

Interviewer Support Group

We share experiences, wisdom, graces received, frustrations endured to bless and support each other in this ministry

1/23/2015

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Merges 1

Sacredness of Interviewing

- Our spirituality is defined by relationships: to ourselves, to those we encounter, to creation, and to the transcendent.
- Certification interviewing provides an opportunity to relate to and touch the life of those we encounter in the process.
- As members of the certification team we do touch the life of many people.
- As prayer: listen to and join in singing

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Merges 2

Touch Somebody's Life

Touch Somebody's Life; Come To The Feast
James Moore

Touch somebody's life with your life
Touch somebody's heart with yours
Share the gift of God's love with everyone you meet
Touch somebody's life with yours

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Merges 3

Honoring the Gift Ministry of Interviewing

- Our association
 - Directly support the Chaplaincy profession
- Our theological roots
 - Reflect, share, and enhance our theological base
- Richness of community
 - Includes complete cross section of organization
 - Develops long term relationships and support
- Shared accountability
 - Direct participation in nurturing membership

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Merges 4

Interviewers Experiences

- Spiritual and Practical
- Interactive: especially discussions
- Experiential: what is interviewing for you
- Sacred moments experienced
- Spiritual challenges and gifts
- Spirituality as individual and team member

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Merges 5

Sacred

- Sacred space: an occasion for grace
- Where two or more are gathered: prayer
- Touching lives
- Sharing the joy and disappointment
- The team
- Spiritual growth: interviewer and interviewee
 - What we bring and what we receive
 - Acquired wisdom

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Merges 6

The Process

- How do you relate to it
- What are the stressors
- Where are the moments of grace
- Is it a mystery
- How do you perceive your place in the process
- Does it work for you
- The process and the spiritual experience

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The documents

- The Certification Commission's role
 - What are your perceptions
 - Have you been directly affected
- What are the major documents
 - Member Application
 - PRP I
 - PRP II
 - Instructions from the ITE
- Issues from your perspective

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PRP I

- Customers
 - Applicant
 - Interview team
 - Certification commission
- Clear
- Reference to applicant's material
- Scope
- Interviewee perspective

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PRP II

- Customers
 - Applicant
 - Certification commissioners
- Clarity
- Ambiguity
- Timeliness
- Corporate editing

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PRP I Examples

- Your previous committee expressed concern about your sensitivity to cultural issues. Give examples from your ministry in which you needed to be aware of issues related to culture, gender, sexual orientation, religion or spirituality. Describe your response to these situations? (304.3)
- You made the goal during your last unit of CPE to be more intentional about relating to the unit staff. Provide examples where you connected with staff. Is this now an important part of your ministry? (305.2)
- Your response to standard 302.1 emphasizes your theory of pastoral practice. Please elaborate on your theology of spiritual care. (302.1)
- Provide an example(s) of how a ministerial situation could trigger in you a judgmental attitude. How does this awareness inform your pastoral practice? (303.4)
- Your response to standard 302.1 emphasizes your theory of pastoral practice. Please discuss your theology of spiritual care. (302.1)

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PRP II Guidelines

- Purpose is to **COMMUNICATE THE RESULTS OF THE INTERVIEW**
- Indicate demonstration of competence or not
 - Mary demonstrated competence in standard 303.55 providing an example where ...
 - John was not able to demonstrate competence in standard 305.5 using ministerial examples
- Connect recommendations and written results
- Address each incompetency or growing edge with an appropriate recommendation

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Applicant Feedback

- Questions that were asked were appropriately drawn from my materials
- My team was focused, sincere, and both probing and supportive
- I was impressed by the pastoral approach used by the interview team
- There was no assessment of my materials
- Questions on PRP I were too broad

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Commissioner Feedback

- The team did a nice job synthesizing what the precise issues were that need attention
- Questions were simple, straightforward, went directly to the standards
- Some [PRP Is and PRP IIs] clearly captured and described the interview so well, that I felt present to the person and material
- It was not clear in the PRP II which standards were met
- There was only one recommendation after a 0-3 vote

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Appeal Perspectives

- A disappointed candidate denied certification attempted to understand why. So did we
- On a split vote, it is all the more important to document why and where the Standards were considered by one member to be met and by the majority not to be met
- Provide clear substantiation for a split vote. The pros and cons rationale for each questionable standard must be articulated

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