



EVERYTHING YOU NEED TO KNOW ABOUT THE CANDIDATE PROCESS

## A WORD FROM THE TERRITORIAL CANDIDATES' SECRETARY

Seeking “God’s Will” for our lives can be an overwhelming and frightening effort. We want what God wants, until it isn’t what we want. The fear that He might ask something of us that we’re not sure we could find contentment in, may keep us from being open to where He is leading. In that resistance, we miss not only opportunities to be used by God for His purposes, but we miss blessings that are inherent in obedience.

The concept of “calling” is not always easy and at times can be clouded by conflicting views, beliefs and attitudes. What we can know is that God chooses to use “the called according to His purposes” to reach the lost, bring comfort and care to the hurting, encouragement to the discouraged, to preach the Word and so much more. We are all called to first seek knowing the Lord and then to be a reflection of all He is to our world.

When we consider calling, vocation and fulltime ministry within the church, how God calls is unique to each person, to each human heart. It is the “follow me” spoken in the language of your soul. For some it is the voice of God discerned in the awareness of great need, saying “Who will go? Whom shall We send?” and the heart cries back, “Here am I, send me!” For others it is discontent that causes the heart to look past current ministries and work to the challenges and opportunities of fulltime pastoral ministry. To some it is “Woe is me if I do not preach the gospel!” Calling is the Holy Spirit’s work in the life of every believer. We must listen, seek to recognize it in our everyday life, and be open to the Spirit’s leading beyond our plans, seeking those the Lord has planned and purposed for us long before we even began to consider what He would want from us. (Ephesians 2:10)

Should the Lord stir your heart toward fulltime ministry in The Salvation Army, this brochure will help to answer questions you may have about the path to Officership. If you have other questions or sense the Lord is leading you to pursue this path, please contact your local Divisional Candidate Secretary or email [OfficerCandidate@usc.salvationarmy.org](mailto:OfficerCandidate@usc.salvationarmy.org).



THE SALVATION ARMY USA CENTRAL TERRITORY

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Phone: (847) 294-2000 ext. 2246  
[OfficerCandidate@usc.salvationarmy.org](mailto:OfficerCandidate@usc.salvationarmy.org)  
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# LOOKING FOR FULLTIME MINISTRY OPPORTUNITIES? WILLING TO SERVE “HEART TO GOD AND HAND TO MAN?”

## WHAT WE BELIEVE

**The Salvation Army’s eleven articles of faith reflect our determination to remain faithful to our standards and principles.**

We believe that the Scriptures of the Old and New Testaments were given by inspiration of God, and that they only constitute the Divine rule of Christian faith and practice.

We believe that there is only one God, who is infinitely perfect, the Creator, Preserver, and Governor of all things, and who is the only proper object of religious worship.

We believe that there are three persons in the Godhead - the Father, the Son, and the Holy Ghost, undivided in essence and co-equal in power and glory.

We believe that in the person of Jesus Christ the Divine and human natures are united, so that He is truly and properly God and truly and properly man.

We believe that our first parents were created in a state of innocence, but by their disobedience, they lost their purity and happiness, and that in consequence of their fall, all men have become sinners, totally depraved, and as such are justly exposed to the wrath of God.

We believe that the Lord Jesus Christ has by His suffering and death made an atonement for the whole world so that whosoever will may be saved.

We believe that repentance toward God, faith in our Lord Jesus Christ and regeneration by the Holy Spirit are necessary to salvation.

We believe that we are justified by grace through faith in our Lord Jesus Christ and that he that believeth hath the witness in himself.

We believe that continuance in a state of salvation depends upon continued obedient faith in Christ.

We believe that it is the privilege of all believers to be wholly sanctified, and that their whole spirit and soul and body may be preserved blameless unto the coming of our Lord Jesus Christ.

We believe in the immortality of the soul, the resurrection of the body, in the general judgment at the end of the world, in the eternal happiness of the righteous, and in the endless punishment of the wicked.

