

APPENDIX TO THE BOARD OF VOCATION ACCOUNTABILITY REPORT

January 15, 2023

Origin: Team Lead 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 |
| iv. | Enhancing effectiveness: | Response Committee
Remedial Committee
Boundaries Training |
| v. | Discontinued Service Lists and Readmission: | Board of Vocation |

i. MINISTRY FORMATION: CANDIDACY – Janet Gear

Introduction

In September 2022, seven Candidacy Boards were commissioned to a second triennium of their mandate. More than 50% of the members returned to serve a second term, keeping a wealth of acquired experience and knowledge within each Board. Because the Candidacy Boards have the mechanics of the Candidacy Pathway well in hand, the regular national trainings which ended in the spring of 2022 gave way to addressing implications for candidates of the Leadership Outcomes articulated in the strategic plan: how will bi-vocational ministry, church-planting, collaborative ministry and lay ministry affect who is called into ministry and how they are formed, accompanied and assessed? How does a commitment to anti-racism and decolonization shape our expectations of candidates? How do we live out our equity aspirations in recruitment to ministry? These become critical conversations for the Boards to engage, within the context of the Competencies for Formation for Ministry and Lifelong Ministry Leadership.

Trends and Challenges

Denominational Pathway. Work remains to standardize the implementation of the Candidacy Pathway, while remaining responsive to contextual differences across the regions. Vocational Ministers and Candidacy Board Chairs committed to turn their attention to the shared practices and policy interpretations which safeguard the pathway's denominational ethos, particularly with respect to prior learning experiences, harmonizing approaches to supervised ministry experiences, assessing use of vocational assessments, and oversight of duration of time in the pathway.

Competence and standards of practice. The Candidacy Boards' dual mandate to honour the vocation of individuals on the pathway **and** to attend to the ministry leadership needs of the church becomes difficult when these do not align. A session at the national gathering in September led by Andrew Richardson opened this important on-going discussion about *the art of saying 'no'* at any point along the pathway when the applicant or candidate does not demonstrate the *ability to meet the needs of the church, navigate well the social and global contexts in which the church finds itself, and exercise the professional standards of practice in ministry.* (Competencies for Formation for Ministry and Lifelong Leadership, 2022).

Formation and Assessment Eco-system. Several bodies contribute to the formation and assessment of candidates for ministry, including theological schools and centres and their teaching faculties and tutors, ministry personnel serving as Educational Supervisors, communities of faith serving as learning sites, and their Lay Supervision Teams. These bodies share the current challenges and opportunities the church is experiencing. Theological educators are focussed on content and delivery of programs of formation and education tailored to the needs and priorities of the church's commitment to vitality, growth, diversity, and the economic realities of ministry. Faculties are also resourcing our anti-racism and decolonizing focus.

Reporting. The reality of stress and fatigue in communities of faith has inspired an examination and stream-lining of current supervised ministry reporting mechanisms, including the technologies developed to assist Candidacy Boards in maintaining a global picture of each candidate throughout their process.

Recruitment. With very few exceptions, Boards meet only those applicants who have self-selected to discern a call to ministry. The Candidacy Boards look forward to the fruits of the church's commitment in the Operational Plan to rigorous recruitment efforts. Candidacy Boards highlighted the following key foci for recruitment of inspired faith leaders at the Board of Vocation national gathering: calling ministers who help us achieve our equity aspirations, are collegial, emotionally intelligent, and committed to life-long learning, are innovative and creative (where the church offers opportunity for safe-fails), and locally engaged.

The reports which follow in this section give a numerical synopsis of the work of the Vocational Ministers and their Candidacy Boards, as well as a brief commentary summarizing trends which they have noticed over the last year.

