

Admission to the Order of Ministry Policy and Procedures

September 2019



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vocation

The United Church of Canada
L'Église Unie du Canada

Admission to the Order of Ministry Policy and Procedures (September 2019)



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About This Resource

This resource outlines the process to support ministers from recognized denominations who are called to serve in The United Church of Canada. The resource provides an overall picture of the various parties involved in the process and their respective responsibilities.

Policies from *The Manual* are written in italics.

Purpose of the Policy

We are all sisters and brothers, one people under God. Paul writes to the Ephesians:

So he came and proclaimed peace to you who were far off and peace to those who were near.... So then you are no longer strangers and aliens, but you are citizens with the saints and also members of the household of God, built upon the foundation of the apostles and prophets, with Christ Jesus himself as the cornerstone. In him the whole structure is joined together and grows into a holy temple in the Lord; in whom you also are built together spiritually into a dwelling place for God. (Ephesians 2:17,19–22)

The admission policy is designed to assist ordered ministers from other recognized global Christian denominations in discerning their call to transfer their credentials to The United Church of Canada and to share in the ministry and mission of Jesus Christ, as it is lived out by the people of the United Church.

It is also designed to assist the church in welcoming ordered ministers from other denominations and in walking with them in the formal process of admission. The requirements aim to ensure the suitability and readiness of those who are authorized by the church to serve in ministry leadership.

The purpose of the policy is also to

- live out the vision to be an intercultural church
- respond to global realities of migration and the ways these realities shape the Canadian context
- put into practice the commitment to inclusiveness and the full and equal participation in ministry of all persons, regardless of their race, gender, or sexual orientation
- strive to meet the needs of United Church communities of faith for ongoing ministry leadership
- ensure that members and adherents of The United Church of Canada worship in a safe environment by verifying the character and competence of all ministry personnel

Policy

The policy is found in *The Manual* H.6 Admission from Other Denominations.

H.6.1 Policy

The United Church recognizes that diaconal or ordained men and women who are admitted from other recognized global Christian traditions make a valuable contribution to the United Church's wide variety of ministries and missions.

The United Church is committed to inclusiveness in its evolving mission in the Canadian context, including the full and equal participation in ministry of all persons, regardless of their race, gender, or sexual orientation. It is also committed to becoming a racially and culturally diverse intercultural denomination that meets the needs of all of its faith communities.

H.6.2 Readiness and Suitability for Admission

A minister from another denomination may be admitted to the order of ministry of the United Church if

- a) they have an understanding of the ethos, polity, and history of the United Church that they have acquired through education and/or orientation;*
- b) they are in essential agreement with the doctrine of the United Church as stated in the Basis of Union; and*
- c) they agree to comply with the polity of the United Church.*

H.6.3 Decisions

The Office of Vocation is responsible for

- a) deciding whether a minister from another denomination may enter the admission process;*
- b) determining the minister's readiness for admission to the order of ministry of the United Church;*
- c) authorizing the minister as ready for admission; and*
- d) determining the regional council that celebrates the admission, and communicating this decision to the regional council.*

H.6.4 Celebration

The regional council admits the minister to the order of ministry of the United Church and receives the minister at a celebration of ministries service based on

- a) receipt of the confirmation of readiness of the minister for admission from the Office of Vocation;*

- b) *confirmation that a covenantal relationship is in place with a community of faith or offer of employment to a paid accountable/recognized ministry, as determined by the regional council.*

Admission Board

The Admission Board is a commission of the Board of Vocation with authority to act for the Office of Vocation with respect to *The Manual* H.6.3.

The Board of Vocation appoints the members of the Admission Board. These include a balance of United Church lay members and United Church ministry personnel from each stream of ministry. The Board of Vocation ensures that the Admission Board reflects the diversity of the United Church with respect to gender identity, racial identity, ethnicity, age, geography, and vocation. The Board of Vocation makes it a priority to select people to serve on the Admission Board who have experience in other countries, fluency in languages in addition to English and French, and the lived experience of being racialized or from other marginalized communities.

Procedures

Component 1: Entering the Process

Discernment

When a minister from another denomination is interested in transferring their credentials to The United Church of Canada, they must spend time discerning their call to ministry with the United Church and orienting themselves to the requirements for admission.

