

APPENDIX TO THE BOARD OF VOCATION ACCOUNTABILITY REPORT

January 31, 2025

Origin: Director, and the Staff Team of the Office of Vocation.

Contents of the report.

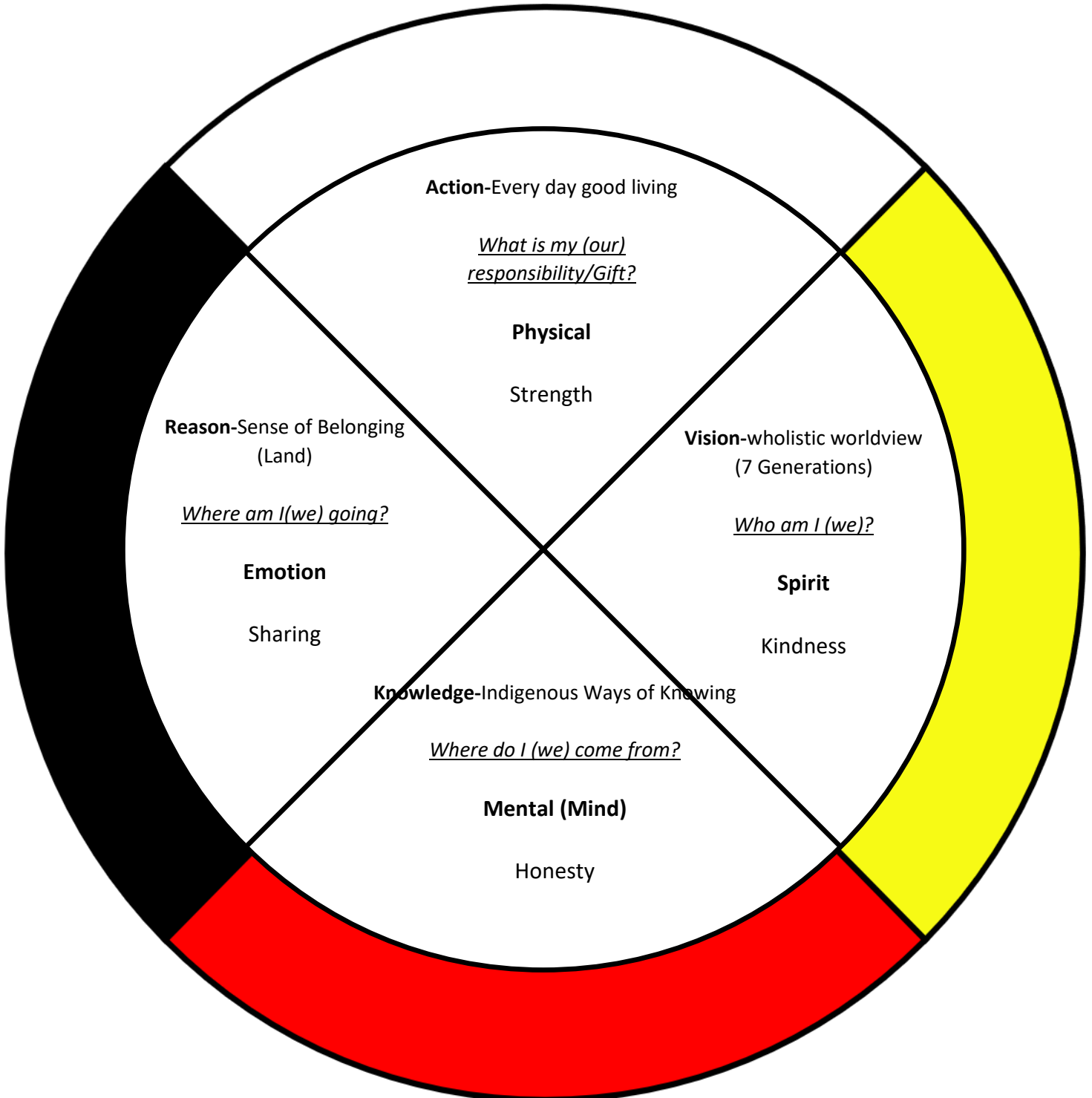
The report follows the arc of the vocational life of ministry personnel.