Indigenous Candidacy Board – Tim Hackborn

Type of Interview	Number of Interviews	Outcome of Interviews
Promise	1	Confirmed
Suitability	1	deferred
SME		
Ready for Appointment	0	
Ready for Ordination	1	confirmed for ordination
Ready for Commissioning	1	1 confirmed for commissioning
Mid SME	1	
Benchmark		
Check-ins	5	5 completed
Progress	1	status confirmed
Switch Programs	1	1 confirmed
Final	1	1 confirmed
Termination of Candidacy	1	Candidate was not Terminated
Total Number of Interviews	14	
Total Number of Candidates as of December 31st,2022	14	
Total Number of Inquirers	7	
Trends:		
<p>Some meetings that were not included in the numbers above:</p> <ol style="list-style-type: none"> 1. There were 5 meetings in regards to the Orientation of a new Chair, and new members. 2. In addition to the Board of Vocation orientation, the Grandmothers Circle and the Indigenous Candidacy Board met in person. 		

Atlantic Candidacy Board –Andrew Richardson

Type of Interview	Number of Interviews	Outcome of Interviews
Promise	2	
Suitability	4	
SME	6	
Ready for Appointment	4	
Ready for Ordination	2	
Ready for Commissioning		
Mid SME		
Benchmark		
Check-ins		
Progress		
Switch Programs		
Final		
Termination of Candidacy		
Total Number of Interviews	16	
Total Number of Candidates as of Dec. 2022	33	
DLM Candidates	6	
Diaconal Candidates	1	
Ordained Ministry Candidates	26	
Inquirers	13	
Trends:		
<p>I would say the major trend is a there are more and more retired people with pensions entering ministry. I am seeing older and older applicants in the 65-70 age group. As more and more Communities of Faith (CoF) go to part time ministry this demographic becomes the only one who can afford to work part time. The impact of that is that as a demographic emerges to take part time work more and more pastoral charges see part time as viable. Vicious circle. I am not seeing many bi-vocational ministers; however, it is a topic I discuss with any current candidates/applicants as the opportunity for full time work diminishes. I am seeing little racial diversity in applicants/candidates in the Atlantic regions. In fact, they are all white.</p> <p>I would say that it is overwhelmingly an ordained stream. As well I am noticing more and more applicants applying without an undergrad degree.</p> <p>As the DLM path closes-even temporarily-the ordained stream is now dominant. Interestingly, those who start the path thinking about DLM almost always are choosing that path because the perceive it as being more accessible and easier rather than out of a commitment to lay ministry. When they discover the AST distance program, they have little trouble switching gears. Very little uptake on the diaconal path.</p>		

Quebec & East Ontario Candidacy Board – Caroline Penhale

Type of Interview	Number of Interviews	Outcome of Interviews
Promise	1	Promise
Suitability	4	1 Found not to be suitable
SME	6	All ready
Ready for Appointment	1	Ready
Ready for Ordination	5	5 Found for Readiness
Ready for Commissioning	0	n/a
Mid SME	4	All acceptable
Benchmark	0	n/a
Check-ins	12	6 SME complete; 5 continuing; 1 discerning whether to change streams All Successful
Progress	0	All Successful
Switch Programs	0	Agreed
Final	5	All Successful
Termination of Candidacy	0	Candidacy terminated.
Total Number of Interviews	37	
Total Number of Candidates as of Dec 31, 2022	35	
Trends:		
<p><i>Since assuming the role in September, I have become aware that many candidates were anxiously awaiting resuming next steps with respect to their candidacy pathway. Staffing circumstances being what they were and the retirement of half of the Candidacy Board members with the rise of GC43, progress on these files slowed down over the summer months and come Autumn, candidates and applicants were keen to get going. With that sense of urgency propelling us, the newly formed Candidacy Board met in person in September and then again over Zoom in October, November and December. The Board was able to interview 9 individuals in October and November and has scheduled 10 more interviews for January 2023. 4 of that combined interview total of 19 requested their interviews in French. In other words, approximately 20% of the Board's work with candidates and applicants is being done in French and I anticipate that percentage increasing to at least 25% in 2023. As such, we have secured a service provider to offer Vocational Assessments in French as we need them.</i></p>		

