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**ANNUAL DEVELOPMENTAL INTERVIEW FORM  
— CANDIDATES FOR PASTORAL MINISTRY**

Name: \_\_\_\_\_

Address: \_\_\_\_\_

E-mail: \_\_\_\_\_

Phone Number(s): \_\_\_\_\_

Present church membership: \_\_\_\_\_

Church address: \_\_\_\_\_

E-mail: \_\_\_\_\_ Phone: \_\_\_\_\_

Return this completed form to: \_\_\_\_\_

(Name)

\_\_\_\_\_  
(Address)

\_\_\_\_\_  
(E-mail)

Please return this form no later than: \_\_\_\_\_

(Date)

*You are encouraged to make a copy of this material and bring that copy to the interview meeting.*

## **Introduction to Annual Developmental Interview**

The purpose of the annual developmental interview is to strengthen the relationship between candidates and the Candidacy Committee by checking in with the candidate on progress being made in the candidacy process. The interviewers shall assist the candidate with developing growth goals for the coming year. Each person's self-understandings and attitudes are unique. Every person can grow in self-understanding and can improve his/her relationships with others.

The interview shall commonly be conducted by two members of the synodical Candidacy Committee and last approximately one hour. The interview shall be conversational in style. The interview team shall make recommendation to the Candidacy Committee regarding the candidate's endorsement.

Before answering the questions on the next page, please reread the standards for pastoral ministry which are included at the end of this form.

This process is intended to offer you an opportunity to reflect on your development toward meeting the standards. The interview team will discuss with you the responses you submit to the questions. Part of the discussion will be to mutually confirm your learning, formation and development goals for the coming year.

***You are encouraged to make a copy of this material and bring that copy to the interview meeting.***



# Annual Developmental Interview Form — Candidates for Pastoral Ministry **RESPONSES**

**Name:** \_\_\_\_\_

*A. Read the Standards for Pastoral Ministry.*

*B. Respond to the following questions:*

1. Identify some of your areas of strength:

2. Identify some of your areas for growth:

3. Describe some learning and development that has happened for you during the past year:

4. What are your goals for the coming year?

5. What are your plans for spiritual, personal and vocational formation for the coming year?

6. Comments and questions for the Candidacy Committee:

# Standards for Pastoral Ministry

The ELCIC is a church *In Mission for Others*. The ELCIC recognizes the emergence of a renewed emphasis upon God's mission in the world in the 21st century. Christians enter into partnership with God's work in the world through baptism into the body of Christ. Every faith community is part of a mission field. Every baptized Christian is to be an ambassador for God's mission in the world. Through Word, Sacrament and service, individuals and communities are strengthened for mission. Rostered leaders are called to *equip the saints for the work of ministry* (Ephesians 4:12).

A mission-oriented leader can be defined as someone who:

- is rooted in the gospel;
- is knowledgeable, passionate, able to articulate his or her faith and the confessional teachings of the ELCIC; and
- through the church participates in God's mission of love, redemption, justice and reconciliation.

People who have discerned a call to pastoral ministry shall demonstrate and build upon the characteristics of a missional leader. The ELCIC seeks candidates for pastoral ministry who demonstrate certain competencies. The candidacy process provides educational and formational opportunities to integrate skills, knowledge and tools for ministry in five interrelated areas:

- Spiritual and Personal Formation
- Vocational Awareness and Pastoral Identity
- Adherence to Lutheran Theology
- Missional Awareness and Cultural Context
- Capacity for Public Ministerial Leadership

It is important to keep in mind that these areas are interrelated, as per the diagram below.



The competencies listed here have been identified to assist committees in the assessment of a candidate's formation throughout the steps in candidacy. The ELCIC values the diverse experiences, gifts and skills that individuals bring to rostered ministry.

## Spiritual and Personal Formation

Pastors are expected to demonstrate personal faith and emotional maturity. Formation is an ongoing process before, during and after candidacy that requires practising personal spiritual discipline

through prayer, Bible study, worship, reflection and active membership in a congregation or synodically recognized ministry of this church. Pastors shall demonstrate commitment to leading a life worthy of the gospel of Christ and exemplify faithful service and gracious living.

The ELCIC places a high value on strong interpersonal skills. These skills shall be lived out in the exercise of leadership, in the practice of spiritual care, in public witness and as a public representative of this church.

Key competencies in this area include the skill to:

- Maintain a disciplined life of prayer and personal devotion.
- Demonstrate passion and imagination for sharing the gospel.
- Take responsibility for one's own actions, admit mistakes and take appropriate corrective measures.
- Listen to people's stories and assist them with interpreting their experiences in light of the gospel.
- Practice wellness in one's personal life.

### **Vocational Awareness and Pastoral Identity**

The grace of God revealed in Jesus Christ means that all the baptized, as members of a universal priesthood of believers, are called to a vocation of mission in their daily lives. Pastors are called to a public ministry that is accountable to the wider church and offers leadership for helping people engage in God's mission. This calling has internal and external dimensions—both an individual sense of call and an affirmation of call by the wider church. A letter of call to serve in a particular ministry setting is received and accepted prior to ordination.