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|------|---|---|
| i. | Ministry formation: | Candidacy Boards |
| ii. | Welcoming other leadership: | Admission Board |
| iii. | Investment in vitality and specialisation: | Standards for Accreditation
Committee
Credentialing Committee |
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i. Ministry Formation

Indigenous Candidacy Board – Tim Hackborn

Identity Wheel



Teaching of the Parallel Path

Two Row Wampum, Introduction

As the Indigenous Church acknowledges the self-determination of First Nations that are part of the Indigenous Circle, it inherently includes the unique Spiritual identity of each one. While our faith in Jesus unites us, we also hold our original ways of how we understand and experience our relationship with Creator.

The Haudenosaunee two Row Wampum is an *example* of how to view and understand the relationships of the Parallel Path. The Two Row Wampum is a sacred law about peace, and for the purpose of this explanation of the parallel path, is *simply an illustration*. The Indigenous Testamur of the Indigenous Church, includes other teachings within the Wampum Belt example to reflect the the Seven Sacred teachings and the Grandfather Teachings that are also important to the Indigenous Church.

It should be noted that each First Nation have their own similar teachings and stories to help their Candidates to discern their own identity and leadership practices within Ministry

The Guswentah/Two Row Wampum belt is a white belt standing for the common river of life our peoples traveled together.

Two rows of purple beads parallel to each other and separated by three rows of white beads stood for: the Dutch, who traveled the river in their ship of state with their people, their laws, their ways, and their leaders; and the Haudenosaunee, who traveled the river in their canoe of state, with their people, their laws, their ways, and their leaders.

The three rows of white beads separating each vessel in the river were; the desire for friendship, the peace that comes from respect, and the strength that comes from right relations

Since the adoption of this teaching of the Parallel Path, The Indigenous Church has been able to further describe the commonality of the understandings that strengthen Indigenous Ministry and healing.

Teachings and Understandings

Christian Faith of the United Church of Canada is one path, a row.

- The Christ Story defines the Theology and worship of the United Church
- Influenced by the European experience and the colonial story

Indigenous Spirituality is the other Path, a row that is unique to each First Nation.

- Creation stories that define our connections and Identity
- Experienced our own relationship with Creator

The three White rows that connect us, a path towards healing and strengthening

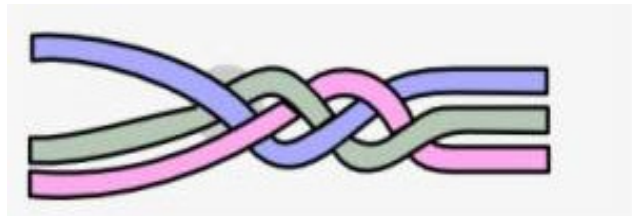
- Desire for Friendship (Pink)- Authentic approach to the relationships that naturally reflect common values of honesty, kindness and love
- Peace from Respect (Blue)- Willingness to pursue understanding, humility, and Trust
- Strength from Right Relations (Green)- Honouring each other, courage to embrace balance in our relationships and create hope.

Treaty Relationship and Braiding

A treaty relationship, is sacred to our relationships, meaning that we have shared responsibilities together as “kin”. Equal partners to “all our relations”.

In these treaty relationships, each person is their own strand, in which we are already braided by Creator in relationship to “all our relations”. While each strand is unique with their own teachings and relationship to Creator; our actions of friendship, respect, peace and reconciliation will braid us together, strengthening our hope for the future.

(refer to “Calls to the Church, Preamble: We will say what Indigenous Ministry is”)



Atlantic Candidacy Board –Andrew Richardson

BOV report for 2024-Atlantic Candidacy Board

Type of Interview	Number of Interviews	Outcome of Interviews
Promise	6	
Suitability	8	
SME	4	
Ready for Appointment		
Ready for Ordination	6	
Ready for Commissioning		
Ready for Recognition		
Mid SME		
Benchmark	1	
Check-ins	1	
Progress		
Switch Programs		
Final		
Termination of Candidacy	1	
Total Number of Interviews		
	26	
Total Number of Candidates as of Dec. 2023		
	29	
DLM Candidates	4	
Diaconal Candidates	0	
Ordained Ministry Candidates	25	
Inquirers		
Trends:		
<ul style="list-style-type: none"> • There are 16 female candidates, 12 males, and 1 trans candidate • With no attempt at recruiting, there is a steady flow of those seeking candidacy-though each year there are fewer total candidates • The majority of these are over 50 and a couple were over 70 • All SMEs are congregational and all are in traditional rural sites • Only 2 SMEs are outside of the Atlantic Regions-none in Newfoundland • Only one applicant from Newfoundland • Most SME sites are small, rural and have been unable to find a minister-they continue to have difficulty attracting candidates • 7 candidates are in part time SMEs 		