Mountain Candidacy Board – Brenda Fawkes

Type of Interview	Number of Interviews	Outcome of Interviews
Promise	5	Found to have Promise
Suitability	4	Found not to have Suitability
SME	9	8 Successful, 1 delayed
Ready for Appointment	1	1 Found for Readiness
Ready for Ordination	3	3 Found for Readiness
Ready for Commissioning	1	Ready
Mid SME	4	Evaluation Reviewed
Benchmark	1	Approved
Check-ins	4	2 of these were complaints, no termination
Progress		
Switch Programs	0	
Final	5	5 Found as Ready for Ordination or Commissioning
Termination of Candidacy	0	
Total Number of Interviews	28	We usually do Promise and Suitability together. This year only 1 Promise only interview
Total Number of Candidates as of Dec 31, 2022	41	This includes Applicants that have done the paperwork
Trends:		
<p>We found most outcomes to be positive and there were only a couple of delays with 0 interviews with the outcome of “no.” We have a couple of candidates who we have received complaints about. This was followed up in relation to the process for regular Office of Vocation complaints but with the Candidacy Board the oversight body.</p> <p>We also found the Vocational Assessment to be limited in that the three months were preventive to being responsive and nimble. The Candidacy Board prefers in-person interviews and receive free space for interviews with our regional office.</p>		

North & Central Ontario Candidacy Board – Kellie McComb

Type of Interview	Number of Interviews	Outcome of Interviews
Promise	8	1 found not yet ready
Suitability	9	1 was given work to do before moving to readiness for SME
SME	11	all successful
Ready for Appointment	2	1 given work to do before being ready for full time solo ministry as a year 1 student
Ready for Ordination	8	successful
Ready for Commissioning	2	successful
Mid SME	3	successful
Benchmark	5	successful
Check-ins	5	successful
Re Entry	1	Found not suitable for ministry
Switch Programs	1	successful
Termination of Candidacy	0	
Total Number of Interviews	57	
Total Number of Candidates as of December 31, 2022	28	
DLM Candidates	1	
Diaconal Candidates	2	
Ordained Candidates	25	
Inquirers	11	
Trends:		
<p>Steady number of individuals inquiring about ministry. The vast majority engage within a year or two of their initial conversation with Vocational Minister. Most individuals discern before engaging in the process. There is an increase in cultural diversity of applicants. We seem to have more applicants who come with more skills and experiences that fit well with ministry. Some of the requests in the last year are requiring the board to be even more flexible in how we support a student on their pathway.</p>		

Prairie Candidacy Board – Laura Foughse

Type of Interview	Number of Interviews	Outcome of Interviews
Promise	5	all affirmed
Suitability	6	all affirmed
SME	2	all approved
Ready for Appointment	3	all approved
Ready for Ordination	5	all approved
Ready for Commissioning	0	
Mid SME	6	all affirmed
Benchmark	13	all affirmed
Total Number of Interviews	40	
Total Candidates as of December 31, 2022	30	
Trends:		
<p>We currently have 3 applicants. In 2023 we expect that there will be 8 candidates beginning their SME and 9 candidates who will be completing the pathway.</p> <p>We have a full and diverse board representing all three regions. Our meetings in 2022 were all on Zoom and we will be having our first in person meeting in January 2023. The board would like to continue meeting on Zoom for all meetings except the final interviews each year. As a result, we are shifting from 3 two- or three-day interviews per year to interviews scheduled every second month.</p>		

Southwestern Ontario Candidacy Board – Tanya Cameron

Type of Interview	Number of Interviews	Outcome of Interviews
Promise	4	4 yes
Suitability	7	5 yes, 2 not yet
SME	2	2 yes
Ready for Appointment	2	1 yes, 1 no
Ready for Ordination	1	Yes
Ready for Commissioning / Recognition	2	Yes, and yes
Mid SME / Benchmark	2	
Benchmark		
Check-ins	9	
Progress		
Switch Programs	0	
Final		
Termination of Candidacy	1	Candidate withdrew
Total Number of Interviews	30	
Total Number of Candidates as of December 31, 2022	32	
Trends:		
<p>Many are in ministry-based programs requiring SME sites; have 15 SME running at December, 2022. This means heavy investment of evaluations, training, Educational Supervisors and ongoing support via Pastoral Relations (charge supervisors etc.).</p> <p>Some candidates have a very linear process and some are very casual about proceeding through formation. It is a challenge to meet every candidate at least once per year; however, technology makes video conferencing a good option for the check-in and guidance interviews. The SW Ontario CB adopted a liaison approach where each member has up to 4 assigned candidates that they do a phone call/Zoom a few times a year, in order to gain clarity about their process and how the CB can support them in continued suitability for ministry.</p>		

ii. **MINISTERS ENTERING THE UNITED CHURCH OF CANADA: ADMISSION – Janet Gear**

Introduction

In the fall of 2022, the Admission Board, under the continuing leadership of expert Chair, Edna Baker-Graff, added four new members.