To help them understand the realities of ministry leadership in the United Church context and what is required to make the transition, resources for orientation to the following are provided to the minister, especially if they live in a different country:

- doctrine and ethos of the United Church
- cultural realities of living and ministering in the Canadian context
- requirements of Canadian immigration
- financial implications of moving to Canada and pursuing admission in the United Church

To affirm that they are in essential agreement with the statement of doctrine of the United Church and that they agree to comply with the polity of the United Church, the minister must also review the following documents:

- [*The Manual*](#)
- [*Ethical Standards and Standards of Practice for Ministry Personnel*](#)
- background document on the United Church's understanding of [essential agreement](#) (<https://commons.united-church.ca>; search "essential agreement")

When the minister has reviewed the required information, they contact the Office of Vocation to express their interest in admission. The Office of Vocation provides support for the minister's discernment and ensures that they understand the requirements of the admission process.

Language Requirement

Ministers who are not proficient in one of Canada's official languages must gain a working knowledge of English or French to be able to participate fully in the life and leadership of the United Church and the Canadian context in which they are living.

Currently, the church's capacity to receive ministers whose only language is French is limited. The orientation program outlined in Component 3 of the admission process takes place in English, so francophone ministers must have the ability to learn in English.

Ecumenical Shared Ministry

An ecumenical shared ministry is a community of faith that is shared by the United Church with one or more denominations. The ecumenical shared ministry may be served by a member of the order of ministry of another denomination. A minister from another denomination who serves an ecumenical shared ministry and would like to enter the admission process must first consult with the governing body of their denomination to discuss the implications. In most instances, ministers cannot apply to the admission process while they serve an ecumenical shared ministry unless there is agreement between the denominations involved.

Credential Clearance

When the minister discerns that they would like to enter the admission process, they contact the Office of Vocation for the application form. The minister returns their completed application form to the Office of Vocation.

The application must include the following:

- Work history
- Educational background
- Current police records check (refer to [Police Records Checks](#) policy). The original document must be dated within six months of the application.
- Letters of reference
- Narrative responses to questions
- Letter of standing and a record of service within the denomination.
- Proof of ordination or commissioning: The original certificate or a copy that has been notarized as being a true copy must be submitted. The certificate must indicate the date of ordination or commissioning and whose authority conducted it.
- Academic transcripts: The minister must order transcripts from the universities, seminaries, and/or colleges they attended where they completed theological education and/or ministry training and undergraduate studies. The institutions must send the transcripts directly to the Office of Vocation. A transcript is considered official only if it is

received in a university/seminary envelope that is sealed and signed on the flap by a representative of the office issuing the transcript.

When the application is complete, the Office of Vocation determines whether the minister meets the eligibility requirements for credential clearance based on the following criteria:

- a. The commissioning or ordination of the minister is within a recognized global Christian denomination. The United Church recognizes ordination or commissioning to the diaconal ministry of education, service, and pastoral care performed by denominations that hold membership in the World Council of Churches, World Council of Reformed Churches, or in a national Council of Churches. Denominations that do not meet this criterion are considered on a case-by-case basis to determine whether
 - i. the denomination understands itself to be a part of the holy catholic church and exercises its ministry in partnership with other recognized denominations
 - ii. the liturgical action of commissioning or ordination is duly performed by the authority charged with the exercise of this church power within the commissioning or ordaining communion
 - iii. commissioning or ordination is carried out in the name of Christ by the invocation of the Spirit and the laying on of hands (1 Timothy 4:14; 2 Timothy 1:6)
 - iv. the denomination's understanding of commissioning and ordination is compatible with the ordering of ministries in The United Church of Canada

Candidacy Pathway

Applicants who are ineligible for admission according to the requirements in point a, above, may enter ministry through the Candidacy Pathway.

- b. The minister is in good standing in their denomination and not facing disciplinary action. If the denomination refuses to provide a letter of standing, the Office of Vocation makes reasonable efforts to determine the minister's standing in the denomination. When a letter of standing indicates that the applicant is not in good standing based solely on criteria that would not prevent service within the United Church, such as divorce, marriage, sexual orientation, or some other criteria, the requirement of good standing in the applicant's denomination may, at the Office of Vocation's discretion, be waived.

In cases when a denomination has provided a letter of standing that indicates that the minister is not in good standing, they are asked to provide the reason.