Quebec & East Ontario Candidacy Board – Caroline Penhale

2024

Type of Interview	Number of Interviews	Outcome of Interviews
Promise	13	All showed promise
Suitability	8	All suitable
SME	4	All ready
Ready for Appointment	4	Ready
Ready for Ordination	1	1 Found for Readiness
Ready for Commissioning	0	N/A
Ready for Recognition	1	Ready for Recognition
Mid SME	7	All acceptable
Benchmark	0	N/A
Check-ins	4	N/A
Progress	0	N/A
Switch Programs	0	N/A
Final	2	2 Successful
Termination of Candidacy	1	1 voluntary withdrawals, with interview
Total Number of Interviews	45	**Some interviews were for Promise and Suitability on the same day
Total Number of Candidacy Profiles as of Dec 31, 2023	35	7 are Francophone
Total Number of Candidates at Dec 31, 2023	27	
Trends:		
<ul style="list-style-type: none"> • 2024 continued to be busy for the Quebec and East Ontario Candidacy Board. This board conducted 45 applicant or candidate interviews; the previous year it conducted 44 interviews. We saw the completion of 3 Candidacy Pathways: 1 by ordination, 1 by recognition and 1 by voluntary withdrawal. • Of the 35 Candidacy Pathway profiles, 7 identify as Francophone and engage the Candidacy Pathway primarily in French. Of these, 6 individuals live in Quebec and 1 individual lives in Alberta. • A trend worth noting is that we continue to have individuals who have extensive education and experience entering the pathway and needing to complete a Testamur plan as part of their Candidacy Pathway. At December 31, 2024, there were 5 such candidates or applicants at various stages along the pathway. • And transition continued to be a factor for the Candidacy Board itself, which welcomed one new member, and received the resignation of two other members due to personal reasons. • We anticipate celebrating at least 6 Candidacy Pathway completions by ordination, commissioning or recognition in 2025. 		

Mountain Candidacy Board

Rev. Brenda Fawkes January – September 2024 / Rev. Lillian Roberts October – December 2024

Type of Interview	Number of Interview	Outcome
Promise		
Suitability		
SME Readiness	6	All approved as ready
Readiness for Ordination	6	All approved as ready
Readiness for Commissioning	1	Approved as ready
Mid SME		
Benchmark	1	Affirmed continuing suitability
Check-in	3	No action - updates
Progress		
Disciplinary		
Termination of Candidacy		
Total Interviews	17	
Total # of Candidates	28	
# in ordination stream	25	
# in commissioning stream	3	
# of Inquirers/Applicants	3	
Total # of Candidacy Profiles	31	

Trends/Notes

2024 was a challenging year for the Mountain Candidacy Board. The tragic death of their much respected and beloved Vocational Minister, Brenda Fawkes in late September was difficult for Board members, some of whom had served under her leadership since the transition to Candidacy Pathway in 2019. Various contributing circumstances led to the Board cancelling its May 2024 meeting and the interviews that had been tentatively scheduled. The most urgent of these were re-scheduled over the following months. The Mountain Candidacy Board gathered in Burnaby in late October to re-engage their work together and conduct interviews.

The unfolding of 2024 had an impact on the ongoing recruitment process as no discernment retreats were held and those who were in the midst of discerning conversations with a beloved, long time staff member have not yet re-engaged those conversations with the Candidacy Board.

The Mountain Candidacy Board meets in person once a year usually for a three day meeting during which time it conducts interviews with candidates/applicants. In addition to the in-person meeting, there is normally a virtual multi-day meeting in May and October. The Board also convenes virtually to interview when there is a time specific requirement to interview a candidate/applicant.

