

Rim Process Overview 2009- 2010

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RIM Process – 2009 - 2010

Residents in Ministry Process Goals and Guidelines	2
Changes from the RIM Advisory Task Force	2
California-Nevada Annual Conference Vision Statement	2
Passion in Jesus Christ-Compassion for All	2
Transformational Clergy Leaders	3
Transformational Clergy Leaders:	3
Roles and Responsibilities	4
RIM Chair	4
RIM Co-chair	4
Progress Assessment Teams	4
Progress Assessment Team Leaders	5
Liaison	5
Resident	5
Mentors	5
Full RIM Committee	6
Full BOOM	6
Clergy Session	7
The RIM Process	7
RIM Process Overview	7
Process Year Summary	7
Stage Based Requirements	9
Stage 1	9
Stage 2	10
Stage 3	10
Progress Assessments	11
Standardized Agenda – Stage 1	12
Standardized Agenda – Stage 2	13
Standardized Agenda – Stage 2 Recognition of Orders	13
Standardized Agenda – Stage 3	14
Review Process	14
Continuing Education Policy	15

RIM Process – 2009 - 2010

Residents in Ministry Process Goals and Guidelines

Changes from the RIM Advisory Task Force

As a result of a meeting with the residents and selected members of the BOOM Executive Committee in Spring of 2009, an Advisory Task Force (ATF) was formed. The ATF was composed of members of BOOM Exec, the RIM Committee, Mentors, recent Ordinands and Residents currently in process. During the course of discussion, the ATF formulated and presented a number of suggestions for improving the RIM Process to BOOM Exec. The overarching goal was to see the process transform from what historically has been viewed as a “series of hoops” to a time for each resident to be encouraged, nurtured and supported in their movement from readiness to effectiveness in ministry in the context of his/her appointment.

The following is what has been agreed upon by BOOM Exec as steps toward moving the process closer toward that overarching goal. It is also acknowledged that this continues to be a work in progress and the changes implemented this year will be evaluated at the conclusion of this process year by both the ATF and BOOM Exec. As such, additional changes to the process may continue to be implemented in subsequent years as deemed necessary. Many of the process requirements remain the same, but where flexibility is possible, residents are encouraged to use this opportunity to tailor the requirements to enhance each individual’s goals for personal and professional growth.

California-Nevada Annual Conference Vision Statement

The vision of our annual conference informs the journey process for Residents in Ministry for ordained ministry. We are seeking to develop transformational leaders who will change the world. The purpose of the church is to make disciples of Christ who transform the world with the gospel of God’s inclusive, redeeming and justifying love.

Passion in Jesus Christ-Compassion for All

A Passion for the Mind of Christ

Our vision challenges us to move toward a future where every Faith community is in fact a Spiritual Transformation Center.

Compassion with the Heart of Christ

Our vision challenges us to service through outreach ministries---face to face, hand to hand, with the poor, the least, the outcast and the hungry.

Celebrate Our Diversity and Unity in Christ

Our vision challenges us to move toward a future where every congregation names and celebrates our identity and bears fruits of respect, love, and mutual ministry.

Extending Christ’s Invitation to a Joyous Life

Our vision challenges us to be known in our communities. It demands we find ways to be contagious congregations visible in and interacting with our communities.

RIM Process – 2009 - 2010

Transformational Clergy Leaders

We are one body in Christ. We are also a body of diverse peoples, geographies and cultures, serving a mission that is different at this time than at other times. The need of the California-Nevada Annual Conference at this time is for **transformational** leaders who will **revitalize, inspire and extend** Christian life and mission into new communities of faith within and beyond existing churches.

