



# Volunteers Needed

## **Candidacy Boards and other Candidacy Pathway Volunteers**

*Are you someone who can assist people in discerning their call to ministry? There are many ways you can support the candidacy pathway and the important work of ministry formation. Ministers and lay people are needed for Candidacy Boards and a variety of other related volunteer roles.*

## **Candidacy Boards**

### **Candidacy Board Mandate**

Candidacy Boards are responsible for:

- a) approving an individual for candidacy for ministry in the United Church;
- b) terminating candidacy if necessary;
- c) determining an individual's readiness for accreditation for ordination, for commissioning, and for recognition as a designated lay minister; and
- d) overseeing the Candidacy Pathway process.

(Candidacy Pathway Policy, 2024, p 5)

In this work, they are supported by the Vocational Ministers and both the Administrator and the Coordinator of Ministry Vocations in the Office of Vocation. They are provided with policy and procedure handbooks and are given access to all reports and documents necessary for the assessment of candidates. Candidacy Boards are working boards, with roles for chair, secretary and specialists. Candidacy Boards serve as commissions of the Board of Vocation.

All boards and committees of the General Council play a role in living into the [Call and Vision](#) of the United Church in fulfilling their responsibilities. Boards and committees work in partnership with the General Council Office as it implements the objectives of the strategic plan.

### **Candidacy Board Membership**

There are a number of Candidacy Boards that support the candidacy pathway, including an Indigenous Candidacy Board for the Indigenous Candidacy Pathway. Each Candidacy Board has up to 12 members who reflect the broad diversity of the United Church, with particular attention to its equity commitments and the presence of both lay people and ministry personnel from across the geography of the church.

Ministry personnel need to be on the registry of accredited ministry personnel to serve on a Candidacy Board. To honour the separation of responsibilities assigned to regional councils and

those assigned to the Office of Vocation, Candidacy Board members will not be serving on a body of the regional council with decision-making responsibilities that relate to or affect pastoral relations or pastoral relationships.

To ensure continuity, approximately half of the candidacy board positions will be filled through the reappointment of currently serving members.

### **Member Skills and Experience**

Candidacy board members will

- be aware of the current ministry leadership needs of the church
- be familiar with the theologies of the United Church in order to assess essential agreement on the part of candidates
- be familiar with the church's commitments to discipleship, spirituality, and justice
- understand the identity, role and responsibilities of ordered ministry in context of collaborative lay and ordered ministry, including the ministry competencies and standards of practice
- have experience of competency-based models of education and formation, including setting and assessing competency-based learning goals
- be able to analyse and/or discuss professional assessments, including psychological and spiritual inventories
- be able to use equity, diversity and anti-oppression social competence to conduct interviews and make collective decisions
- have or be able to develop proficiency in the candidacy pathway process
- have or be able to develop familiarity with the United Church testamur and the theological schools and programs which offer it
- be prepared to work primarily digitally, (and possibly across time zones) using email, SharePoint and video conferencing platforms (training available)
- be able to gather in person on occasion, normally annually

Candidacy Board members will be

- active in a community of faith or ministry
- committed to the practice of ministry within The United Church of Canada
- predisposed to collaboration and teamwork
- able to listen and discern
- committed to right relations, the principles of the United Nations Declaration on the Rights of Indigenous Peoples and their relevance to ministry personnel, the vision of becoming an intercultural church, and the journey to becoming an anti-racist denomination
- comfortable with and able to participate in electronic meetings
- able to commit the time required for this responsibility

**United Church Relationship:** Full member

**Equity Commitment**

The United Church is committed to working toward the full participation of people with disabilities; youth and young adults; people who identify as Two Spirit or LGBTQIA+, Indigenous, racialized, or francophone; people active in French ministries; people who speak a primary language other than English or French; and people from marginalized communities not named here. This is a part of the United Church's commitments to equity and self-determination, as well as eliminating barriers and working toward the full participation of all peoples.

It is a priority of the Board of Vocation to appoint people with these named identities and lived experiences to the work of all of its committees and boards.

**Expectations and Term**

Candidacy Board members can expect to serve between 8 and 12 days per year attending meetings and interviews, usually by videoconference. Additionally, there is significant preparation time involved in receiving and reading candidate materials in advance of each meeting and sets of interviews. The pattern of meeting as a candidacy board will vary according to the workload, location of candidates, budget for in-person gatherings, and other issues related to stream-lining the work of the Office of Vocation in support of Boards and Committees over the next triennium.

It is expected that members will make this commitment a priority and attend every meeting notwithstanding unavoidable emergencies or similar situations.

Members of this committee agree to a [Behavioural Covenant](#) as a way of committing to mutual relationships, responsibilities, and accountabilities.

The term of this appointment is for three years (August 2025–August 2028) with the possibility of reappointment for a second three-year term.

**Other Candidacy Pathway Volunteer Opportunities:**

Candidacy Boards are just one of a number of roles essential to the important work of the formation of ministry leadership. If you are unable, at this time, to serve on a Candidacy Board but have gifts and skills to offer, there are other ways you can support the candidacy pathway including:

- being an auxiliary interviewer for candidacy boards
- serving as an educational supervisor in a learning site
- mentoring someone travelling the candidacy pathway
- mentoring someone in the first five years of ministry
- offering leadership in discernment retreats
- offering leadership in practice of ministry peer support

If you have interest in serving in one of these ways, please complete the [candidacy pathway volunteer form](#). Information will be shared with you as these opportunities develop.

**United Church Relationship:** Full member or active participant (depending on role)

### **About the Office of Vocation**

The Office of Vocation is the body in the United Church that maintains the registry of accredited ministry personnel through setting standards for accreditation and assessing those who wish to serve as ministry personnel. It supports the processes for the discernment and training of ministry personnel, the determination of their fitness/readiness for accreditation, the fulfillment of continuing education standards, and the formal processes for oversight and discipline of ministry personnel.

[Learn more](#) about the Office of Vocation and its goal of faithful, well-equipped, effective ministry personnel.

Visit our [opportunities page](#) for information on these and other opportunities.

**Candidacy Board:** Use our [online nominations form](#) to nominate someone or express your own interest for a candidacy board

**Other Candidacy Pathway Opportunities:** Use this [candidacy pathway volunteer form](#) to let the Office of Vocation know about your interest and receive further information when available.

**Deadline: Thursday, March 27, 2025.**