Candidacy Pathway
Phases in the Candidacy Pathway

- Call
- Identify
- Equip
- Assess
- Authorize
- Celebrate
Role of Candidacy Board At Each Phase

- **Call**: Receives applications and discerns call to ministry with individuals
- **Identify**: Determines if a candidate has promise and suitability for a particular stream
- **Accompany**: Makes sure candidate has support and that there is some form of a Circle of Accompaniment
Role of Candidacy Board Continued

**Equip**

- Reviews reports from educational institutions, approves learning goals, determines types of Supervised Ministry and makes sure candidate fulfills requirements of the pathway
- Uses learning outcomes
Role of Candidacy Board Continued

- Reviews reports from educational institutions, approves learning goals, determines types of Supervised Ministry and makes sure candidate fulfills requirements of the pathway.
- Uses learning outcomes for monitoring growth and formation of candidate.
- Assess promise, suitability and readiness at various marker points in the pathway.
Role of Candidacy Board At Each Phase

**Authorize**

Authorizes readiness to serve as candidate supply, for SME and for commissioning, ordination recognition

**Celebrate**

With individuals and with the church. All aspects of the pathway, milestones, call, readiness, recognition.
### Types of Interviews and What they Accomplish

<table>
<thead>
<tr>
<th>Interview</th>
<th>Goals/Criteria</th>
</tr>
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<tbody>
<tr>
<td>Promise</td>
<td>Promise for candidacy Discernment, encouragement, direction, aptitude, gifts, experience, etc.</td>
</tr>
<tr>
<td>Promise and Suitability</td>
<td>Promise and Suitability Same as promise although they gain candidacy status</td>
</tr>
<tr>
<td>Readiness for Supervised Ministry (SME) – for ordination or DLM stream</td>
<td>Readiness to work in a paid accountable and SUPERVISED ministry. May come at end of course of study or beginning if enrolled in course of study that incorporates SME</td>
</tr>
<tr>
<td>Readiness for Commissioning, Ordination or Recognition</td>
<td>Readiness for Paid Accountable Ministry May include demonstration of completed course or learning goals required by CAB</td>
</tr>
</tbody>
</table>
• One of the main tasks of the Candidacy Boards is to determine what the pathway looks like for each applicant/candidate.
How to Decide Path for Each Candidate

- Discernment process
- What requirements to meet
- Portfolios (forms, references and interview questions)
- Reports from Educational Intuitions
- Field Education
- Theological Conversation
- Prayer
- Particular life circumstances of applicant
- Programs of Study
- Vocational Assessment
Determining the Pathway Case by Case

**One example**

- Attends Discernment Weekend
- Decides to be Interviewed for Promise and Suitability
- Enters a program of study and completes learning outcomes related to study and completes field education
- Returns to Candidacy Board to determine readiness for SME
Determining the Pathway Case by Case

ONE example

- Completes Two Year SME
- Returns to Candidacy Board for Readiness for Ordination
- Celebration of Ministry Service
## Programs of Study and Suggested Interview Thresholds

<table>
<thead>
<tr>
<th>Program of Study</th>
<th>Types of Interviews</th>
<th>Timing</th>
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<tbody>
<tr>
<td>Atlantic School of Theology Summer Distance Program</td>
<td>Promise and Suitability for Candidacy</td>
<td>Beginning</td>
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<tr>
<td></td>
<td>Readiness for SME</td>
<td>Before third year of program</td>
</tr>
<tr>
<td></td>
<td>Benchmark/Check-In</td>
<td>Before fifth year of program</td>
</tr>
<tr>
<td></td>
<td>Readiness for Ordination</td>
<td>Final year of program</td>
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<tr>
<td>Centre for Christian Studies</td>
<td>Promise and Suitability</td>
<td>Beginning of Process</td>
</tr>
<tr>
<td></td>
<td>Benchmark/Check In (progress on learning goals and competency development)</td>
<td>Before Third Field Placement</td>
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<tr>
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<td>Readiness for Commissioning</td>
<td>Final year of program</td>
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<tr>
<td>Designated Lay Ministry Program</td>
<td>Promise and Suitability for Candidacy readiness for SME</td>
<td>Beginning of process</td>
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<tr>
<td></td>
<td>Benchmark/Check in</td>
<td>Half way through process</td>
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<tr>
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<td>Readiness for Recognition</td>
<td>Final year of program</td>
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<tr>
<td><strong>Sandy-Saulteaux Spiritual Centre</strong></td>
<td>Promise and Suitability, readiness for SME if in ordination or DLM streams</td>
<td>Beginning</td>
</tr>
<tr>
<td></td>
<td>Benchmark/Check in</td>
<td>Half-way through for DLM, before fourth year if diaconal or ordained</td>
</tr>
<tr>
<td></td>
<td>Readiness for Commissioning/Ordination/Recognition</td>
<td>Upon completion of requirements, four months before celebration</td>
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<tr>
<td>Atlantic School of Theology, Emmanuel College</td>
<td>Promise and Suitability for Candidacy</td>
<td>Beginning of Process</td>
</tr>
<tr>
<td>United Theological College</td>
<td>Readiness for SME</td>
<td>Typically final year of program</td>
</tr>
<tr>
<td>Vancouver School of Theology</td>
<td>Readiness for Ordination</td>
<td>Once requirements are complete</td>
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<td>St. Andrew’s College Ministry Residency Program</td>
<td>Promise and Suitability</td>
<td>Beginning of Process</td>
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PROMISE (CRITERIA)