As a result of the Admission Board bringing to the Board of Vocation's attention the alarming statistics concerning appointments for racialized admissions ministers, the General Secretary announced in June a pause on admissions for at least six months. Notice of the pause was put on the UCC website on the start date of November 1, 2022. Taking into account what is learned during the pause, the Admission Board will consider the pace at which to resume first interviews. Second interviews will continue for Admission of those already serving in the United Church whose orientation requirements have been met.

In the months leading up to that pause, the Admission Board held two rounds of three to four interviews per month in order to clear a back-log of qualified ministers whose applications were complete and credentials cleared. The activity of the Admission Board in 2022 is summarized below:

Inquiries received 2022	18
Cumulative applications in process	26
Applications completed 2022	9
Credentials reviewed 2022	12
Initial Interviews for eligibility for appointment 2022	17
Second interviews for admission 2022	3
Celebration of Admission 2022	6
Diaconal and Ordained Supply interviews 2022	4
Mutual Recognition Interviews 2022	3
Cumulative Approved and Searching	73
Cumulative appointed	13
Cumulative admitted and serving	42

Also in the fall of 2022, the Admission Board struck the Matching Committee to begin work on the mandated pilot project [Admission Matching Process](#) to assist admission ministers in securing appointments. At the November meeting of the Pastoral Relations Ministers (PRMs) with the Office of Vocation, the Matching Committee, through members Marie-Claude Manga and Andrew Lairenge, introduced the work of the Matching Committee to the PRMs and invited them to join the project. The invitation was enthusiastically received and two PRMs joined the committee whose work, under the leadership of Chair Rev. Cameron Watts, is proceeding apace.

Trends and Challenges

In addition to the identified challenges taken on by the Matching Committee Pilot of identifying and offering practical support and racial justice orientation to communities of faith in preparation for appointing an admissions minister, the Admission Board acknowledges the additional support needed to better serve ministers who have passed their first interview and are making applications for appointments. Mentorship for moral and vocational support, as well as practical assistance with writing culturally attuned profiles and tailored cover letters are two distinct areas in which volunteers are needed.

Guidance in navigating the immigration process remains a concern for Pastoral Relations Ministers supporting communities of faith in appointing ministers living outside Canada. Provincial differences limit the utility of resources developed and shared between regional colleagues.

Pastoral Relations Ministers used the opportunity of their meeting in November to learn the Admission process more intentionally and to raise questions about how to use the Pilot to learn well how to support both communities of faith and admission ministers in their faithful attempts to understand and bridge potentially divergent understandings of generational roles, leadership style, religious language, and theology. Members of the Admission Board used the opportunity of the Matching Committee's presentation to speak honestly about the painful experiences of accompanying ministers who are rejected both before and after their appointments in communities of faith. All present understood that the Matching Project is not merely about filling vacancies or appointing ministers, but an opportunity to address systemic racism and to nurture the kind of relationships that hold the potential for transformation for self, church and world.

iii. INVESTMENT IN VITALITY AND SPECIALIZATION

STANDARDS FOR ACCREDITATION COMMITTEE – Adam Hanley

In 2022, the Standards committee met 5 times (last meeting was November 24, 2022).

During 2022, the Standards for Accreditation Committee continued exploring how to meet its responsibility to set standards for the continuing education and professional development of ministry personnel (The Manual E.2.2.d). This was a responsibility that was passed from presbyteries to the Office of Vocation. The lack of current standards, other than the requirements for mandatory training, is a gap that the Standards Committee is working to fill.

