

The following is lifted from the United Church web site ( Dec 2004). It is part of their response to the notion of a clergy trade union. Basically it says we love unions but not in our backyard. Golly gee we treat our people so nice we don't need one!

The United Church at the advice of legal eagles has since done away with the job title 'minister' and now call everyone by the bland but legally safe generic title 'ministry personnel'.

A cute legal maneuver to get around any claims by ministers that they are employees of the Church. The Church's claim that ministers are not employees of the Church is a legal preemptive strike against any potential wrongful dismissal suites because one cannot be dismissed from a job one does not legally have. Smart buggers eh :o)

*Has #19 ever been the experience of anyone out there?*

*Who are these 50 'facilitators'?*

*Who chose yours?*

*Did you have any choice?*

*How did it work out?*

*Who decided if #19 didn't work?*

*How did you like the experience of going through a 363 review?*

*Was it a review or a crucifixion?*

## **19. How is conflict resolved in the United Church?**

It is the goal of the United Church to resolve conflict informally, if possible, through mediation. To achieve this goal, the United Church currently has 50 trained conflict resolution facilitators across Canada, who have been very successful in resolving conflicts within the United Church at all levels.

## **20. What happens if conflict cannot be resolved informally?**

For those circumstances where conflict cannot be resolved informally, there is a formal conflict resolution procedure in The Manual where the dispute is brought to the next level of the church and a formal hearing is held with procedural safeguards similar to those of a civil court, including rules of evidence. These formal hearings take place before a court of the church where the panel members are ministers and lay members of the United Church who understand the governing principles of The United Church of Canada.

## **21. What is a "333 review" and a "363 review"?**

Where the conflict calls into question the state of the congregation (a "333 review") or the effectiveness of the minister (a "363 review"), the presbytery may exercise its oversight responsibility through a review process. The reference to a "333 review" and a "363 review" is a reference to the sections of The Manual where the procedures governing the review are found. In a review, the presbytery investigates concerns, makes findings, and implements remedial action to address any areas of concern

that are found with respect to the functioning of the congregation or the minister. Again, there are procedural safeguards to ensure that the minister's rights and the rights of other participants are respected in any review process. There are also extensive rights of appeal available to those affected by the outcome of the review.