# IS SALVATION ARMY OFFICERSHIP WHERE GOD WANTS TO USE YOU?



## OUR MISSION

**The Salvation Army, an international movement, is an evangelical part of the universal Christian Church. Its message is based on the Bible. Its ministry is motivated by the love of God. Its mission is to preach the gospel of Jesus Christ and to meet human needs in His name without discrimination.**

## SALVATION ARMY OFFICERS ARE...

**Ordained  
Corps Officers/Pastors  
Youth and Congregational Life Pastors  
Involved in Specialized Ministries: Recovery Programs,  
Advocating for the Marginalized and Unique Mission Expressions.**

*“I will tell you the secret: God has had all that there was of me. There have been men with greater brains than I, even with greater opportunities, but from the day I got the poor of London on my heart and caught a vision of what Jesus Christ could do with me and them, on that day I made up my mind that God should have all of William Booth there was. And if there is anything of power in the Salvation Army, it is because God has had all the adoration of my heart, all the power of my will, and all the influence of my life.”*

—GENERAL WILLIAM BOOTH  
FOUNDER OF THE SALVATION ARMY

## CONSIDERING OFFICERSHIP AND FULLTIME ORDAINED MINISTRY WITHIN THE SALVATION ARMY?

### **Not a “Job” but a “Vocation”**

Officership cannot honestly be referred to as a “job.” It is a vocation, a sacred calling to fulltime service in a diverse and demanding ministry. The Salvation Army Officer fills many roles within the context of their appointment. The Corps Officer will, in addition to providing spiritual leadership of a corps (church), fill a variety other roles: business matters, fundraising, property management, youth worker, community leader and social service administrator, to name a few.

In most appointments the Officer is on the front lines of human need, providing direct services and impacting community involvement and awareness! The Officer’s sphere of influence includes community leaders, other service providers, individuals receiving needed services, youth for whom The Salvation Army is a “safe place,” soldiers, donors, volunteers, and many others.

If you feel the Lord leading you to fulltime ministry, Officership in The Salvation Army is an opportunity rich with blessings, challenges and chances to share the Good News, in word and deed, in every place the Lord appoints you to serve!

### **Seeking Direction**

It seems like a “no brainer” but the best, and only place to start is to ask the Lord to reveal paths and opportunities He is opening up for you. We are all called to share the Gospel. All called to go and to “make disciples.” The “where and how” are not always so easily discerned. If the prospect of Officership stirs a response in your heart, ask the Lord to confirm the direction which He is leading you. Ask that He affirm that calling as you: read the Word, pray, seek the wise counsel of others and by opening doors of opportunity.

### **Seek Experience**

All Officers are soldiers first. Get involved in a local Salvation Army Corps and experience corps life. Be a good soldier; study the doctrines and heritage of The Salvation Army. Take on leadership, all kinds of

leadership, not just where you are comfortable! Broaden your horizons. Attend Divisional and Territorial events, meet your divisional leaders and build on your understanding of the “larger army.”

### **Internships and Employment**

If you are very new to The Salvation Army, we offer several “hands on” experiences to help you as you seek assurance of your calling. Ask your Divisional Candidate Secretary about the Ministry Discovery Program Internships, Good Soil Initiative or other high-exposure opportunities offered around the Territory.

## IF MOVING TOWARD OFFICERSHIP IS ON YOUR HEART...PREPARE YOURSELF IN PRACTICAL WAYS

Paul told Timothy that he should, “Study and be eager and do your utmost to present yourself to God approved (tested by trial), a workman who has no cause to be ashamed, correctly analyzing and accurately dividing (rightly handling and skillfully teaching) the Word of Truth.” (II Timothy 2:15 AMPC) Those are powerful words. The individual who would assume leadership in the church, the care of God’s people and preaching the Word, should be prepared.

### **Pay Attention to Your Own Spiritual Wellness**

Read the Bible not just as a discipline but to truly encounter God and know His heart. Study the Word to gain knowledge but also to gain understanding of the character of God and the powerful, living truth we bring to the world. We live out, in word and deed, that God’s love and forgiveness are for the whosoever, and in the person of Jesus Christ we find redemption, hope and all we need for wholeness in this life and in eternity. Practice the spiritual disciplines that bring you, intentionally, into God’s presence. Cultivate a consistent prayer and personal devotional life. Be a committed man or woman of God and let Him lead.

