the consent of the Standing Committee to move a person from Postulancy to Candidacy.
- C. The Standing Committee represents another of the interlocking, and ever-widening, circles of discernment of a Call to Holy Orders.
- D. The Postulant will be scheduled for an interview with both the Commission on Ministry and the Standing Committee.

**II. Interview questions with the COM and the Standing Committee (*\*\*\*indicates questions that may be asked by the Standing Committee*):****A. Personal Life**

- 1. What are your gifts/strengths? How could you use those to the best advantage (in a parish, as a deacon/priest)?
- 2. How could you see using your strengths as a potential detriment to the community in which you will be living/ engaging?
- 3. What are your weaknesses? What are the opportunities or challenges that are available to you because you have those weaknesses??
- 4. How is your family doing in this time of further study and discernment? What have been the challenges and opportunities?
- 5. Since entering seminary have you had difficulty financing your studies? If so, how have you dealt with that?
- 6. Tell us about your and debt and your retirement planning.
- 7. How have you grown in this process?
- 8. What do you value most; what can't you live without?

**B. Spiritual**

- 1. Tell us about your spiritual life – what are your practices, how has it changed or stayed the same since beginning the process and what have you learned about your spiritual life so far?
- 2. When do you doubt God, the church, etc. and how does that inform your faith? How does that change/ challenge your journey?
- 3. When do you doubt God, the church, etc. and how does that inform your faith? How does that change/ challenge your journey?
- 4. Tell us about your theology of stewardship and how does that translate into your life?

**C. Calling**

- 1. What, in your opinion, are the main difference between Lay and Ordained ministry and how do you see that speaking to your calling?
- 2. What is your role as a priest/deacon?
- 3. What is your current view of ministry and how has it changed?

4. Do you still feel called to the \_\_\_\_\_ after this period of further discernment?\*\*\*
5. Tell us how you believe you are truly called by God to the life and work of a deacon/ to the priesthood.\*\*\*

D. Living Your Baptism

1. How will you continue in the discipline of ongoing reading and study of Scripture, in prayer and in the ongoing pursuit of knowledge and experiences that will help you to continually grow and develop?\*\*\*
2. Tell us about a time when you worked in fellowship with others that resulted in building up the community.\*\*\*
3. Tell us about a time when you were reconciled to someone.\*\*\*
4. Tell us how you have proclaimed the Good News in word and in action?\*\*\*
5. Tell us how you have seen Christ in “all sorts and conditions” of people.\*\*\*
6. What is your understanding of neighbor and what sort of Neighbors have you come to love?\*\*\*
7. Tell us about a time when you stood up against injustice and made your voice heard.\*\*\*

E. What you have learned and general questions

1. Tell us about a time when you’ve brought people into their ministry.
  - a. Tell us about a good experience and what you learned
  - b. Tell us about a bad experience and what you learned
2. Tell us about a time when you failed and what you learned from the experience.
3. Tell us about a time when you took responsibility when you could have placed blame more easily.
4. Who is God for you? How has that changed and been challenged by the process?
5. Who is Jesus for you? How has that changed and been challenged by the process?
6. Who is Holy Spirit for you? How has that changed and been challenged by the process?
7. What are your thoughts on the current state of the church?

F. Community/Transition

1. What do you see as your community(communities) right now?
  - a. How do you see yourself functioning in and contributing to your current community (seminary, church, deacon’s formation program)
  - b. Once in a parish, how do you see yourself relating to other clergy, finding your nourishment, and connecting with a spiritual director?
  - c. How do you think you might go about finding community in your new setting?
2. If you feel called to the Priesthood, what sort of ministry do you see yourself called to? Urban/Rural/Suburban? CEO/Program Director/Pastor?
3. The Call of Holy Orders is often the call to itinerancy, i.e., a call to serve wherever God might be calling
  - a. How easy or difficult will it be for you to pick up and move?
  - b. How are you handling the change in seminary?
  - c. What are your current goals in ministry and what will happen if you find yourself being re-directed by your bishop?\*
4. What have you done/ are doing in your personal and family life to be a living model of the teachings of Christ?\*\*\*