Our goal is to develop clergy leaders who embody the following criteria:

Transformational Clergy Leaders:

1. Are persons of spiritual depth, character and integrity who:
 - a. Are grounded in a relationship with Jesus Christ that is growing in vitality and depth
 - b. Are bold, passionate and decisive about the invitation of all into Christ church
 - c. Demonstrate compassion for the poor, the lost, and the marginalized
 - d. Have a healthy self-knowledge and a disciplined inner life
 - e. Are committed to their own life-long learning and growth
 - f. Are willing to be held accountable
 - g. Are willing to take risks and persevere with grace through
 - h. hardship and opposition
2. Are persons who demonstrate leadership by:
 - a. Creating an environment that invites a deepening relationship with Jesus Christ through worship, community and spiritual practice
 - b. Articulating and interpreting God's movement in the life of the faith community
 - c. Encouraging creative and strategic thinking about integrating Christ mission into the life of the larger community
 - d. Proclaiming God's good news for creation with passion and inspiration
 - e. Building collaborative relationships
 - f. Equipping others for leadership and ministry
 - g. Modeling and inviting commitment to spiritual formation and disciplines
 - h. Celebrating diversity and modeling cross-cultural competence
3. Are persons who bear fruit by leading communities of faith that are:
 - a. Intentional about making disciples of Jesus Christ
 - b. Focused on spiritual formation
 - c. Centers of eager invitation and welcome
 - d. Increasingly integrating faith into their daily lives and value systems
 - e. Effectively engaged in inspiring, equipping and sending disciples into service in the world

RIM Process – 2009 - 2010

Roles and Responsibilities

The following is provided not as an exhaustive list, but a reasonable definition of the roles and responsibilities of the various people and groups involved in the RIM Process. In addition a new term, Progress Assessment is now being used to replace the term interview to reflect the distinction that the time spent together is about assessing how the resident is progressing through the process and to provide evaluative feedback based on the team's review of the resident's materials and time of conversation with the resident.

RIM Chair

The RIM Chair is responsible for the overall management of the RIM process and the RIM Committee. The RIM Chair should not be a liaison or participate in progress assessments unless specifically required due to unique circumstances. This is done to facilitate the reasonable possibility of an impartial process review if requested or required. Specific activities include:

1. Attending all BOOM and BOOM Executive Committee meetings.
2. Attending and participating in (as required) the RIM Retreat.
3. Training all RIM Committee members
4. Managing and updating as necessary all information provided to either the residents or the RIM Committee as a whole.
5. Be the primary point of contact for issues, concerns or complaints that cannot be reasonably handled directly by the resident, liaison or mentor.

RIM Co-chair

The RIM Co-chair is an assistant to the RIM Chair, but may participate as a liaison and participate in progress assessments. The RIM Co-chair is encouraged, although not required, to attend all the same meetings at the RIM Chair and to attend if the RIM Chair is unavailable.

Progress Assessment Teams

Progress Assessment Teams are to include at least one member who knows the resident's history with RIM by first-hand experience (i.e. has participated in the progress assessment with the resident before for RIM) if at all possible. Every effort will be made for consistency in the makeup of RIM progress assessment teams. However, diversity in team makeup is equally desirable. In the ensuing year (2009-2010) an emphasis has been placed on diversity. Subsequent years will strive to balance these two values in team makeup.

RIM Process – 2009 - 2010

Progress Assessment Team Leaders

Progress Assessment Team Leaders are responsible for ensuring that progress assessments are held in an appropriate and consistent manner. Specific duties include:

1. Working in cooperation with one another to develop a Progress Assessment schedule. Coordination asks mentors to be present at each of his/her resident's assessment. This is important for both the mentor and the resident.
2. Managing the Progress Assessment process including reviewing the agenda at the beginning of the time together with the resident, managing the time during the progress assessment and ensuring the entire progress assessment and follow-up conversation with the resident is recorded. They are also responsible for ensuring that at the beginning of each recording all those present will state their name in acknowledgement that the conversation is being recorded with their permission.
3. Communicating with their team members, and if necessary the RIM Committee chair(s) regarding any concerns about the fulfillment of a team member's duties as liaison.

Liaison

The Liaison's role is progress management. Their primary job is to do all in their power to ensure a fair process (not a specific outcome) for their assigned resident(s) and to actively participate in the broader role as a member of the RIM Committee and BOOM.