The committee worked on creating a survey for ministry personnel and Ministry and Personnel (M&P) Committees to help the committee in the work of developing standards for the continuing education of ministry personnel. The goal of the surveys was to gather data about how ministry personnel currently use their study leave and continuing education allowance, the

level of oversight provided by M&P Committees, the expectations of the M&P Committee and specifics on beneficial experiences of continuing education throughout one's vocational life. Ministry personnel and M&P Committees were invited to participate in the survey in late April. The committee received 457 responses from ministry personnel and 136 responses from M&P Committees. When the Standards Committee was developing these surveys, they hoped that the results would provide greater awareness of how the existing policies on continuing education were being lived out by ministry personnel and M&P Committees in communities of faith.

The new term of the committee began in September and the survey results have provided the committee with important insights as the group continues their work towards developing continuing education standards in 2023. Currently, the committee is revising a draft of continuing education standards based on the calls to Deep Spirituality, Bold Discipleship, and Daring Justice.

The committee had a key role in leading the development to the [Competencies for Ministry Formation and Lifelong Ministry Leadership](#) (a major revision of the Leadership Outcomes for Ministry Leadership), which the Board of Vocation approved in the fall.

The committee also received a request from the Board of Vocation to re-examine the [Standards of Practice for Ministry Personnel](#) and determine how the use of digital technology (aligned with the local context) is now part of the practice of ministry. The recommended revisions have been shared with the Board of Vocation.

CREDENTIALING COMMITTEE – Adam Hanley

In 2022, the Credentialing committee met 6 times (last meeting was November 14, 2022).

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)
- 1 minister interviewed and not approved for initial designation as an intentional interim minister (after completing interim ministry training)
- 4 ministers interviewed and approved for continuing designation as an intentional interim minister (after completing their first intentional interim appointment)
- transition team reports, exit interviews and self-evaluations reviewed for 6 intentional interim ministers and their gifts were affirmed for continuing designation (for intentional interim ministers who have been serving in intentional interim ministry for a number of years)

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

- 4 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:

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

The committee has partnered with the Working Group on Canadian Military Chaplaincy (including 3 serving United Church military chaplains) to support the endorsement of 3 ministry personnel towards serving as chaplains in the Canadian Armed Forces.

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

- 73 designated intentional interim ministers (17 currently serving in intentional interim ministry appointments)
- 425 designated educational supervisors (both lay people and ministry personnel)

Some of the other work that the committee is involved in:

- a) the committee continues to provide support to intentional interim ministers and educational supervisors and discuss what else might be helpful
- b) the committee reviewed one application to the Interim Ministry Sabbatical Fund
- c) the committee has interviewed ministers who required a letter of endorsement from the denomination as part of their re-accreditation process with the Canadian Association for Spiritual Care.

iv. ENHANCING EFFECTIVENESS

Response Committee – Janet Gear, Travene Smallwood, Karen Valley

- Meets monthly, more regularly as needed. During this reporting period, they met 14 times plus 2 Administrative Leave Hearings were held.
- 4 new members and Chair, 4 members retired including Chair
- Change in staff resource mid-year
- 9 new formal cases
 - 8 Ordered ministry personnel, 1 Candidate for ministry
 - 6 ethical breaches
 - 3 under the Sexual Misconduct Prevention & Response Policy & Procedures (SMPRPP)

- 6 investigations (4 completed, 2 in progress at end of year) – reports to Remedial Committee
- 2 reviews, completed – reports to Remedial Committee
- 1 Accessibility Assessment
- 2 Administrative Leave Hearings: 2 full suspensions, with one leading to RCP/LTD
- 19 informal cases (not all Vocational Ministers reported data for this category, this will be tracked in 2023)
- 2 cases carried over from previous year, reports received and provided to Remedial Committee

Themes and opportunities

1. Ensuring the Response Committee is aware of what informal measures have been attempted/considered.
2. Increased case conferences with regional council colleagues during informal phases.
3. Holistic approach allowed for utilizing the Accessibility Assessment to consider whether a health situation may be impacting the behaviour giving rise to the concerns received, leading to provision of appropriate resources such as restorative care leave.
4. In person Board of Vocation meeting with dedicated time shared with the Remedial Committee provided a rich mutual learning experience.