- c. The minister completed a Master of Divinity or equivalent degree in theology and at least one year of undergraduate studies. The education must have been completed at a recognized or accredited academic institution.
- d. The minister has submitted a valid police records check according to the United Church's *Police Records Checks* policy. In cases when a criminal charge or conviction is evident the "Best Practices for Discussion of Criminal Charges/Record" are followed.

Ongoing Requirements Related to Criminal Records

Each year, by June 30, ministers in the admission process whose credentials have been cleared must follow the Police Records Checks procedures for annual declaration to certify that no criminal charges have been filed against them in the preceding year.

If the minister meets the requirements for credential clearance, the Admission Board of the Office of Vocation is notified.

If the minister does not meet the requirements for credential clearance, they are notified that they are not eligible to enter the admission process.

If at any time new documentation becomes known, the Office of Vocation has the authority to initiate a review of the person's credentials.

Entrance Interview

The Admission Board schedules and conducts an interview with the minister.

Accompaniment for Interviews

The minister is expected to have an accompanier with them to interviews with the Admission Board. This is someone who knows the minister but is not a relative.

The accompanier supports the minister through the interview, is a silent witness, offers observations to the interview team when invited, and assists the minister in debriefing after the experience.

The purpose of the entrance interview is to

- discern whether the minister's understanding of The United Church of Canada, the Canadian context, and the requirements of the admission process are sufficient at this initial stage
- evaluate whether the minister is in essential agreement with the statement of doctrine of the United Church and whether they agree to comply with the governance and polity of the United Church
- assess the minister's suitability for ministry leadership within The United Church of Canada by taking into consideration the written responses to questions provided in the application, letters of reference, and responses during the interview
- measure the minister's openness to lifelong learning
- determine the requirements for orientation in order to achieve the learning outcomes as outlined in Component 3 of the admission process

After the interview, the Admission Board makes one of the following decisions:

- The minister is suitable for entry into the admission process and for ministry in The United Church of Canada. The Admission Board indicates the requirements for orientation.

- The minister is not suitable for entry into the admission process and for ministry in The United Church of Canada.
- The minister has not sufficiently discerned the call to minister in The United Church of Canada. The Admission Board makes explicit what the minister needs to do to discern further and provides a timeline for another interview.

The Admission Board notifies the minister of the decision.

If the decision is that the minister is suitable to enter the admission process, the minister is eligible to continue to the next component of the process.

If the decision is that the minister is not suitable to enter the admission process, the minister is notified that they are not eligible to continue. The original documents from the application are returned to the minister. The Admission Board must indicate whether the minister can apply to enter the admission process in the future and communicate the time that must elapse before the minister can submit a new application and required documentation. The minimum timeframe is three years. The Admission Board has the authority to name a longer period of time before the minister can submit a new application. The Admission Board must indicate what the minister needs to achieve to be considered for entrance to the admission process in the future.

Component 2: Contextual in-Ministry Experience

To meet the requirements for admission, the minister must serve a community of faith or another recognized ministry of The United Church of Canada. The in-ministry experience must be a minimum of half-time employment (20 hours per week) for 12 consecutive months.

Immigration

Immigration requirements for employment differ from the United Church's requirements for admission. Ministers need to refer to the Government of Canada's immigration policies for minimum employment requirements.

From the date the Admission Board approves the minister as suitable to enter the admission process, the minister has up to three years to secure employment in The United Church of Canada.

If the minister is unable to meet this deadline, the Admission Board considers the reasons that the timeframe was not met and

- closes the file
- or receives an updated police records check and letter of standing and sets a new timeframe for the minister to secure employment

Serving in a Community of Faith

If the minister hopes to serve in a community of faith, they must follow the pastoral relations procedures found in the [Pastoral Relations: Ministry Personnel](#) handbook.

When possible, the regional council is encouraged to establish a three-year appointment for a minister in the admission process who is subject to the requirements of immigration.

The Office of Vocation ensures that there is support for the minister to help them navigate the pastoral relations process.

When a community of faith appoints a minister in the admission process, the regional council is responsible for arranging orientation for the community of faith to ensure the community understands the requirements of the admission process, has intercultural awareness, and if necessary, understands their responsibilities related to immigration. The regional council may seek support from the Office of Vocation and the General Council Office to resource the orientation.