1. They are responsible for collecting materials from the resident and ensuring that they are distributed in a timely manner.
2. The liaison is the primary resource for information on the process
3. Liaisons are expected to actively participate in progress assessments, document all communication with their assigned resident(s) and present the resident as required to the RIM Committee Spring consultation, and to full BOOM before any vote.

Resident

The resident is responsible for actively participating in the process to move from readiness to effectiveness as a transformational clergy leader. The resident is their own advocate demonstrating growth through evaluations, successful completion of process requirements, developing and implementing a meaningful Learning Covenant and participating annually in progress assessments. Any concerns about inaccurate evaluations as a result of an unfair process should be raised with the RIM Chair and/or the conference ombudsperson.

Mentors

In an effort to make the RIM process more personalized for each resident we acknowledge that the current mentor group model may not be the most effective method of mentoring going forward. We also acknowledge that the newly created circuits may in full or in part meet the need for residents to build collegiality.

RIM Process – 2009 - 2010

However, the Discipline requires that all residents be provided the opportunity to have a trained clergy mentor. All mentors must be approved by the Mentor Coordinator in consultation with the District Superintendent.

For the 2009-2010 process year, functioning as a one year trial, all residents will be given the option to be mentored in one of three ways:

Option 1 – Be assigned a **mentor group** as in years past and work directly with that mentor group leader and other residents participating in that group.

Option 2 – **Use their circuit group as an accountability/mentoring group** for the resident. To use this option at least one clergy person in the circuit must take responsibility for ensuring that the circuit group's processes included care and formation of the resident. This person must meet the requirements found in ¶1349b including attending mentor training if they have not done so already. The resident will be responsible for providing their name to the Mentor Coordinator.

Option 3 – **Self select a mentor from within the Annual Conference.** This person must meet the requirements found in Book of Discipline ¶1349b including attending mentor training if they have not done so already. The resident will be responsible for asking the individual to be their mentor and for providing their name to the mentor coordinator.

Mentor relationships will remain non-evaluative. As such, mentors should not be members of BOOM. Mentors will be asked by the resident's liaison to confirm, via e-mail they have met (or will meet before the end of the process year) with the resident for the 20 hour minimum requirement, but no evaluative materials will be requested or accepted. Mentors are encouraged to attend the resident's progress assessment, but will have no voice or vote. Their attendance is to provide support and to assist the resident in processing any feedback received during the progress assessment.

Full RIM Committee

The Full RIM Committee is responsible for fully reviewing all the materials provided and being adequately prepared to meet with their designated residents. In addition, they will meet in consultation at the end of the progress assessment cycle to discuss and make a recommendation vote to BOOM. This vote will be shared with the resident by the resident's liaison in written form. Committee members are not to conduct "research" on their own. If they have concerns, they are encouraged to raise them to the liaison early in the process so they can be addressed in an appropriate manner.

Full BOOM

Full BOOM is responsible for fully reviewing all the materials provided and being adequately prepared to discuss and vote on residents when presented by the designated member of the RIM Committee.

RIM Process – 2009 - 2010

Clergy Session

Clergy Session is responsible for fully reviewing all the materials provided and being prepared to vote on residents as recommended by BOOM.

The RIM Process

The RIM process continues to evolve as we work toward perfection in our Wesleyan manner. The following is an overview of the steps, requirements and elements for the RIM process within our Annual Conference. If you have any process questions, you are encouraged to speak to your liaison. If they are not able to provide you with the information required, please contact your Progress Assessment Team Leader, the RIM Chair or RIM Co-chair.

RIM Process Overview

The RIM process for the California-Nevada Annual Conference currently has three stages with each stage designed to take a minimum of one year. In some cases, for a variety of reasons, individual residents may be required to stay in a particular stage for more than one year. This should not be viewed as a failure, but an opportunity for continued growth within a particular area of focus.