Pastoral ministry is public ministry of Word and Sacrament. Pastoral ministers take on a role and identity as pastors and as leaders. This calling includes administering and celebrating the sacraments, proclaiming the gospel and helping others participate in God's mission. The call to pastoral ministry is a lifelong commitment that supports and complements the ministry of Word and Service and equips the baptized for ministry.

Pastors shall demonstrate a willingness to serve in response to the needs of the church, voluntarily place themselves under the legitimate authority and discipline of this church, and assent to the polity of this church. Pastors must covenant to abide loyally by the constitution, administrative bylaws, and enactments of this church and of the synod under which they serve.<sup>1</sup> They are called by God through the church for a ministry of servanthood and not for the exercise of domination or coercive power. Faithfully living out this calling requires a commitment to lifelong learning.

<sup>1</sup> *ELCIC Constitution Article VIII Section 2.* The Constitution includes a Confession of Faith (Article II) and articulates an understanding of the Nature of the Church (Article III) and of the Mission of the Church (Article IV).

Key competencies in this area include the skill to:

- Reflect theologically on the connection between pastoral and personal self-understanding.
- Reflect theologically on God's mission through the church and in the world.
- Encourage and equip individuals and communities to live out their vocation/calling.

### **Adherence to Lutheran Theology**

Pastors are expected to be committed to the Scriptures as the inspired Word of God and to the Lutheran Confessions of this church. This commitment is demonstrated in a life of discipleship. They shall use their understanding of Lutheran theology and history in worship, preaching, teaching, public witness, spiritual care and the practice of pastoral ministry.

The ELCIC expects pastors to teach, uphold and interpret both scripture and this church's confession of faith. This requires a broad and comprehensive knowledge of scripture, Lutheran Confessions and Lutheran theology. It also requires knowledge of the theological, social and institutional history of the Lutheran tradition and how this history informs mission in the current context. This understanding of the Lutheran tradition is connected to the wider Christian tradition and to interfaith relationships in our current context.

Key competencies in this area include:

- Broad knowledge of the Scriptures and an ability to interpret scripture using a gospel and missional lens.
- Broad knowledge of the Lutheran Confessions, theology, church history and tradition.
- A demonstrated ability to integrate doctrine and practice.
- Ability to communicate insight from Lutheran theology and tradition.
- Basic knowledge of Christian history and various faith traditions.

### **Missional Awareness and Cultural Context**

Mission occurs in a cultural context. Participating in God's mission includes studying issues in contemporary society in the light of the Word of God and responding publicly to social and moral issues as an advocate for justice and as an agent for reconciliation. The ELCIC expects pastors to be leaders in understanding, studying and engaging contemporary culture and social issues. Reflecting on context the pastor may draw on insights from a variety of disciplines including the arts and humanities, the natural and physical sciences, and the social sciences, along with insights from theology.

Pastors are expected to have an ability to function with respect in diverse cultural contexts and to learn from a variety of people and experiences. This includes an understanding of the history of Indigenous peoples and the work of reconciliation in the Canadian context. Pastors shall help people discern God's activity in various contexts and support communities in identifying possibilities for mission through service, witness and advocacy. The ELCIC values the ability of pastors to carry out ministry in ecumenical and interfaith partnerships.

Key competencies in this this area include the skill to:

- Help others reflect on their own context and experience.
- Relate theology with history, context and culture.
- Address cultural differences.
- Foster awareness of community needs and encourage others to participate in action and advocacy, especially with those most vulnerable in society.

### **Capacity for Public Ministerial Leadership**

Pastors shall offer leadership for mission to both the church and the wider community. There is an expectation that they will help people discern God's mission, and equip and send disciples into the world. Pastors shall have knowledge of the ELCIC's structure and governance processes, and carry responsibility for helping church structures to build up the body of Christ through effective communication, reporting, administration and leadership.

Pastoral ministry is a public ministry of Word and Sacrament. Pastors shall possess the ability to prepare and lead worship, administer the sacraments and adapt the Lutheran liturgical tradition to local contexts. Skills for preaching and teaching are essential, including the ability to assist people in reflecting on how their own faith experience is connected with the faith experience of others and with God's story. Pastors shall express spiritual care through listening, prayer, conversation, empathy, reflection, accompaniment and advocacy.

Strong professional ethics supports the credibility of public ministry, promotes trust within communities, and helps create a safe space for spiritual care and the sharing of stories. The ELCIC places a high value on maintaining confidentiality and respecting boundaries.

Key competencies in this this area include the skill to:

- Lead worship in a way that invokes a sense of the holy, demonstrates a welcoming spirit and has a view toward God's mission in the world.
- Preach and teach in ways that encourage people to share their faith experiences.
- Visit and offer spiritual care; and have knowledge of community resources for appropriate referrals and participation.
- Communicate and facilitate.
- Manage conflict.
- Lead others to develop vision, make plans and administer organizational accountability.
- Work in partnership.
- Mentor the community to help everyone tell stories of faith and live a Christian life.