



Called to Be...

Your guide to
becoming an officer
or territorial envoy

Candidates Unit



Chat to your corps officer to:

- find out more**
- talk about your calling**
- offer yourself for service as an officer or territorial envoy**

Are you exploring God's call?

Do you feel called to leadership within The Salvation Army as an officer, territorial envoy (TE) or employed spiritual leader?

There are various options for leadership within The Salvation Army. This short guide explains some of the practical steps required to become an officer or territorial envoy.

As you read through, we encourage you to listen to God's voice and faithfully commit yourself to all that he wants of you – and respond to God with your next 'yes'.

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The role and the life of an officer or territorial envoy is varied:



From the immense privilege of **teaching God's word** to a congregation, to the joy of one-to-one discipleship.



From meeting with **local councillors**, to sharing a coffee with those in desperate need.



From sharing in a family's joy of a **new baby**, to coming alongside **a grieving family**.



From **corps work** to **chaplaincy**, the list is endless.

The Salvation Army needs passionate leaders in our local centres.

We need people who have a vision and a God-given ability to lead and inspire others to respond to God's call.

There is always an element of risk in responding to God's call. Have I heard God correctly? Is this really right for me?

While it is exciting, it can be challenging to surrender to God's will – to leave behind the comfortable and the familiar, your job and community, and give yourself wholly to serving God within The Salvation Army. But you are not alone. Your corps officer, divisional team and the Candidates Unit will help you discern and unpack your calling throughout the process.

If you believe that the good news of Jesus has the power to change the world, and you feel that sharing this, as an officer or territorial envoy, is what God wants you to do, then this risk is worth taking. It is a call to inspire and lead others into a transforming, life-giving relationship with Jesus.



The Officer's Covenant

'Called by God to proclaim the gospel of our Lord and Saviour Jesus Christ as an officer of The Salvation Army, I bind myself to him in this solemn covenant:

to love and serve him supremely all my days, to live to win souls and make their salvation the first purpose of my life, to care for the poor, feed the hungry, clothe the naked, love the unloved, and befriend those who have no friends, to maintain the doctrines and principles of The Salvation Army, and, by God's grace, to prove myself a worthy officer.'

Officership is a calling from God.

Officership is a lifelong commitment and needs to be undertaken after deep thought and prayer. When an officer is commissioned, a covenant is signed – a solemn promise to love and serve God, and to faithfully do the duties and responsibilities as an officer in The Salvation Army.

Officers make themselves available to work anywhere The Salvation Army chooses to appoint them, though personal circumstances are taken into consideration. Appointments include corps leadership, chaplaincy, management in Lifehouses, church planting, pioneering new ministries, headquarters appointments – and they can be worldwide.



Training

To become an officer usually takes between two and four years of training either residentially at William Booth College or by distance learning.



Practical matters

To be considered for training as an officer you must:

- be a soldier of good standing in The Salvation Army
- be at least 18 years old at the start of training
- be able to give at least seven years of service after training before retirement from officership
- not have had more than one divorce. However, in exceptional circumstances, consideration will be made to an application where the number of divorces does not exceed two
- complete the application and selection process which includes a medical, a psychological assessment, disclosure checks, and a financial statement



Finance

You will support yourself financially through residential training. There are various means of support, including student loans, grants and personal fundraising. It is important that any debt you have will be manageable throughout your training.

Please note that no Salvation Army pension provision is accrued during the time as either a residential cadet or a distance learning cadet, and cadets are encouraged to consider making alternative pension arrangements during this time. If this is something you wish to pursue and need clarity on the next steps please contact The Salvation Army's Pensions Unit for further information.



Family

Where applicable, during residential training your spouse and children are welcome to stay on campus with you. There are choices of schools and nurseries nearby. Distance learners will be offered a base at WBC that can be used when required.



A territorial envoy is empowered to be a leader.

Territorial envoys make a commitment to serve for a minimum of three years, with an option to extend service to a maximum of nine years. They are often based within the division in which they applied, but occasionally they receive an appointment elsewhere in the territory, though personal circumstances are taken into consideration.

After being accepted, a territorial envoy will be given an appointment. Territorial envoys are usually involved in corps leadership.



Training

Training involves an induction seminar, yearly seminars and 40-hours of developmental learning per year.



Practical matters

To be considered for service as a territorial envoy you must:

- be a soldier of good standing in the Salvation Army
- the upper age limit is usually state pension age with the possibility of continuing after that with annual reviews
- not have had more than one divorce. However, in exceptional circumstances, consideration will be made to an application where the number of divorces does not exceed two
- complete the application and selection process which includes a medical, a psychological assessment and disclosure checks



Finance

- It is important that any debt you have will be manageable.
- You will receive a monthly allowance.
- A stakeholder pension scheme is offered to territorial envoys.

This is a brief summary of the application process.