Process Year Summary

Each year the RIM process will follow a schedule with specific dates and requirements. This schedule will be provided at the beginning of each year, but the following is a brief overview:

1. Annual Conference – New residents are commissioned and welcomed into the process.
2. RIM Retreat – Attendance is mandatory for all residents and includes time for training, worship, fellowship and renewal.
3. RIM Assignments – Various assignments and requirements will need to be fulfilled and provided to the resident's liaison prior to the beginning of the Progress Assessments.
4. Progress Assessments – Each resident will meet with an assigned team. The meeting should follow the prescribed agenda and will conclude with the resident hearing the assessment of the team that will be shared with full RIM Committee later in the spring.
5. RIM Committee Consultation – Each resident's information is presented by their liaison in cooperation with their Progress Assessment team. The RIM Committee will vote for continuation, discontinuation or continuation at the current stage. The results of this vote will be shared with the resident by the liaison and will be passed on to BOOM at their April meeting.
6. Full BOOM Meeting – Each 3rd Stage resident's information is presented by their liaison in cooperation with the RIM Committee. BOOM will vote for ordination, continuation or discontinuation. Any 1st or 2nd stage residents who did not receive a unanimous vote for continuation will also be presented individually. BOOM will vote for continuation, discontinuation or continuation at the current stage. All other residents are voted on as a group and are presented individually to BOOM the following October. The results of this vote

RIM Process – 2009 - 2010

will be shared with the resident by the liaison, as soon as is reasonably possible.

7. All residents voted for ordination are recommended to Clergy Session. The Bishop consults with those to be ordained at the Bishop's retreat prior to clergy session at annual conference.
8. A presentation of those to be ordained occurs at clergy session.

Requirements for All Residents

All residents, regardless of the number of years in process or current stage are required to complete a number of activities by the due dates assigned each year. These activities are:

1. Attend the RIM Retreat in the early Fall for training, fellowship and building of collegiality.
2. Send names, emails and addresses of your Staff Parish Relations Committee Chair, the Church Council Chair, the Church Lay Leader and three other laypersons to your liaison. *If you have a Senior Pastor, you must also send that name, email and address.* If you are not in a church setting, these 6 (at a minimum) evaluators should be in equivalent roles.
3. Create a Learning Covenant to provide personalized growth from readiness to effectiveness within their appointment. The Learning Covenant should be focused on one year only and composed of the following:
 - a. 2 -5 specific areas of growth needed to move the resident from readiness to effectiveness. Areas may include: spiritual disciplines, evangelism, administration, self-care, preaching or any other area of focus agreed upon by the resident, their mentor and their liaison.
 - b. 1 -3 objectives for each area that are specific and measurable. Although attaining the goal is always desired, it does not necessarily define success. The Learning Covenant is only successful if it leads to growth within the resident. [e.g. if the area of growth were to become a better skier one objective could be "to ski at least twenty days during the next ski season"].
4. Provide an annotated version of the Learning Covenant prior to the progress assessments to provide a basis for conversation with the Progress Assessment Team.
5. Meet with a mentor or mentor group, as per selection, for a minimum of 20 hours.
6. Attend a Progress Assessment to discuss materials provided as part of the RIM process and discuss areas of learning and possibilities for growth within the resident's ministry.
7. Fulfill the two areas of mission in any order desired. The two areas of mission are:
 - a. **Involvement in a local mission activity outside the normal ministry of the church the Resident is serving.** This involvement is to be the Resident's own hands-on work in a community-based, rather than church-based, activity. Such involvement might include: serving as a member of a county child abuse council or child care council; volunteering in a community food bank or homeless shelter; providing leadership for a Boy

RIM Process – 2009 - 2010

Scout or Girl Scout troop; volunteering in an elementary classroom; working on a local Habitat for Humanity project; etc.

- b. **Involvement in a larger church mission activity outside the community in which the Resident is serving.** The object is for Residents to experience the larger United Methodist mission connection in a district, in the jurisdiction or at the conference level. Such involvement might include: serving on the staff of a conference summer camp; participating in a Volunteers in Mission project; participating in a Heifer International work team, Sierra Service Project, Loaves and Fishes, or conference-sponsored work team; etc. (Membership on a conference agency does not fulfill this requirement.)