There are exciting stories of candidates undertaking Supervised Ministry Education settings that explore the cutting edges of ministry into the future risking leadership into new church plants and collaborative ministry projects. The candidates reflect the growing diversity of the United Church and reflects emerging leadership that builds connections with those exploring spirituality in new ways, particularly through the arts.

North and Central Ontario Candidacy Board – Kellie McComb

2024

Type of Interview	Number of Interviews	Outcome of Interviews
Promise	6	1 – not yet – needs to be baptised
Suitability	4	
SME	3	
Ready for Appointment	2	
Ready for Ordination	3	
Ready for Commissioning	1	
Ready for Recognition		
Mid SME	2	
Benchmark	7	1 found not suitable to continue
Check-ins	9	
Termination of Candidacy		
Total Number of Interviews	37	
Total Number of Candidacy Profiles as of Dec 31, 2023	26	
Trends:		
<ul style="list-style-type: none"> • <i>We continue to get inquires from individuals who would like to be admitted. Some are well suited for the Candidacy Pathway and others would be better suited for admissions. Emmanuel has developed a better way of working with the individuals who have multiple degrees and wish to be admitted. Most are in a Masters or PhD at Emmanuel.</i> • <i>Most wish to be ordained or commissioned to the church they do their SME in.</i> • <i>Shining Waters has changed their Celebration of ministry to the fall.</i> • <i>We anticipate celebrating 3 this year.</i> 		

Prairie Candidacy Board 2024 – Laura Fohse

Type of Interview	Number of Interviews	Outcome of Interviews
Promise	7	all affirmed
Suitability	3	all affirmed
SME	2	all approved
Ready for Appointment	4	all approved
Ready for Ordination	4	all approved
Ready for Commissioning	0	all approved
Ready for DLM	0	all approved
Mid SME	1	all affirmed
Benchmark	5	all affirmed
Total Number of Interviews		
	26	
Total Applicants as of December 31, 2024		
	9	
Total Candidates as of December 31, 2024		
	17	
Trends:		
<p>The Prairie Candidacy Board meets each January, March, May, Sept and Nov in the afternoon with occasional meetings on alternating months. Our in person meeting tends to be in March, rotating through the three regions.</p> <p>We currently have 10 in the ordination stream, 6 in the diaconal stream and 1 in the DLM stream and of the 9 waiting for their suitability interviews 1 is considering diaconal and the rest are consider ordained.</p> <p>An interesting trend is the number of people applying to the candidacy pathway from another denomination and outside of Canada. All of them hold a theological degree and most have been serving in ministry for a number of years. 1 applicant (Canadian) has been in ministry in the Mennonite church for many years but is not ordained, 3 have applied from outside Canada (Zimbabwe, Kenya & Philippines) and 1 has applied from inside Canada (originally from Democratic Republic of Congo). The one who applied from Kenya has received her student visa and is now living in Canada and the other two continue to wait for a visa.</p>		

Southwestern Ontario Candidacy Board – Tanya Cameron

January – December, 2024

Type of Interview	Number of Interviews	Outcome of Interviews
Promise	5	4 = yes, 1 = no
Suitability	3	3 = yes
SME	2	2 = yes
Ready for Appointment	1	1 = yes
Ready for Ordination	4	3 = yes, 1 = no
Ready for Commissioning / Recognition	3	2 = yes, 1 = no
Mid SME / Benchmark	1	
Benchmark		
Check-ins	7	
Progress		
No-shows / cancelled by candidate	4	
Final		
Termination of Candidacy	4	3 withdrawals; 1 termination
Total Number of Interviews	30	
Total Number of Candidates as of December 31, 2024	26	
Trends:		
<p>2024 was an interesting year for the SW Ontario Candidacy Board. There were two occasions that a candidate attended for an Assessment of Readiness for Ordination/Recognition and the outcome was “not yet ready.” For one candidate, the Board identified areas for growth and development based on the Competencies for Lifelong Ministry and arranged an intensive learning program for the candidate to develop and build the knowledge and skills. Upon receiving an update of satisfactory completion of the program by the mentor, the Candidacy Board extended another Assessment of Readiness after which the Board approved the candidate as Ready for Ordination.</p> <p>For the other candidate, the Board had concerns about ongoing suitability for paid accountable ministry and following process, the candidacy was terminated. The termination was appealed by the former candidate, and was unsuccessful. The Judicial Appeal Committee upheld the decision of the Candidacy Board to terminate.</p> <p>This was also a year of those attending for assessments to cancel or withdraw from consideration with little notice before their scheduled time. This makes it difficult to fill those slots with other candidates; and, requires rescheduling months out which can delay a candidate’s progress through</p>		

the pathway. The SW Ontario Candidacy Board has six active members and draws upon the Auxiliary Interviewer list when appropriate.

