

**Part-Time Ministry Policy**  
**First Dawn Eastern Edge Regional Council**  
**The United Church of Canada**

**Background**

We are in a time in this church of ours where we are facing many struggles. We see reducing populations in our communities which then is reflected in church attendance. We have an increasingly aging population making up the majority of our churches. Working people younger and older are finding life extremely busy and find Sunday morning services just cannot be the priority. As a result of the outside social and economic pressures that face people today, church is seemingly in decline. As a result, many Communities of Faith are looking to reduce ministerial hours in order to better meet their budgets.

We also know that most active ministry personnel are looking for full-time employment. This Region relies heavily on retired ministers to fill part-time vacancies yet it is getting difficult to fill these part-time vacancies. In some cases, and with extra support and opportunities, this might be turned around.

**Policy**

Communities of Faith considering moving to part time will need to complete the following steps.

1. Invite Division of Finance and Administrative Resources to review Community of Faith's finances to explore other options within the current budget and income.
2. Engage in a Stewardship Plan. This must include an emphasis on Pre-Authorized Remittance (PAR). Rev. Roger Janes, Atlantic Region Stewardship and Gifts Officer, is prepared to help Communities of Faith with their stewardship plan.
3. Complete the Mission Articulation Plan (MAP) paying particular attention to the Community of Faith life cycle. More information can be obtained from the Missional Assessment Planning Team.
4. Consult with Communities of Faith in your area to explore options for shared ministry. For more information, contact Ministerial, Human and Pastoral Relations Team.

After a Community of Faith has completed the above steps, Regional Council Executive will consider the request to part-time ministry.