Stage Based Requirements

Stage 1

In addition to the requirements for all residents, residents in the first stage of the process are asked to:

1. Prepare a Christology paper 2 – 4 pages in length with emphasis on Christology from the perspective of the question:
“What is your understanding of the work and witness of Christ in empowering your ministry as a transformational leader?” Who is Jesus Christ to you? Who is Jesus Christ for the world?
2. Provide a Sermon or Deacon Project
 - a. Elder Sermon video & manuscript with 6 sermon evaluations from laity. The sermon topic is of your choice. Distribute sermon evaluations the day you preach and return with sermon video and manuscript to your liaison. **Please note that if your congregation is not English speaking**, and you do not normally preach in English, you may submit a video of your sermon in the language you preach, as long as we have a manuscript which is an English translation of the sermon.
 - b. Deacon project video and outline with 6 project evaluations from laity. Project topic to be relevant to your personal ministry setting and reflect your role in connecting the church and the world. Distribute project evaluations and return with project video and outline to your liaison.
3. Create a brief paper reflecting on your ministry to date including key ministry highlights, areas of strength and self identified needs for growth, to be 1 – 2 pages.
4. Come to the first stage Progress Assessment prepared to discuss specific ideas for fulfilling the mission requirements.

RIM Process – 2009 - 2010

Stage 2

In addition to the requirements for all residents, residents in the second stage of the process are asked to:

1. Provide a Sermon or Deacon Project as described above in #2 if not already yet provided or if requested by the previous year's Progress Assessment Team.
2. Provide any additional documents or materials as requested by the previous year's Progress Assessment Team. Most often this will be done in conjunction with the development of the Learning Covenant and is designed to assess growth in ministerial effectiveness within the resident's self-defined needs for growth.
3. Planned and/or engaged in one area of mission prior to the second stage Progress Assessment, and report such to her/his liaison on the form provided.
4. As part of the Learning Covenant (if on Elder track) include one goal to fulfill the Bible Study requirement as defined in Discipline (Para. # 335.6).
5. Recognition of Orders ONLY
 - a. Write a 3 - 5 page paper on your understanding of the nature of your Order and its work in the United Methodist Church. Contact the chair of your Order for resources and discussion on the nature of the Order and the work of it in the United Methodist Church.
 - b. Locate your ordination certificate to turn in for inscribing following recommendation for election to full connection by clergy session. Turn in by registered mail or signed receipt to the Bishop's office

Stage 3

In addition to the requirements for all residents, residents in the third stage of the process are asked to:

1. Provide a paper on the integration of theology and practical ministry. Using your own experiences, with support from Scripture, The Book of Discipline, and other sources as appropriate respond to the following. As you respond keep in mind our conference vision statement and our goal of providing transformational leadership.
 - a. How do you understand the work and witness of Christ as empowering your ministry as a leader?
 - b. Describe the world you hear Christ calling you to build as a transformational leader.
 - c. How have you shown transformational leadership in your ministry setting, and what leadership gifts do you bring to that portion of the reign of God you are called to build?
 - d. What is your process for making and maturing disciples? Give your present understanding of a fully mature disciple.
 - e. Identify areas where you have grown during the residency process and areas of growth you want to explore in the next 3-5 years.
 - f. Please conclude with your Code of Ethics including the categories of

RIM Process – 2009 - 2010

- human sexuality, confidentiality, and professional obligations.
2. Provide any additional documents or materials as requested by the previous year's Progress Assessment Team. Most often this will be done in conjunction with the development of the Learning Covenant and is designed to assess growth in ministerial effectiveness within the resident's self-defined needs for growth.
 3. Complete both areas of mission involvement prior to the third stage Progress Assessment, and report such to her/his liaison on the form provided

Progress Assessments

Progress Assessments are conducted annually in the late winter early / early spring as part of the annual evaluation of each resident. The creating of the meeting schedule will occur early in the process year, most often at the time of the RIM Retreat. The Progress Assessment is a time of conversation around the activities, ministries and information provided by and for each resident.

It is expected that all necessary documentation will have been provided to the liaison by the defined due dates and provided to the remainder of the Progress Assessment Team in a timely manner. It is recommended that each Resident bring along a copy of all materials provided for their own reference during the discussion. If the resident cannot make his/her assigned meeting time as a result of an emergency or health situation, the resident must contact both their liaison and the Team Leader as soon as possible. The Team Leader will be responsible for working with the Team and Resident to reschedule their Progress Assessment.