The Candidacy Board took seriously the need for candidates to faithfully engage in the pathway and began to meet with “absentee” candidates – outside the regular interview times – to inquire about their intentions of engagement with formation. Three of these sessions were held last fall, and all three candidates determined that their call to serve the United Church was no longer in paid accountable ministry and withdrew from the Candidacy Board and the pathway. These conversations were fruitful and engaging, and identified the benefit of candidates having a support network and Circle of Accompaniment to assist in their discernment. One candidate withdrew to focus on their call to Licensed Lay Worship Leadership; another to pursue their passion project in arts and media production while continuing to engage with their home church in lay leadership; and the last to focus on their passion for teaching in an elementary school.

ii. WELCOMING OTHER LEADERSHIP

ADMISSION BOARD – Sarah Bruer

The Admission report for 2023 concluded with two recommendations. These recommendations revolved around the reality that the admission process was going to remain paused to new applications in 2024 because the number of ministers already in the process were 10x the average number of admission appointments found each year. We therefore proposed first that we continue to work with the admission ministers already in process to encourage and support their progress. Second, we articulated the need for continued advocacy in an effort to increase the average number of admission appointments annually. These two needs have framed our efforts throughout 2024.

Efforts to support and encourage progress for the ministers have included a number of initiatives. In the first half of 2024, we got all the remaining ministers through the accompaniment phase of the admission program and came close to having all remaining applications complete by the end of the year.

The Admission Board conducted 16 entrance interviews and 5 final interviews this year, along with 4 for short-term supply applications. For those ministers already approved to seek an admission appointment, staff worked with Deb Kigar to offer a webinar through Zoom on how to use ChurchHub effectively; this was attended by 19 of these ministers. Twelve ministers who hadn’t yet found an admission appointment were also intentionally invited to participate in the 2024 admission orientation circle; this was in response to an observation that admission ministers who participated in an orientation circle in 2023 were 25% more likely to find an admission appointment in the following 9 months than those who didn’t have that opportunity. All ministers at this stage of the process were also sent an invitation to complete their mandatory trainings proactively using the clergy fee reduction option, with several having now done this. Contact was also made throughout the year when we observed that a minister at any stage in the process appeared to have gotten stalled.

Advocacy work around the admission process also included several initiatives. The work of the Admission Matching Committee continued with two open houses offered through Zoom for search teams and pastoral relations liaisons to learn more about the admission process; as a result of these efforts, 2 ministers in the matching process found appointments in 2024. Staff also met with

approximately 10 search teams in response to questions they contacted us with based on applications received from admission ministers.

Further, we accepted an invitation to prepare and lead a 90 minute presentation about the admission process for one regional council and look forward to repeating this with 2 other regional councils that have invited us to do so already in 2025. Two other opportunities arose throughout the year for staff to respond to inquiries about the admission process, which were gratefully accepted and helped us get information out across the country.

All of these efforts combined with those of the admission ministers themselves resulted in progress being made again this year. Most notably, we began to see an increase in the number of admission appointment being offered. We also celebrate that another 5 ministers completed their admission process this year. Unfortunately, we also said goodbye to some ministers who withdrew or were not approved to move forward in the process. The following chart depicts our current numbers relative to our numbers at the time of the pause.

Step in the process	# of Ministers (May 2022)	# of Ministers (December 2023)	# of Ministers (January 2025)
Waiting for accompanier	27	3	0
In accompaniment	46	22	0
Application in process	53	30	12
Ready for credentialing	3	1	1
Awaiting interviews	14	1	2
Seeking appointments	41	53	40
In appointment	15	16	21
CURRENT # IN ADMISSIONS PROCESS	199	126	76
Admitted each year	6 in 2022	15 in 2023	5 in 2024

While significant progress has been made, the chart above also reveals that there are still 40 ministers in search of an admission appointment, with the possibility of 15 more coming along behind them. Consequently the Board of Vocation has maintained the pause on new applications for 2025 while we continue the work already in process around supporting these ministers as they seek appointments and encouraging the church to be open to the gifts that admission ministers bring to our denomination.

