

The United Church
of Canada



The United Church
of Christ

INTERIM MEASURES FOR MUTUAL RECOGNITION OF MINISTERS

The United Church of Canada and the United Church of Christ entered into a Full Communion relationship that included recognition of each other's ministers. While the Implementation Committee enters its work to attend to the possibilities for mutual engagement, a small group was tasked with looking at the process for Mutual Recognition and Orderly Exchange of ministers between the two churches.

Given that the required actions needed for the two churches to implement the proposed changes to receive ministers will require several years to amend current by-laws, Constitution and Basis of Union, the following interim process, based on existing policies and practices, has been established.

It is noted that calling/appointing bodies and ministers are responsible for adhering to the required immigration laws, pension and health care for employment in Canada and the United States.

To be eligible for service under this agreement ministers must have served as an ordained or diaconal minister in the home denomination for at least three years. Ministers contemplating serving within this partnership are advised that the process will take a significant period of time to meet immigration and church requirements.

Below are the INTERIM processes for the orderly exchange of ministry personnel provided for in the full communion agreement.

COMING TO THE UNITED CHURCH OF CANADA

Until approval and enactment of a remit to establish the category "**Ministry Partner**", only appointments as "**Ordained Supply**" with fixed terms may be made. Applicants shall submit to the General Council Office of The United Church of Canada:

- Through the United Church of Christ Conference where standing is held, their validated United Church of Christ ministerial profile (this includes confirmation of good standing and current Criminal Background Check)
- If the minister resided in Canada at any point over the previous seven years a Level 2 police check valid within the past six months
- Demonstration of familiarity with the history and polity of The United Church of Canada (done in consultation with the General Council Office)

- Confirmation of completion of two web-based study programs that all United Church of Canada ministers are required to complete: ***Boundary Issues for Church Leaders*** and ***Racial Justice Awareness***. Each study process is available four times a year, takes approximately 3-4 hours to complete and may be found at www.united-in-learning.com
- A personal statement of interest in serving in The United Church of Canada and how their journey of faith relates to ministry in The United Church of Canada

All submissions and requests for further information must be sent to:

The United Church of Canada, Ministry and Employment Office
 c/o Rev. Robin McGauley, 3250 Bloor Street West Suite 300,
 Toronto, Ontario M8X 2Y4
 or rmcgauley@united-church.ca

Following receipt of the materials listed above, the applicant will be invited to an online interview with the General Council Office of The United Church of Canada. The primary focus of the interview will be the understanding of the context and ministry of The United Church of Canada and the applicant's interest in serving in the church.

Upon completion of the above process General Council staff will make a determination as to whether or not the applicant is eligible to serve in The United Church of Canada. If it is determined that the applicant is not eligible to serve, the General Council Office will indicate if or when the applicant may reapply.

If the United Church of Christ applicant is determined to be eligible, by the General Council Office for mutual recognition in The United Church of Canada, the United Church of Christ minister will:

- Receive access to the ministry vacancies list. United Church of Christ ministry partners are responsible for applying and seeking an interview with a United Church of Canada pastoral charge.
- Upon completion of a successful search and appointment by a presbytery, the appointment will require annual renewal by the presbytery until the full implementation of Ministry Partner status is in place.
- Complete all on-going requirements for good standing in The United Church of Canada and all on-going requirements for standing in the United Church of Christ as determined by the Association and the Committee on Ministry. If a United Church of Christ ministerial profile expires while in the search process, or any complaint of misconduct, disciplinary action or criminal charges emerge, the United Church of Christ Conference Minister of the Association where standing is held will notify The United Church of Canada General Council Office. This action or charge may result in withdrawal of eligibility to serve in the host denomination.

COMING TO THE UNITED CHURCH OF CHRIST

All United Church of Canada ordained and diaconal ministers desiring to receive a call in the United Church of Christ must submit and complete the following:

- Contact the United Church of Christ Conference related to the geographic area where they intend to seek a call:
 - Ministries Opportunities Listing: <http://oppsearch.ucc.org/>
 - Map of UCC Conferences: http://www.ucc.org/about-us_conference
 - Directory of UCC Conferences: http://www.ucc.org/about-us_conference_conference-map
- Provide a letter of good standing completed by The United Church of Canada Conference Personnel Minister where standing is held
- Provide a copy of current Ministry Personnel CV
- Provide a copy of the current Police Records Check Level 2 (dated within the last 6 months)
- If the minister resided in the United States at any point over the previous seven years an Oxford Document Criminal Background Check will also be required.
- Demonstrate familiarity with the history and polity of the United Church of Christ
- Provide a personal statement of interest in serving in the United Church of Christ and how their journey of faith relates to ministry in the United Church of Christ

Upon submission of all required documents and at the determination of the Conference Staff, ministry personnel paperwork may be submitted by a Conference Staff member to a local church Search Committee within that Conference for consideration.

- If called to a congregation, The United Church of Canada minister must apply to the Committee on Ministry in the Association in which the church is located for Dual Standing for the duration of the call. This process includes an in-person interview with the Committee on Ministry.
- Complete all on-going requirements for standing as determined by the Association and the Committee on Ministry and all on-going requirements for continued good standing in The United Church of Canada.

If a United Church of Canada minister's good standing status changes while in the search process, or any complaint of misconduct, disciplinary action or criminal charge emerge, then The United Church of Canada Conference Personnel Minister will notify the Conference Minister of the Association where standing is being sought in the United Church of Christ. This action or charge may result in withdrawal of eligibility to serve the host denomination.

SPECIALIZED MINISTRY SETTINGS

Ministers desiring to serve in a specialized ministry setting through these interim measures are requested to follow the same procedures established for service in a local congregation or pastoral charge. Once approved for partnership by the host denomination ministers may then seek employment directly through the specialized ministry setting.

MEMBERSHIP

United Church of Canada ministers will retain standing in their Presbytery as well as in the local United Church of Christ congregation where they serve. United Church of Christ ministers will retain membership in a United Church of Christ congregation within their current Association as well as in the appropriate United Church of Canada Presbytery. This process allows the minister to have standing in both denominations.

DISCIPLINARY PROCESS

Ministry partners must maintain good standing in their home denomination and continue to meet its ongoing requirements for good standing in the denomination being served. In the event of any complaint of misconduct, disciplinary action or criminal charges the processes of the host denomination will be followed. This may result in a withdrawal of eligibility to serve in the host denomination. The home denomination will be advised when any review is initiated and any subsequent determinations made by the host denomination. The ongoing ecclesial standing will be determined by the home denomination.

IMPLEMENTATION DATES

These interim measures are effective 1 September 2016 and will remain in place until the two churches complete the required changes necessary to provide a permanent procedure for receiving ministers. The expectation is that full implementation will be completed by July 2019.

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