Progress Assessments are to be in given in a consistent manner for each Stage of the process as defined below. Although initial questions will be standardized, it is anticipated and encouraged that follow-up questions be customized to each resident.

In lieu of scribe notes, it is recommended that Progress Assessments be recorded so all can actively participate in the conversation. At the beginning of each recording all those present will state their name in acknowledgement that the conversation is being recorded with their permission. Attending the Progress Assessment will be:

1. The Resident
2. The Resident's Liaison
3. The members of the Progress Assessment Team
4. The Resident's Mentor if available. The mentor has no voice or vote in the discussions.

At the conclusion of the discussion, the recording stops, the team excuses the resident and mentor in order to form their responses. After being invited back in, the recording with continue and the mentor and resident hear from the entire Progress Assessment Team about their observations and intended recommendation to RIM. They present notice of strengths and present concerns, as well as a reminder that the full RIM committee will conduct a separate vote on the resident's progress.

RIM Process – 2009 - 2010

The following agendas are still in review, but general format and content will remain the same. Finalized agendas will be provided no later than the end of November for the upcoming year's Progress Assessments.

Standardized Agenda – Stage 1

1. Introductions – 15 minutes
 - a. Begin recording with introduction of all present
 - b. Prayer led by liaison
 - c. Q: Please share with us one highlight from your current appointment
 - d. Q: Referring to your Ministry Highlights paper, what is one previous experience you would like to repeat or avoid in your current appointment and why?
2. Sermon or Deacon Project – 10 minutes
 - a. Q: Why did you select this particular sermon / project?
 - b. Q: How do think it is an example of your transformational leadership quality?
 - c. Evaluative feedback from the Progress Assessment Team
3. Christology Statement – 15 minutes
 - a. Q: Where do you see your Christology aligning strongly with what the UMC affirms historically?
 - b. Evaluative feedback from the Progress Assessment Team
4. Learning Covenant Progress – 10 minutes
 - a. Q: What was the most significant thing learned that is associated with your Learning Covenant
 - b. Q: What was the most difficult aspect of fulfilling your Learning Covenant and why?
 - c. Please share your mission project plans.
5. Miscellaneous questions – 10 minutes
 - a. Team may ask questions arising out of your ministerial performance evaluations, or your D.S. Assessment.
 - b. Information or clarification you would like to share with the team.
6. Progress Assessment Feedback – 15 minutes
 - a. 10 minutes maximum – Team meets to discuss [The recording is stopped; the progress review team consults while the resident and mentor retire]
 - b. Resident and Mentor return; recording restarts. 5 minutes maximum – Team provides feedback and answers any clarifying questions.
 - c. Assigns any goals or areas of focus for next year's Learning Covenant.
 - d. Closing Prayer

RIM Process – 2009 - 2010

Standardized Agenda – Stage 2

1. Introductions – 10 minutes
 - a. Begin recording with introduction of all present
 - b. Prayer led by liaison
 - c. Q: Share one happy surprise that has happened to you within the past year.
2. Sermon or Deacon Project (2010 only) – 10 minutes
 - a. Q: Why did you select this particular sermon / project?
 - b. Q: How do think it is an example of your transformational leadership quality?
 - c. Evaluative feedback from the Progress Assessment Team
3. Theology – 30 - 45 minutes. The initial questions will be drawn directly from the TheologyQuestions-0707.pdf document. One from each major section
 - a. Q: On Atonement
 - b. Q: On Christology and the Kingdom of God
 - c. Q: On the Character of God and the Operation of God's Will
 - d. Q: On Ecclesiology and Ordination
 - e. Q: On Faith and the Operation of Grace
 - f. Q: On the Work of Salvation and Redemption
4. Learning Covenant Progress – 10 minutes
 - a. Q: Tell us what your learned from your Bible Study assignment
 - b. Q: What did you learn in area the assigned by last year's Progress Assessment Team?
 - c. Q: What was the most fulfilling aspect of your mission activities to date.
5. Miscellaneous questions – 10 minutes
 - a. Team may ask questions arising out of your ministerial performance evaluations, or your D.S. Assessment.
 - b. Questions or feedback you have for the interview team.
6. Progress Assessment Feedback– 15 minutes [resident and mentor retire; recording stops].
 - a. 10 minutes maximum – Team meets to discuss
 - b. Mentor and Liaison return, recording restarts 5 minutes maximum – Team provides feedback and answers any clarifying questions.
 - c. Assigns any goals or areas of focus for next year's Learning Covenant.
 - d. Closing Prayer