Additionally, changes to the immigration process in 2024 have created new challenges for admissions ministers who are coming to The United Church of Canada from other countries. Where it used to be the exceptional case that required legal support for a minister’s visa application process, it is now the exceptional case that does not. Having noted this reality, staff have been working with the CIM unit on an advocacy campaign with government in an effort to once again facilitate this process for the ministers and the communities of faith they are coming to serve. By the end of 2024, we had a letter sent to the Minister of Immigration, Refugees, and Citizenship about our concerns through Michael Blair and Carmen Lansdowne. Having not yielded results yet, this campaign will need to continue into 2025 with our follow up plan of letters from select individuals going to MPs.

As we continue to regularly receive inquiries about the admission program even though the website still clearly indicates we aren't receiving new applicants right now, it is our sincere hope that continued work around the goals described above in 2025 will set a firm foundation for potentially reopening the process to new applicants in 2026.

iii. INVESTMENT IN VITALITY AND SPECIALIZATION

VOCATIONAL STANDARDS COMMITTEE – Adam Hanley

In 2024, the Standards committee met 6 times (last meeting was November 5, 2024).

After the Continuing Education Standard was approved by the Board at the end of 2023, the Standards Committee oversaw the communication strategy to ministry personnel and Ministry and Personnel (M&P) Committee chairs. The chair of the committee and staff produced an [introductory video](#) on the continuing education standard.

Since 2019, the Standards committee has had a lot of conversation about the continuing education of ministry personnel, including what to do about the decisions of the 43rd General Council on the topic on additional mandatory training of ministry personnel. Specifically, the discussion has been about offering a way forward on proposed additional mandatory training for ministry personnel on topics like mental health, anti-homophobia/anti-transphobia, and the Kairos Blanket Exercise. The committee recommended that the Board of Vocation encourage the Executive of the General Council to take no action on these proposals for additional mandatory training, while the committee continues developing learning outcomes for new learning opportunities focused on affirming and anti-transphobia education for ministry personnel. The committee is also developing an interpretive bulletin on the continuing education standard to highlight the importance of continuing education on the topics of Indigenous justice and reconciliation and mental health and how learning in these areas would fit into the framework of the continuing education standard.

Another large focus this year has been on the development of guidance for ministry personnel on social media. After consulting with vocational ministers, the committee is working on development of a social media interpretive bulletin based on the Ethical Standards and Standards of Practice for ministry personnel.

CREDENTIALING COMMITTEE – Adam Hanley

In 2024, the Credentialing committee met 8 times (last meeting was November 18, 2024).

After the 2023 annual meeting of the 44th General Council, the Board of Vocation named the Credentialing Committee a commission to grant testamur to recognized and experienced Designated Lay Ministers. The bulk of the committee work for the first half of the year was for the committee to interview:

- 80 designated lay ministers and grant them testamur towards commissioning or ordination.

During the year, the committee has completed the following for the designation of intentional interim ministers:

- 3 ministers interviewed and approved for initial designation as an intentional interim minister (after completing interim ministry training); and
- 2 ministers interviewed and approved for continuing designation as an intentional interim minister (after completing their first intentional interim appointment).

The committee has completed the following for the designation of educational supervisors:

- 12 individuals interviewed and approved for designation as an educational supervisor (after completing the ministry of supervision training program).

The committee has completed the following with applicants for readmission:

- 2 individuals interviewed for readmission and recommended to the Board of Vocation to be readmitted to the order of ministry

The committee also undertook conversations with ministry personnel called to chaplaincy:

- 2 individuals interviewed to provide a letter of denominational support for their continued service as a hospital chaplain.

The committee interviewed one minister who feels called to switch from diaconal ministry to ordained ministry and the committee affirmed this call and approved the educational requirements.