- Able to articulate call
- Call affirmed by others
- Gifts and attributes for ministry
- Willingness and potential for formation

What tools: Develop relationship, questions, learning outcomes they may already possess
SUITABILITY (Criteria)

- Includes criteria related to promise
- Educational/Formation plan or interest
- Vocational Assessment affirms call

This interview leads to a decision about Candidacy.
Possible Outcomes After a Promise and Suitability Interview

1. Evidence of promise and suitability and candidacy granted.
2. Evidence of suitability is unclear. Applicant needs further discernment. Areas for exploration named.
3. Applicant does not meet criteria for suitability and they are encouraged in their lay leadership.
BENCHMARK INTERVIEW

• Most common for DLM, AST Summer, Centre for Christian Studies, Sandy Saulteaux Spiritual Centre
• Board ensures applicant/candidate is on track in learning and growth
• Review of progress
READINESS FOR SUPERVISED MINISTRY EDUCATION (CRITERIA)

- Meets Promise and Suitability criteria
- Sufficient education/formation
- Identified learning goals
- Some direction in type and location of a potential SME
READINESS FOR RECOGNITION, ORDINATION, COMMISSIONING

- At or near completion of equipping stage
- Competence in each of the learning outcomes
- Understands ethical standards
- Well developed sense of identity
- Agree to comply with polity
- In essential agreement with statement of doctrine
Possible Outcomes of Readiness Interview

1. Board authorizes candidate as ready.
2. Not yet ready to authorize and areas for further development are identified.
3. Candidate does not meet criteria and no opportunity for further growth possible. Candidacy terminated.
Planning Ahead – Designated Lay Ministry

What are admission requirements for St. Andrew’s?

- you must be a member of a United Church congregation and
- have discerned a call to Designated Lay Ministry;
- met with your Candidacy Board and have been declared a DLM Candidate;
- Have an appointment at a Supervised Ministry Education site or be in the process of finding/finalizing an appointment; and
- attained the prerequisite for entry into the DLM Program

Whoa……that is a LOT to coordinate.
Must be a member of a United Church Congregation – The Manual 2019, B.3.3.3

Through one of the following ways:

a) adult baptism and profession of faith;
b) confirmation, if the person was baptized as a child and has now reached the age of understanding;
c) reaffirmation of Christian faith, if the person has already been baptized and made a profession of faith at an earlier time;
d) through a certificate of transfer of membership in good standing from another congregation or church; or
e) if the person cannot get a certificate of transfer of membership from another church, they may transfer their membership if the governing body is satisfied that they
   i) have been baptized;
   ii) became full members of their church after they made a profession of Christian faith;
   iii) are of good Christian character; and
   iv) have valid reasons for transferring to the United Church.

Takes one day if you’re already a member.
Discerned a call to Designated Lay Ministry

You are encouraged to explore this sense of call with others in the church and to give prayerful consideration to the streams of ministry, their financial plan, and the most appropriate program of study to meet their formation requirements.

Discernment is understood as an ongoing journey of attending and responding to the Spirit’s leading. Resources, including discernment events, are available to support people in this phase of the journey.

Plan a few months for this.
You have applied for an Assessment of Promise with a Candidacy Board – this requires a mentor letter, 2 reference letters and a personal submission.

2. You have applied for Suitability of Candidacy, which includes a Vocational Assessment and Reflection and mandatory trainings.

   *(4 months for completion)*

3. You have applied for Readiness for SME – Integrated Program of Study. You may be approved to be in a pastoral relationship under educational Supervision.

Each step requires a meeting with board, so months.
Secure an SME Appointment

- Once made a Candidate and Approved for Readiness, you are eligible to access Church Hub to view profiles of approved SME sites.
- This also involves connecting with your Candidacy Board and discerning learning goals PRIOR to applying to vacancies to find the best fit.
- Normal pastoral relations process applies for interview and selection.
- Identification and approval of Educational Supervisor.

Plan at least a couple of months for this.
BUT FIRST……the prerequisites

- attained the prerequisite for entry into the DLM Program, through one of the following:
  - Successful completion of a Licensed Lay Worship Leader (LLWL) course *(can take months)*
  - *or* Successful completion of the Learning on Purpose module (formerly Leadership Development Module) through the Centre for Christian Studies *(next one June 2020)*
  - *or* Successful completion of a lay certificate in theology from a United Church theological program *(who knows?)*
  - *or* Prior learning assessment *(coordinate with school)*

Let’s tally the timeline.
St. Andrew’s Deadlines for Application

For a March/April learning circle, apply by December 1. For an October/November learning circle, apply by June 1.

In 2019, the SW Ontario Board met 3rd week of March, May, June, September, October and November. For December 1 deadline above, this is the FASTEST possible schedule:

- Readiness interview in November
- Suitability interview in September
- Promise interview May (need time for VA and reflection)
- Discernment and other prerequisites prior to May
- Latest date to schedule May interview = March 1

You are wise to begin a year in advance of application deadline for all streams.