



Candidacy Boards

Key Points

Are you someone who can assist people in discerning whether they are called to paid, accountable ministry? Ministers and lay people are needed for Candidacy Boards. Members cannot be currently serving on a Regional Council body with pastoral relations decision-making responsibilities.

Vacancies: Various on different candidacy boards:

- Atlantic: 2 vacancies
- Quebec and East Ontario (and Francophone): 2 vacancies
- North and Central Ontario: 3 vacancies
- Southwestern Ontario: 2–4 vacancies
- Mountain: 1 vacancy

Key skills: Understanding of the identity, role, and responsibilities of ordered ministry, experience with competency-based models of education and formation, discernment.

Meeting expectations: 1 in-person per year. Day to day-and-a-half online meetings monthly. Significant reading in preparation for meetings.

About this Appointed Member Opportunity

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.

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.

In accordance with the Equity Commitment of the United Church of Canada, for the current outstanding vacancies, the candidacy boards are prioritizing perspectives, experiences, and lived realities that are currently absent or underrepresented in their membership, including people who hold one or more of these identities:

- Ministry streams: lay people or diaconal ministers
- Gender identities: men or people who identify as non-binary
- Age diversity: young adults (aged 30 or under)
- Ethnocultural or racial identities: Indigenous or racialized
- Language abilities: people with the ability to function bilingually in English and French
- Disability identity: people who identify as disabled/a person with a disability

If you would like to learn more about the specific diversity priorities of a particular candidacy board, or if you would like to discuss ways that you and your gifts could be a part of supporting the candidacy pathway, please contact Member Engagement or the relevant vocation minister.

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 the 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 is available)
- be able to gather in person on occasion, normally annually

United Church Relationship: Full member

Expectations and Term

- **Online meetings:** *Varies by candidacy board.* Usually monthly for one to one and half day (summer months excluded), totaling about 16 days per year of meetings or interviews. Scheduling is set according to the availability of members and candidates. At present, most meetings and interviews take place during daytime hours on weekdays.
- **In-person meetings:** Most boards meet in-person once per year. Travel is required.
- **Expectations between meetings:** Significant preparation time in reading candidate materials in advance of each meeting and sets of interviews.
- **Additional appointment expectations:** none
- **Appointment term:** May 2026 to August 2028 (46th General Council), with the possibility of reappointment for a second term.

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

For all Office of Vocation Appointed Roles:

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.

Elected and appointed members in the Office of Vocation will be:

- active in a community of faith or ministry
- committed to the calling of the United Church and willing to discern God's yearnings for this work
- 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, 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

Ministry personnel need to be on the registry of accredited ministry personnel. 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 a regional council with

decision-making responsibilities that relate to or affect pastoral relations or pastoral relationships.

Elected and appointed members agree to a [Behavioural Covenant](#) as a way of committing to mutual relationships, responsibilities, and accountabilities.

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.

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.

To the extent possible, each committee or task group will 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.

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

Use our [online nominations form](#) to nominate someone or express your own interest.

Deadline: Tuesday, March 17, 2026