The Office of Vocation currently (including those who were previously designated or approved by Conferences) has:

- 52 designated intentional interim ministers (12 currently serving in intentional interim ministry appointments)
- 419 designated educational supervisors (both lay people and ministry personnel)

Some of the other work that the committee has been involved in:

- a) developing resources to clarify the role and expectations for the regional council representative to a transition team during an intentional interim ministry;
- b) considering the need for interim ministry consultants and developing qualification guidelines;
- c) consulting on possibilities for follow-up with communities of faith after an intentional interim;
- d) consulting on the requirements and content of a refresher program for educational supervisors; and
- e) partnering with Office of Vocation staff to lead a community of practice for active educational supervisors.

iv. ENHANCING EFFECTIVENESS

Response Committee – Karen Valley, Lisa Giffin, Jessica Fernandez, Jennifer Janzen-Ball, Marg Szilassy

- Regularly meets monthly and more often as needed. During this reporting period, they met 14 times plus 4 Administrative Leave Hearings were held.
- The Committee ordered Administrative Leave Hearings in 5 cases:
 - 1 Suspension (Criminal Charges laid);
 - 1 had restrictions put in place;
 - 1 placed on full Administrative Leave;
 - 2 Hearings ordered, ministers requested to placed on Leave before Hearing;
 - 1 ordered, minister began Restorative Care Leave before Hearing held, and
 - 1 minister requested Leave without a Hearing having been ordered.
- Membership on the Committee remained stable throughout the year, with one continuing to be loaned to the Remedial Committee at the request of the Board of Vocation for a particular case. There were several staff changes during this reporting period.
- 23 new cases:
 - 23 Ordered Ministry Personnel:
 - 2 Diaconal, and
 - 21 Ordained
 - 18 cases were alleged breaches of Ethical Standards.
 - 1 case came through the Sexual Misconduct Response Policy and Procedures.
 - 4 cases came through the Workplace Discrimination, Harassment and Violence Policy & Procedures.
 - 6 Investigations ordered:
 - 2 completed and reports provided to the Remedial Committee;
 - 3 in progress at end of year, and
 - 1 resolved by other means.
 - 4 Reviews ordered:
 - 1 completed and reports provided to the Remedial Committee, and
 - 3 in progress at end of year
 - 9 cases deemed not eligible as per the procedures of *Appendix A* of the *Office of Vocation: Structure and Responsibilities* resource.
 - 1 case involved Criminal Charges having been laid therefore, the Office of Vocation processes are paused pending resolution of the criminal proceedings.

Themes and Opportunities

1. During this reporting period, there has been an increase in the number of cases both coming before the Response Committee and those that are not deemed eligible as per the procedures of *Appendix A*. A common theme in these include those matters where the complainant is taking issue with the United Church's position on particular matters and the minister is seen to be the face of that position. In these cases, support and resources were made available to the ministers to navigate the situations.
2. In many of the cases coming before the Response Committee, the matters had already escalated significantly as available resources were either not in place or utilized to attempt low

level, early interventions. These resulted in lost opportunities for the system to try informal resolutions. This theme is consistent with society outside of the church.

3. Communities of Practice for Consultants and Investigators and Reviewers were developed in the first half of this reporting period however were put on hold due to staff transitions. These will be renewed and deepened in 2025.
4. Half of the Committee will complete their second term in 2025 including the Chair; the next triennium will see a number of different faces serving in this work.
5. In responding to the Compliance requirements for ministry personnel with respect to Annual Declarations, the Response Committee again found a number of “repeat customers” for 2024. Extensive follow up has taken significant resources of the volunteers and staff to work towards compliance by all. In 2025, the Committee will continue to use their resources justly and expediently in responding to those who do not meet the Compliance requirements.

Remedial Committee – Karen Valley, Marg Szilassy, Marlene Britton

- During this reporting period, the Committee met 26 times. Still in place, a temporary iteration of the Remedial Committee met 18 times during this reporting period.
- 5 new cases and 5 cases carried over from 2023 for a total of 10 cases throughout 2024:
 - 3 cases were for alleged breaches of Ethical Standards;
 - 2 of these successfully completed Directed Programs and were returned to standing and deemed effective, and
 - 1 case remains with the Board of Vocation in a Formal Hearing Committee process to consider placing the minister on the Discontinued Service List – Disciplinary, carried into 2025.
 - 5 cases were for alleged Harassment/Workplace Harassment:
 - In 2 of these the allegations were determined to be unfounded;
 - 1 case is actively working in a Directed Program with an Effectiveness Support Committee;
 - 1 of these decided to be fully retire with a Memorandum of Agreement, and
 - 1 of these was resolved through a Conflict Resolution process.
 - 2 cases were for alleged Sexual Misconduct:
 - 1 of these successfully completed a Directed Program and was returned to standing, and
 - 1 of these was resolved through a Memorandum of Agreement which restricts the minister’s ministry related functions in their retirement.
- 2 Effectiveness Support Committees in 2024
 - 2 new Committees established, and
 - 1 Committee completed their work.