Standardized Agenda – Stage 2 Recognition of Orders

The agenda is essentially the same as above with item #3 – Theology, replaced with the following:

3. Questions about the Nature of Your Order
 - a. Q: Describe two ways the United Methodist Church differs from your current denomination and why that is important to you.
 - b. Team will ask questions as follow up questions on the paper provided discussing the nature of your orders within the United Methodist Church.

RIM Process – 2009 - 2010

Standardized Agenda – Stage 3

1. Introductions – 10 minutes
 - a. Begin recording with introduction of all present
 - b. Opening Prayer: liaison
 - c. Q: What have you accomplished in your ministry this year that you do not think you would have been able to do during your first year of residency?
2. Theology and Practice of Ministry – 20 - 30 minutes.
 - a. All questions will be asked as follow up questions to the information provided in the paper or project provided.
3. Learning Covenant Progress – 10 minutes
 - a. Q: What did you learn in area the assigned by last year's Progress Assessment Team?
 - b. Q: Share a unique challenge (and your solution) that came with this year's mission requirement.
4. Miscellaneous questions – 10 minutes
 - a. Team may ask questions arising out of your ministerial performance evaluations, or your D.S. Assessment.
 - b. Questions or feedback you have for the interview team. [Recording stops; liaison and mentor retire]
5. Progress Assessment Feedback– 15 minutes
 - a. 10 minutes maximum – Team meets to discuss
 - b. Mentor and liaison return; recording restarts. 5 minutes maximum – Team provides feedback and answers any clarifying questions.

Review Process

A concern raised in the 2008-2009 process year was the inability for a resident to effectively raise concerns about their process. As such, the RIM Advisory Task Force recommended and BOOM Exec approved the following review process:

1. Residents shall have the right to request review by RIM Chairperson up to two weeks before BOOM meets in April if their process seems unfair. An automatic review happens if full RIM vote is different than the Progress Assessment Team recommendation – in either direction.
2. Initial review request is directed to RIM Chairperson
3. The recording of the Progress Assessment along with all materials associated with the resident's work being evaluated this year is to be provided to RIM Chairperson.
4. Chairperson will provide a date (no more than 2 weeks after the request) by which next steps will be provided.
5. After Chairperson reviews materials the Chairperson will meet (via phone or in person) with resident to discuss and determine a mutually agreed upon resolution.

RIM Process – 2009 - 2010

6. If the Chairperson and resident cannot agree, the Chairperson will convene a review team to determine if the resident's process was fair or if not, what steps will be taken to restore a fair process. The review team is composed of the following individuals:
- RIM Chairperson*
 - Resident's Liaison*
 - Resident's Mentor
 - A RIM Committee Member who may or may not have been part of the original Progress Assessment team to balance the discussion*
 - Ombudsperson
 - BOOM Chair at the invitation and discretion of the RIM Chair
 - Other persons as deemed necessary by the chair may be invited to speak but not to vote
- * = voting members of the review team

Continuing Education Policy

In acknowledgement that the RIM process is an ongoing educational activity 1.5 CEU's of the optional CEU's will be waived for each year the resident is in active process. However, the mandatory 2.5 CEU's per quadrinimum, in the following areas are still required as stated in the Mandatory Continuing Education Policy:

- .5 CEU in cross cultural competency
- .5 CEU in sexual ethics for clergy
- .5 CEU in one's spiritual formation
- 1 CEU in disciple making