ACO

Area Candidates Officer

CO

Corps Officer

DCB

Divisional Candidates Board

DL

Divisional Leader

SO

Sponsoring Officer

ORB

Officer Review Board

TCC

Territorial Candidates Council

TEB

Territorial Envoy Board

WBC

William Booth College

The length of time an application takes will vary for each person. Within each division, the DL is responsible for the process, supported by the ACO. You will be allocated a SO who will meet with you regularly to mentor and monitor progress. The DCB meet regularly, to assess your application and decide if it is appropriate to move your application on to further stages. Throughout the process you will have a number of interviews. The process is used to discern calling and evidence competency as outlined in the Ministry and Leader Competency Framework.



Interest Stage

→ First step

If you are considering becoming an officer or territorial envoy, the first step is to talk with your CO. If you are sure that you want to apply, your CO will notify the DL.

→ Self-assessment form

This is available from the DL. This is solely for you and is not required to be seen by anyone else.



Prayer

Take time to prayerfully consider whether or not you intend to continue. Your CO and the self-assessment form can help you with this.

→ Divisional Candidates Board

The DCB also determines whether or not to proceed with your application.

→ Officer Review Board

Please be aware that if you are divorced, or you are married but you are the only partner applying (a one spouse officer/territorial envoy), the ORB/TEB will review this before your application begins.

→ Application and Commitment Form

If you wish to continue with your application, then this form is completed. Forms are available from, and returned to, the DL.

→ Home interview

You are interviewed in your home by member(s) from the DCB. If you are married and you are both applying, each partner is interviewed separately.



Application Stage

→ Sponsoring officer

- You are assigned a SO. Their role is to support, guide and challenge you during this process and they are required to complete a number of forms.
- You meet regularly with your SO, at least four times before the Assessment Conference.

→ Family interview

There is a family or household interview. This happens if you are married but you are the only one applying (one spouse applicant) or if you have children living with you.

→ References

Phone references are taken from the referees on your application form.

→ Medical/psychological assessment

You are required to complete a medical and psychological assessment.



Assessment Conference

→ Prior to the weekend

- An online conversation with the unit head for Foundational Learning (for officer training) or with the Senior Vocational Development officer (for TEs)
- Applicants will have a short English and Maths test

→ Assessment

The weekend is held in the context of worship. There are various assessment tasks:

- 'This is me' five-minute presentation
 - Panel and individual interview
 - A pastoral conversation
 - Delivery of a 10-minute sermon
 - An administration task
- A chaplain is available all weekend

→ Outcome

- Your DL will ring you soon after the weekend to share the outcome.
- The recommendations are presented to the Territorial Commander at the TCC

This is a residential weekend conference at WBC.

→ Ministry and Leader Competency Framework

You will be assessed by a team of five people on the following competencies:

- Discipleship
 - Personal and Spiritual Formation
 - Communicating and Influencing
 - Making Decisions
- Servant Leadership
 - Building relationships and networks
 - Providing Purpose and Direction
 - Developing people
- Mission and Ministry
 - Managing resources and risk
 - Innovating and leading change
 - Achieving results and bearing fruit

Assessors are looking for a clear calling from God and potential to fulfil the role of an officer/TE.

and a decision is made who to accept for training as an officer / territorial envoy. If you have been unsuccessful, you may be able to appeal the decision.



Development

→ Ongoing development

This is worked on continuously throughout the application process.

→ Development plan

- Take time to reflect on the areas you need to develop.
- Create a development plan with your SO and DL.
- It is recommended that you keep a record of any activities and learning you have done towards your ongoing development. You may find the book *Towards Spiritual Leadership* helpful; it is available from DHQ.



Residential training

Usually cadets move to WBC in London for the residential training course.

The course enables you to have a solid foundation in the knowledge and skills needed for Salvation Army leadership. The Diploma of Higher Education in Salvation Army Officer Training, validated by York St John University, forms the core of the officer training programme and aims to develop Christian leaders of integrity.

Integrated academic study with practical opportunities for ministry through placements and personal initiative projects in the community shape the learning experience. Most importantly, the programme centres on the spiritual growth and leadership development of each person. You are given the opportunity to develop your own spiritual life, explore your vocation and spend time in theological reflection.

The course is divided into four areas of study:



Spiritual Growth and Leadership Development



Biblical Studies

including biblical interpretation and Old and New Testament studies



Mission and Ministry

including pastoral ministry, communication skills, preaching and mission studies



Faith and Practice

including Salvationist doctrine, Church and Salvation Army history, contemporary society and Christian ethics

There is a range of continuous assessment opportunities.

Through discussion, written assignments, presentations and portfolios, you can apply your knowledge to personal experience and ministry.

Following completion of the training programme you are commissioned and ordained as a Salvation Army officer.



Non-residential training (distance learning cadets)

For some cadets a residential course is not possible. Each situation is considered and sometimes the recommendation is for non-residential training.

- The course is usually done alongside a corps-based placement.
- Non-residential training normally takes from three to four years to complete.
- You are required to attend WBC regularly for spiritual days and intensive training sessions.
- You will also do two week-long placements away from your corps.



