



**The United Church
of Canada
General Council**

GCE45 GS15 Clarifying Status and Accountabilities of Ministry Personnel Appointed to Staff Positions in the General Council And Regional Council Offices for November 2025

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1. What is the issue?

Ministry personnel who are order of ministry and are appointed to administrative positions in the General Council and regional council offices (Manual section I.1.2.5) retain ministry personnel status and accountability to the Office of Vocation for compliance with the Ethical Standards and Standards of Practice for Ministry Personnel. Appointments to staff positions can be without term; the General Council and regional council offices are considered ministry sites.

However, distinct from accountabilities under the pastoral relations system (ministry personnel appointed or called to a community of faith), ministry personnel appointed to positions in the General Council or regional council offices are, for employment purposes, primarily accountable to their supervisor and the Human Resources Policies and Procedures of the staff system. Terms of appointment (employment) adhere to the Human Resources Policies and Procedures, which may differ from the pastoral relations policies outlined in The Manual and in the Pastoral Relations: Ministry Personnel Handbook.

(NB: The Manual section I.1.2.5 refers to ministry personnel being “appointed” to staff positions; Canada Revenue Agency refers to clergy engaged “exclusively in full-time administrative service by appointment of a . . . religious denomination”; thus these terms are

used here).

2. Why is the issue important?

There can be a lack a clarity about when ministry personnel in staff system positions are subject to The Manual provisions for ministry personnel and when they are subject to the human resource policies and practices of the staff system. This proposal seeks to bring clarity.

3. How might the Executive of the General Council respond to this issue?

It is proposed that the Executive of the General Council affirm that:

1. **the employment status and accountability of ministry personnel appointed to a regional council or the General Council is subject to the Human Resources Policies and Procedures of the General Council Office;**
2. **the credentials of ministry personnel and any associated follow up affecting status remains the responsibility of the Office of Vocation;**
3. **an appointment to a regional council or the General Council may be without term;**
4. **these distinctions be noted in both the Human Resources Policies and Procedures manual and the Pastoral Relations: Ministry Personnel Handbook, as well as in offers of appointment (employment) letters to order of ministry personnel;**
5. **that a notation be added to The Manual section I.1.2.5 Staff Appointments that might be worded: *"There are additional policies and procedures that pertain to ministry personnel in the staff system. Please see Human Resources Policy Portal and the Pastoral Relations: Ministry Personnel Handbook."***

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