The regional council appoints a pastoral charge supervisor and arranges for the Office of Vocation Minister to orient the pastoral charge supervisor to their distinct role with the admission minister.

When a community of faith appoints a minister who resides outside Canada, the community of faith reimburses moving costs of the minister from the port of entry into Canada. The admission minister is responsible for the moving costs from their location to the port of entry.

The Admission Minister is on the roll of the regional council they serve.

Mandatory Training

To be eligible to serve a community of faith, ministers in the admission process must complete the mandatory training required of all ministry personnel in the United Church. This currently includes Racial Justice Training and Sexual Misconduct Prevention Training.

Component 3: Orientation and Mentorship

The purpose of orientation and mentorship is to help familiarize ministers from other denominations to the polity, history, and theology of the United Church. The goal is to achieve competency in particular learning outcomes in order to equip ministers for leadership in the United Church.

Learning Outcomes for Admission Ministers

Learning outcomes describe the knowledge or skills that admission ministers should exhibit expertise in by the end of the orientation program and after at least one year of serving in ministry with the United Church. Learning outcomes focus on the context and applications of

knowledge and skills and help to guide the evaluation of the person’s learning, knowledge, and skills. They also ensure that the assessment of a person’s learning is measurable.

In the admission process, the learning outcomes make explicit what the United Church expects its ministry personnel to do and know.

Competence in the learning outcomes by the minister is assessed by the Admission Board during the final interview. Refer to Component 4.

The learning outcomes are organized into three sections:

- United Church polity
- United Church theology and history
- contextual ministry leadership within the United Church

The chart indicates the context in which the minister will learn and demonstrate the skills or knowledge indicated—either during the orientation program or through reflection and guided programming with the mentor during the in-ministry experience.

- If competence is to be gained through the orientation program, the learning outcome begins with “By the end of the orientation program you should be able to...”
- If the competence is to be gained through the in-ministry experience, the learning outcome begins with “By offering ministry leadership in a United Church community of faith you will learn how to...”

Reference	Learning Outcomes: United Church Polity	Orientation Program	In-ministry Experience
1a.	Demonstrate knowledge of, adherence to, and appreciation for the organization, governance, and policies of The United Church of Canada.	X	
1b.	Use and interpret <i>The Manual</i> and handbooks in order to follow appropriate processes at the local, regional, and national levels.	X	
1c.	Identify how the United Church’s polity relates to the mission and ministry of the church.	X	
1d.	Identify how to effect change through the governance structures and processes of the church.	X	
1e.	Understand and accept oversight and accountability by the denomination as ministry personnel.		X
1f.	Explain the Ethical Standards for United Church ministry personnel and apply these standards in various situations.	X	

1g.	Describe the Standards of Practice for United Church ministry personnel and apply these standards to the practice of ministry leadership.	X	
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Reference	Learning Outcomes: United Church Theology and History	Orientation Program	In-ministry Experience
2a.	Describe the historical context and conditions leading to the formation of The United Church of Canada.	X	
2b.	Describe the evolution of the church's understanding of God's mission through time.	X	
2c.	Communicate the relevance of the major historic actions of The United Church of Canada to the mission of the community of faith.	X	
2d.	Describe the history of settler colonialism in Canada, including the Indian Residential Schools system, and critically evaluate The United Church of Canada's participation in the settler colonial agenda.	X	
2e.	Demonstrate awareness of and appreciation for the decision made by the United Church in 1988 to welcome into full membership and ministry people of all sexual orientations. Identify the impact this decision had on the culture and ethos of The United Church of Canada.	X	
2f.	Describe what it means to be "in essential agreement" with the Statement of Doctrine of The United Church of Canada.	X	
2g.	Describe how the United Church values a diversity of theological stances, beliefs, and practices.	X	
2h.	Articulate the theological values of The United Church of Canada, including the understanding that participating in God's mission in the world requires critiquing systems of injustice and exclusion, such as heterosexism, sexism, racism, and hierarchy.	X	
2i.	Understand The United Church of Canada's approach to worship and liturgy known as "Ordered Liberty."	X	
2j.	Explain the church's understanding of ministry as expressed in the Statement on Ministry in The United Church of Canada, including the reality that the United Church recognizes one order of ministry in two expressions, ordained and diaconal, as well as lay expressions of paid accountable ministry.	X	