Into Officership

Training and development continues when new officers take up their first appointment.

- Following commissioning, new officers are required to complete the 'Into Officership' programme. This is a five-year programme which consists of support and accountability, seminars, and personal and spiritual development.
- Towards the end of the five years, officers who have completed the 'Into Officership' programme are invited to the 'Confirmation of Officership' conference.



Territorial envoy

After acceptance as a territorial envoy you will find a date with the DL to commence your appointment.

- TE training consists of an induction seminar, followed by annual weeklong seminars, plus 40 hours of evidenced developmental learning. TEs are also able to access courses such as Open Learning and funding for accredited studies.
- Yearly residential training is mandatory if you wish to extend the three years of service.



Spiritual leadership in The Salvation Army is diverse. Each leader is unique in their knowledge, skills, God-given gift and experience that they bring.

'For we are God's masterpiece. He has created us anew in Christ Jesus, so we can do the good things he planned for us long ago.' Ephesians 2:10 NLT

All officers and territorial envoys are part of an appointment system in which territorial leaders endeavour to find the right appointment for you.

The length of each appointment will vary. There may be one area of service that is best for you, or there may be a variety of different appointments which will become part of your life's journey. Appointments include corps leadership, chaplaincy, management in Lifehouses, church planting, pioneering new ministries, headquarters appointments, and work overseas.

Ongoing support and development

The Salvation Army is committed to the overall wellbeing and development of its officers and territorial envoys.

There are periodic meetings to ensure you are equipped, supported and empowered. As well as encouraging you to use Accompanied Development, the Wellbeing Department provides holistic care. This includes pastoral support and supervision, counselling services, critical incident support, coaching and mentoring.

The development of each officer and territorial envoy is really important.

There is a wide range of courses available through William Booth College. Courses vary from one-day and short-term programmes to degrees and post-grad opportunities. With reference to the Ministry and Leader Competency Framework you are encouraged to identify and engage in learning and development that will enhance your ministry as a TE or officer.

Officers

The Salvation Army provides:

- Furnished accommodation for officers (except for beds)
- A monthly allowance
- A vehicle (or cash alternative)

All officers are eligible for five weeks' paid holiday per year and should take one day off a week - a Sabbath day of rest.

Retirement

Officers who serve for more than ten years for The Salvation Army, and retire from active service as an officer, will receive a pension allowance. Officers who work for more than 15 years for The Salvation Army, and retire from active service as an officer, will receive help finding retirement accommodation. A retirement grant will also be paid.

All details are subject to the current guidelines issued by The Salvation Army.



'So, dear brothers and sisters, work hard to prove that you really are among those God has called and chosen.'

2 Peter 1:10 NLT

Territorial envoys

- A rent allowance is available for TE's living in their own accommodation
- Where a quarters is available it may be possible for a TE to live there
- A monthly allowance
- A vehicle (or cash alternative)

All territorial envoys are eligible for five weeks' paid holiday per year and should take one day off a week – a Sabbath day of rest. A stakeholder pension scheme is offered to TE's. Service as a TE is usually full time but it is possible to serve on a part-time basis. All details are subject to the current guidelines issued by The Salvation Army.



Occasionally opportunities may be advertised for employed corps leaders, pioneer leaders or chaplains.

These roles require enhanced assessments to ensure safeguarding and fitness for Salvation Army spiritual leadership, and a requirement to sign a code of practice which clarifies expectations and accountability for ministry.

Employed spiritual leaders within The Salvation Army include:

- Corps leaders: leaders of Salvation Army worshipping communities who mobilise Salvationists for mission.
- Pioneer leaders: leaders responsible for developing new, fresh expressions of The Salvation Army.
- Chaplains: leaders sent by The Salvation Army to serve a community, such as a prison, Lifehouse for people experiencing homelessness or care home for older people. Chaplains help people explore Christian faith and signpost to Christian communities.



Training

Each employee will be supported by learning and development pathways, pastoral care and ministry supervision.



Practical matters

To apply for an employed spiritual leader position you must:

- Be a committed Christian
 - corps leaders and pioneer leaders must be soldiers of The Salvation Army because they lead a Salvation Army faith community.
- Be at least 18 years old.
- Complete the job application and selection process, which includes disclosure checks, psychological assessment and signing a code of practice.

There are broader opportunities of employment in Salvation Army settings – see **careers.salvationarmy.org.uk**



Prayer

Lord, I thank you for your calling to follow you.

I give myself fully today to living as your follower.

As I seek and desire to follow you, help me to discover what avenues of service you are leading me to.

Fill me with your Holy Spirit, and grant me the courage to step up to your call with obedience.

Grant me peace and the assurance to know this is your will.

In Jesus' powerful name.

Amen.



'You didn't choose me. I chose you. I appointed you to go and produce lasting fruit, so that the Father will give you whatever you ask for, using my name.'
John 15:16 *NLT*



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