Remedial Committee – Jenny Stephens, Marlene Britton, Karen Valley

- Meets monthly, more regularly as needed. During this reporting period, they met 28 times with additional small group interview preparation times.
- 1 new member, 3 members retired, change of Chair
- Change in staff resource mid-year
- 7 new cases
 - 5 ethical breaches
 - 1 found effective, returned to standing
 - 1 remedial work ongoing
 - 1 found ineffective, chose to retire with Minutes of Settlement & Release completed and no future functions of ministry
 - 1 met conditions for return to standing, chose to retire
 - 1 carried into 2022
 - 2 under the SMPRPP
 - 1 found not within the SMPRPP but ethical breaches, on restorative care leave
 - 1 unfounded
- 8 cases carried over from 2021
 - 3 ethical breaches, remedial work ongoing

- 1 SMPRPP, remedial work ongoing
- 1 ethical breach, unsuccessful completion, Minutes of Settlement & Release completed with no future functions of ministry, and ministry personnel retired
- 1 ethical breach, unsuccessful completion, Formal Hearing 2023
- 1 SMPRPP, Minutes of Settlement & Release completed, minister placed on the Discontinued Service List- Disciplinary (DSL-D)
- 1 in process, awaiting adjudication of human rights complaint against London Conference and UCC
- 7 Effectiveness Support Committees
 - 2 new committees established
 - 5 committees continued their work

Themes and opportunities

1. Of the 15 cases this year, 1 was a retired ministry personnel, 9 have served for 20+ years, and 4 are newer to ministry.
2. One continued on partial Administrative Leave until the resolution of the case and were returned to standing. Two remain on full Administrative Leave pending the successful completion of their Directed Programs. One had their Administrative Leave lifted to accept an appointment for the integration phase of their Directed Program. Two remained on full Administrative Leave until the resolution of their cases with Minutes of Settlement. One remains on Administrative Leave pending the Formal Hearing regarding unsuccessful completion. One successfully completed their Directed Program; Administrative Leave was lifted and they were returned to standing.
3. Proposal submitted to, and approved by, the Board of Vocation to make changes in Appendix A of the *Office of Vocation: Structure and Responsibilities* resource.
4. It was recognized that some in our church are called to serve on Effectiveness Support Committees and have offered to serve again, with some having done so this year. A denominational pool of these individuals will be curated in 2023 to expand this resource, allowing for more efficient remedial work. We have seen that technology such as Zoom allows for a national pool to be possible.
5. The themes arising in the remedial work continue to be growth in emotional intelligence (particularly self-awareness and relationship management); boundaries; power dynamics; awareness of church's new (2019) procedures; isolation in ministry practice; relationships with persons served and concerns related to social media use (various platforms and nature of concerns). Interestingly, the theme of isolation in ministry practice is noted in those serving in rural and urban contexts; of all lengths of ministry experience; all ages, and is not limited to a particular gender.
6. In person Board of Vocation meeting with dedicated time shared with the Response Committee provided a rich mutual learning experience.

Personal and Professional Boundaries for Church Leaders Training – Karen Valley

- Throughout 2022 there were 23 Personal and Professional Boundaries sessions offered by staff of the Office of Vocation. Approximately 400 ministry personnel, candidates, applicants for ministry, Admissions applicants and Licenced Lay Worship Leaders attended these sessions.
 - 6 *Introduction to Boundaries* sessions
 - 6 *Social Media* refresher sessions
 - 6 *Finances and Gifts* refresher sessions
 - 5 *Retiring With Grace* refresher sessions
- Curriculum transition to new platform, CHURCHx in the last quarter, with the beginning of some asynchronous training pieces.

Themes and opportunities

1. As with the Remedial Committee's experience, themes experienced in these sessions are isolation in ministry practice; self-care; boundaries (dual relationships); awareness of the church's resources, structure, policies and procedures; social media; power dynamics, and emotional intelligence.
2. The new CHURCHx platform affords the opportunity to expand the modalities the training can offer, along with pre and post session work and follow up assessment of integration of learnings.
3. Updates and a refresh of the curriculum content are currently underway.
4. A core group of facilitators has been designated to deliver the sessions in 2023.

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 7 ministry personnel.

Ministry Personnel Re-admitted to the Order of Ministry or placed on the Discontinued Service List

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.		
2	5	2		1	3