2k.	Describe the ministry of the diaconate/Diakonia within The United Church of Canada both historically and in the present.	X	
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Reference	Learning Outcomes: Contextual Ministry Leadership	Orientation Program	In-Ministry Experience
3a.	Use tools of contextual analysis to inform and guide the community of faith and wider church to participate in God's mission in the world.	X	
3b.	Use intercultural and cross-cultural skills to offer effective ministry in the ethnically and racially diverse Canadian context. These skills include being able to affirm and honour human differences as God given and upholding the vision of community with diversity; understanding that any perception of God and faith practice is deeply influenced by culture; welcoming, appreciating, and critically engaging other cultural perspectives; practising self-examination and cross-cultural dialogue; being aware of power dynamics between different cultures; and engaging methods to navigate difficult power dynamics.	X	
3c.	Describe how ministry leadership needs to be modified for different cultural contexts in order to provide effective leadership for the sacraments, faith formation, preaching, liturgy, pastoral care, governance, and decision-making.	X	
3d.	Name some of the fundamental challenges and opportunities of ministering in a pluralistic and secular society—for instance, the shift in understanding of authority; and the attitude toward faith as personal choice, delegated to the private sphere.	X	
3e.	Demonstrate awareness of and appreciation for the past and ongoing contributions of Indigenous Peoples in Canada.	X	
3f.	Identify the challenges faced by Indigenous Peoples in Canada, including the ongoing legacy of settler colonialism, the history of residential schools, and systemic racism.	X	
3g.	Describe appropriate ways for The United Church of Canada and local communities of faith to work toward reconciliation, including how the Calls to the Church (2018), the Truth and Reconciliation Calls to Action, and the United Nations Declaration on the Rights of Indigenous Peoples provide a framework for reconciliation.	X	
3h.	Understand the conciliar approach to power and authority in The United Church of Canada.	X	

3i.	Apply values of cooperation, collaboration, consultation, and wise and appropriate use of authority for effective ministry leadership.		X
3j.	Provide relevant support and resources to help laypeople participate in God's mission in the world.		X
3k.	Use current resources of The United Church of Canada in various aspects of the life and mission of the church, including governance, worship, social policy, faith formation, etc.		X
3l.	Apply The United Church of Canada's understanding of authority of scripture and the historico-critical approaches to the interpretation of biblical texts in ministry leadership.	X	
3m.	Use traditional and contemporary language for theological concepts, with attention to inclusive/expansive language and The United Church of Canada's guidelines on inclusivity, to ensure communication is culturally sensitive.	X	
3n.	Carry out administrative responsibilities of ministry personnel within The United Church of Canada, including <ul style="list-style-type: none"> • legal responsibilities in both the secular and the church context • completion and secure retention of documents that are the ministry personnel's responsibility, such as marriage, baptismal, and funeral records • supporting the congregation to keep accurate records and to maintain and protect administrative and historical documents in accordance with the policies of the United Church 		X

Context of Learning

When the minister has secured employment in the United Church, the following takes place:

- **The Office of Vocation assigns a mentor.**

The relationship with a mentor creates a safe place for reflection and growth. The mentor provides support to help the minister learn based on the learning outcomes that are best developed through the in-ministry experience (see section on Learning Outcomes above).

The mentor is a guiding and supportive role, not an evaluator of the minister. The mentor does not report to the Admission Board. For this reason, the mentor cannot be the same person as the pastoral charge supervisor.

A mentor should be compassionate and committed. They should have the qualities of an educator and the skills to communicate effectively. They must have an understanding of

intercultural ministry. Those appointed as mentors must have experience in both ministry and leadership in the United Church.

- **The minister participates in an orientation program.**

Following the initial interview, the Admission Board indicates whether the minister has already developed particular learning outcomes through previous experience and assigns a program for orientation.

The orientation program provides focused learning on specific learning outcomes.

From the time of the start of the in-ministry experience, the minister has up to three years to complete the orientation program. If circumstances dictate that the minister needs additional time, the minister writes to the Admission Board to request an extension. The Admission Board determines the validity of the minister's reasons for the delay and sets a new timeline. The Admission Board may choose to conduct an interview with the minister to make this determination.

The instructor of the program provides a report to the minister following completion of the program. The minister is responsible for submitting the report to the Office of Vocation.

