

## **Remit 7 – Candidacy Pathway**

### **Background:**

The 42<sup>nd</sup> General Council 2015 approved, subject to remit, the seven-phase Candidacy Pathway policy, as set out in Appendix “A.”

This would require a change to the provisions of the Basis of Union that deal with the candidacy process.

The 42<sup>nd</sup> General Council 2015 authorized this Category 2 remit to presbyteries to test the will of the church with respect to this change.

### **The Question:**

Does the presbytery agree that:

- (a) the seven-phase Candidacy Pathway policy as set out in Appendix “A” as approved by the 42<sup>nd</sup> General Council 2015 be implemented; and
- (b) the Basis of Union be amended to reflect this change?

## **Appendix “A” to Remit 7 – Candidacy Pathway**

### **The Seven Phases:**

#### **1. Calling Forth**

- 1.1. The Church will engage a creative and invitational approach for calling forth individuals to serve as ministry personnel within our denomination.
- 1.2. The practice of hosting “discernment weekends” is endorsed as one method (but not the sole method) of calling forth individuals to ministry leadership.

#### **2. Identify**

- 2.1. The Church will engage a variety of tools or agencies to be used to test a person’s giftedness for ministry and affirms that not all methods need to be used in each case.
- 2.2. The Identify phase of the Candidacy Pathway will be engaged for those who feel called as Designated Lay Ministers and Licensed Lay Worship Leaders).
- 2.3. A committee or board at the Conference level will deal with matters concerning candidacy; Boards may be sub-divided into sub-committees or panels, each of which would interact with a limited number of students.
- 2.4. Those discerning a call to vocational ministry must have been actively involved in a local ministry or mission of The United Church of Canada for a period of 24 months prior to seeking recognition as a Candidate for the Order of Ministry.
- 2.5. There is no membership requirement in a congregation before discernment can begin.
- 2.6. All inquirers sensing a call to ministry must demonstrate active participation in the life and work of a congregation of The United Church of Canada.
- 2.7. All inquirers must be full members of The United Church of Canada to be eligible for recognition as a candidate for the Order of Ministry and for appointment to a ministry position.

#### **3. Accompany**

- 3.1. Circles of Accompaniment will support students and candidates, offering clear communication and guidance. Circles of Accompaniment will not have an evaluative role.
- 3.2. When information comes to the attention of a Circle of Accompaniment that raises serious concerns about the student’s promise, suitability, fitness, and readiness for service as ministry personnel, those concerns may be communicated to the Candidacy Board for it to address with the student. The Circle of Accompaniment will advise the student that it will be raising the information with the Candidacy Board.

#### **4. Equip**

- 4.1. The Learning Outcomes for Ministry Leadership resource and the Ethical Standards and Standards of Practice (or their successors) will be incorporated into students’ field placement opportunities and Supervised Ministry Education experiences.
- 4.2. Student learning goals will be matched with the learning opportunities available at the learning site through the educational supervisor
- 4.3. Readiness for a Supervised Ministry Education placement will not constitute a promise of a placement.
- 4.4. The peer learning group model used in the St. Andrew’s College internship program and in the educational program for Diaconal Ministry offered at the Canadian Centre for Christian Studies are endorsed as models of integrated Supervised Ministry Education.