Themes and Opportunities

1. Ministry Personnel comprising the 10 cases during this reporting period:
 - a. 2 – Retired
 - b. 5 – served 20 + years
 - c. 2 – served 10 + years
 - d. 1 – served 7-10 years

- e. 2 – served less than 5 years
- 2. For those in longer pastoral relationships that came before the Committee, the ministers were able to reflect back on where the “fit” in the relationship began to shift that was so subtle at the time they did not see it until the gap was significant and the conflict was insurmountable. This could be explored during the *Personal and Professional Boundaries for Church Leaders* sessions as it is often connected with shifting boundaries with increased familiarity.
- 3. One minister was Suspended until the successful completion of the Directed Program and one minister remains Suspended during the ongoing Formal Hearing Committee process. Two ministers remained under the Administrative Leave restrictions until the conclusion of their process by way of Memorandum of Understanding. One minister had their Administrative Leave lifted at the conclusion of the case.
- 4. As noted by the Response Committee, Compliance requirements with respect to the Annual Declaration by ministry personnel seem to be a challenging task for some ministry personnel each year. In 2025, the Remedial Committee also will continue to use their resources justly and expediently in responding to those who do not meet the Compliance requirements.

Personal and Professional Boundaries for Church Leaders Training – Karen Valley

- Throughout 2024 there were 15 *Personal and Professional Boundaries for Church Leaders* sessions offered by staff of the Office of Vocation. Approximately 597 ministry personnel, candidates, applicants for ministry, Admissions applicants, Licenced Lay Worship Leaders and lay people/leaders attended these sessions:
 - 3 *Introduction to Boundaries* sessions;
 - 4 *Social Media* refresher sessions;
 - 4 *Finances and Gifts* refresher sessions, and
 - 4 *Retiring With Grace* refresher sessions.
- A mix of weekday and Saturday sessions were offered; Saturdays were much less popular.
- *Finances and Gifts* refresher sessions were the least popular of the refresher offerings, while the *Introduction* session was the lowest attendance of all the sessions.
- The curriculum continued to adjust to the CHURCHx platform and resources available with it. Small adjustments to the way the curriculum is delivered were made to increase individuals participation in each session.

Themes and Opportunities

1. Continuing to utilize a core group of facilitators to deliver the sessions continues to be beneficial rather than spreading it out amongst a larger team, for consistency.
2. There is opportunity to deepen conversation in these sessions around the increase in familiarity that comes with longer pastoral relationships and how to maintain healthy personal and professional boundaries in these contexts (particularly in smaller communities).
3. 2025 will further refinements and updates to the curriculum content. Increased functionality of the CHURCHx platform and the release of the *Creating Safe and Respectful Environments Policy and Procedures* provide opportunities to increase engagement and value with and for the participants.

4. The new reporting period brings with it an opportunity to proactively connect with those who need to refresh their Boundaries training earlier, spreading out the attendance and bringing greater diversity to each session.

v. DISCONTINUED SERVICE LISTS AND READMISSIONS

The Office of Vocation is responsible for administering and maintaining the following lists:

- a) the Discontinued Service List (Disciplinary);
- b) the Discontinued Service List (Voluntary); and
- c) the Discontinued Lay Ministry Appointment List. (The Manual E.2.9).

Readmission is the process by which people who were previously ministry personnel within The United Church of Canada and are on the Discontinued Service List are restored to good standing and service. A net loss of 3 ministry personnel was recorded.

Discontinued Lay Ministry Appointment List.	Discontinued Service List (Voluntary)	Discontinued Service List (Voluntary)	Discontinued Service List (Voluntary)	Discontinued Service List (Disciplinary)	Re-admission – removed from DSL.
By their request.	By their request.	Serving another denomination.	through Memorandum of Agreement.		
4			1		2