Component 4: Final Interview

When the minister has completed at least 12 consecutive months of employment in The United Church of Canada and the requirements for orientation, they are responsible for contacting the Office of Vocation to request an interview with the Admission Board.

The Office of Vocation contacts the pastoral charge supervisor, who writes a report to the Admission Board to address the following question:

- To what extent have each of the learning outcomes that apply to the in-ministry experience been achieved and integrated into practice? Please offer examples.

The Admission Board schedules and conducts an interview with the minister. The purpose of the final interview is to

- ensure the requirements for admission have been completed
- discern the minister's readiness for becoming ministry personnel of the United Church
- evaluate the minister's competence in the learning outcomes, taking into consideration the report from the pastoral charge supervisor and feedback from the instructors of the admission orientation program as well as the minister's responses during the final interview
- determine whether the minister is in essential agreement with the statement of doctrine of the United Church and demonstrates that they agree to comply with the governance and polity of the United Church

After the interview, the Admission Board makes one of the following decisions:

- The minister is ready for admission into ministry in The United Church of Canada.
- The minister is not ready for admission at this time. The Admission Board makes explicit what the minister needs to achieve to be assessed again for readiness for admission and provides a timeline for another interview.
- The minister is not ready for admission and demonstrates that further growth and development will not be possible. The Admission Board can decide to follow the process to terminate the minister's admission process.

The Admission Board notifies the minister of the decision.

Component 5: Rite of Admission

The Office of Vocation informs the regional council that the minister is ready for admission. The regional council ensures that the minister has secured a call, an appointment, or an other appropriate ministry employment.

The Rite of Admission into the United Church takes place at the regional council's Celebration of Ministries Service.

The minister has completed the admission process, and is a member of the order of ministry of The United Church of Canada. Their name is on the registry of accredited ministry personnel administered by the Office of Vocation.

When the minister has been admitted to the order of ministry in The United Church of Canada, they may receive a call to any community of faith, including the one where they completed the initial in-ministry experience.

Discontinuing the Admission Process

If an admission minister wishes to resign from the admission process, they must notify the Office of Vocation in writing, indicating the date of and reasons for their voluntary withdrawal.

When the admission minister has not met timelines of their process and/or they demonstrate that they are not able to achieve the growth and development required for the vocation of ministry in The United Church of Canada, or when the Admission Board receives a report of an investigator under the Sexual Misconduct Prevention and Response Policy or the Workplace Harassment Policy, including findings about a breach of ethical standards, the Admission Board follows this process:

1. Documents: The Admission Board reviews the minister's file and all relevant documents that may inform the decision to discontinue the admission process.
2. Notification: The Admission Board informs the minister about the concerns and the possible outcomes, including that the admission process may be discontinued.

3. Interview: The Admission Board interviews the minister to discuss the concerns that have been raised. Representation from the body that raised the concern (e.g., governing body or regional council) may be included to provide information about the concerns. The minister must have an accompanier with whom to debrief following the interview. In the case of the interview arising from an investigation of a complaint, the minister is invited to respond to the findings of the investigation as well as the remedy determined by the Admission Board. These may be determined in two separate meetings.

There are two possible outcomes of the interview:

- Discontinuation of admission process: If the concerns that have been raised are not adequately addressed in the interview, and if the Admission Board discerns that the admission minister lacks the skills, calling, or willingness to follow the ordered remedy or their behaviour is egregious, the Admission Board makes the decision to discontinue the process. A written copy of the decision is sent to the minister following the interview. If the minister is serving in a community of faith appointment, the regional council receives a copy of the decision.
 - Remedial work: If the concerns are adequately addressed and the Admission Board is satisfied that the admission process can continue, the Admission Board identifies remedial work for the minister. The goals for the remedial work must be shared with the minister in writing. The remedial work is supported by the Office of Vocation Minister.
4. The decision of the Admission Board to discontinue the admission process may be appealed by the minister through the Judicial Committee of the General Council following the process of *The Manual* J.10. The grounds for the appeal are related to process (J.10.6). Ministers who resigned or whose process was discontinued who wish to reenter the admission process must wait three years from the date of discontinuation or resignation before submitting an application to the Office of Vocation. The Admission Board must consider the reasons for the resignation or discontinuation in their assessment of these ministers.

The Board of Vocation will review this document every three years or by request of the Admission Board and/or Office of Vocation staff.