- 4.5. Students may request a transfer of their candidacy between Conferences, even if the Conferences do not operate identical Candidacy Pathways; both Conferences involved will determine if the transfer request will be granted on a case-by-case basis.
- 4.6. For those on the pathway to ordained ministry, Supervised Ministry Education may occur before the student has completed her/his educational training at a theological school, and can begin following the completion of the first year of formal graduate-level theological studies [currently not applicable to those enrolled in the Summer Distance Master of Divinity Degree program offered through Atlantic School of Theology and those enrolled in the Sandy-Saulteaux Spiritual Centre].
- 4.7. Candidates will be permitted to serve their Supervised Ministry Education period on a full-time or a part-time basis; the minimum requirement in a part-time Supervised Ministry Education placement or appointment is half-time (20 hours per week).
- 4.8. Each Candidacy Board will determine the length of Supervised Ministry Education required of the student on a case by case basis; the minimum period of Supervised Ministry Education is 1,360 hours (the equivalent of 34 weeks at 40 hours per week); these hours may be served in one placement or appointment or in a combination of placements and/or appointments; the minimum period for any placement or appointment in Supervised Ministry Education is 13 weeks.
- 4.9. The Candidacy Board will approve each period of Supervised Ministry Education and the nature of that Supervised Ministry Education placement prior to the commencement of each placement.
- 4.10. A variety of Supervised Ministry Education opportunities will be open to candidates for ordained ministry, including placements in missional settings and summer placements; the identification of learning sites is the responsibility of the Conferences.
- 4.11. Intentional efforts will be made to identify potential learning sites and to urge those sites to continue to be learning sites for candidates.
- 4.12. The Ministry of Supervision training program will be adapted to include instruction on longer-term supervision, off-site supervision, the use of technology in supervision, and the Candidacy Pathway's Learning Outcomes for Ministry Leadership.
- 4.13. The Lay Supervision Team will support, accompany, and encourage the student through providing feedback to the student and periodic evaluation to the student and the Educational Supervisor.

## **5. Assess**

- 5.1. The Candidacy Board (or other board of the Conference) will assess the promise, suitability, readiness, and effectiveness of each candidate for ministry.
- 5.2. Candidacy Boards will be trained on maintaining effective, clear, direct, and consistent communications with each student.
- 5.3. Candidacy Boards will be comprised of competent, trained, ethical, and accountable individuals, who operate in a transparent manner and adopt best practices in a consistent manner.
- 5.4. Student will have the right be accompanied by a person of the student's choice present at all meetings with the Candidacy Board or a sub-committee or panel of the Board; the accompanier has the right to be present, but does not have the right to speak unless the Candidacy Board or sub-committee or panel of the Board invites the accompanier to speak or grants permission in response to a request to speak.
- 5.5. Candidacy Boards and any sub-committee or panel of the Boards will endeavor to maintain gender balance in their membership to draw from various ethnicities.

5.6. The training of Candidacy Board members will include specific training on “cross-cultural interviewing” and “interviewing those who are differently-abled.”

5.7. Candidacy Board processes will be open to appeal, should a student wish to challenge a process at any stage of the candidacy pathway; such appeals shall follow the appeals process as set out in the current version of The Manual of the United Church.

5.8. If a Candidacy Board decides to end a student’s candidacy or if the student withdraws from the candidacy pathway and the student subsequently feels called again to ministry, the student will begin the candidacy pathway process at the beginning.

## **6. Authorize**

6.1. The Candidacy Board and the Conferences will authorize candidates as ready for ordination, commissioning or recognition.

## **7. Celebrate**

7.1. The ministry of all persons called to paid accountable ministry will be celebrated by the Conference, including those recognized as Designated Lay Ministers.

7.2. The Church recognizes the increasing diversity of new and renewing ministries within The United Church of Canada, the opportunities to serve in ministry within the offices of the various courts of the denomination, and the wider opportunities for ministry beyond our denomination (such as chaplaincies in the Canadian Forces, correctional institutions, educational institutions, and hospitals; and teaching ministries) and affirms that candidates for the Order of Ministry may be called to serve in those ministries.

7.3. The Church affirms that, as the number of opportunities for service within a pastoral charge context decreases, opportunities to serve in more missional settings may increase. The celebration of ministry through ordination or commissioning will not be limited to those who have received a call or an appointment to a pastoral charge or presbytery accountable ministry or who are pursuing further studies.

7.4. The Church will celebrate the achievement of the conclusion of each student’s candidacy pathway and the Conference will commission or ordain those who have completed the pathway and who have accepted a call, appointment, or offer of employment to a paid accountable ministry, as determined by the Presbytery in which the ministry is geographically located.