### **Address Your Own Emotional Health Needs**

You will be better able to help others. Ministry is very demanding emotionally. You will want to know how to address the stressors, conflicts and sorrows that come.

**Be Engaged in Good Self Care!**

Your body is an important part of your ministry – it will serve you well or it will impede your ability to “do” what God is calling you to. Take care of you! A healthy lifestyle will not guarantee you won’t suffer health issues, but it is a given that an unhealthy lifestyle will lead to problems. Candidates for CFOT and Auxiliary Captain program are asked to address any controllable wellness issues that may contribute to poor physical wellbeing. This includes weight issues that place your BMI above 40.

**Develop Your Leadership Skills**

Be engaged at your corps, step up and help where needed, don’t limit your experiences. Teach, preach, organize and plan as opportunities come, but don’t wait to be asked: volunteer! Work with a Mentor who can give you direction and correction! Don’t be afraid to mess up! Give yourself room to grow!

**Work at Being a Good Communicator... It Matters**

Work on practical skills that will better equip you to relate to the wide range of people you will encounter as an Officer and to teach and preach skillfully. While grammar and punctuation are not crucial on Facebook or Twitter, they matter in the day-to-day business world. If you have become lazy in these areas, address them and improve your skills.

**Improve Your Math and Business Skills**

All Officers will deal with business matters. Budgets, property, fundraising and stewardship of donations are important parts of Officer ministry. Increase your comfort level with basic math and your readiness to take on this side of ministry.

**Be Well Read**

There are a wealth of amazing books, magazines, blogs and other resources that will help you prepare for ministry. Carve out time to give attention to growing yourself in this way.

**Uniform Wear**

The uniform is a part of our public witness and easily identifies the wearer as a Salvationist when participating in ministry or service. You will want to be utilizing the wearing of the uniform as this will be a key component of Officer life.

## THE APPLICATION PROCESS

Applying for Officership in The Salvation Army is basically a three-step process. While it is possible for these steps to move quickly, in the average case there are several months involved. A candidate looking to enter CFOT or the Auxiliary Captain Program in a specific time frame should allow 6-8 months minimum to ensure adequate time for the various “steps;” it is not unusual for a case to take in excess of one year. For many the journey to CFOT or Auxiliary Captaincy has involved one, or more, years of preparation.

**Before Starting the Process**

Talk to your Corps Officer. Advise them of your interest and ask that they begin to give you opportunities for ministry and exposure to the routines and responsibilities of Officership. If you are not yet connected to a corps, begin with the Divisional Candidate Secretary who will help you connect with a corps.

Request an Interview/Conversation with the Divisional Candidate Secretary (DCS). This will involve sharing your story, as well as asking and answering questions. This information will help the DCS guide you in the process and share pertinent information for moving forward, if that is the decision.

**Who is Involved**

You have decided to move into the application phase of following a calling to Officership. While at times the process will seem tedious and frustrating, it all has purpose and value in the approval process. The documents, medical information and other case elements become a part of your permanent Officer file and provide a baseline for many components of your future service. There are many people and considerations that go into accepting an individual for Officer training. When there are questions or delays, they are not without true concern for the candidate and always with purpose. Trust that this team of people want God’s will for you and for The Salvation Army; they do not treat this process lightly.

**Corps Officer (CO) and key Local Officers**

- Appraisals and Recommendations

**Divisional Commander (DC) and Divisional Candidate Secretary (DCS)**

- Reviews all case elements except psychological and medical
- DCS works directly with Candidate to prepare case
- Presents to DCB

**Divisional Candidates Board (DCB)**

Comprised of: DC, DCS, select Divisional Staff and a CO Representative:

- Interviews, Appraisals and Recommendations
- Reviews and Approves Applications and Budgets

**Territorial Candidate Secretary (TCS)**

Liaison between the Division and Territorial Candidates' Council:

- Reviews all elements of a candidates case
- Provides Requirements and Recommendations based on CBA summary and THQ Policy
- Prepares and presents Preliminary and Full Case summaries to TCC

**Candidate Coaching Action Plan (CAP)**

- Coaching specific to your unique needs.
- Assembles the recommendations of various members of your team.
- Provides oversight, assesses progress and keeps the division and THQ informed on your readiness to address the various phases of the application process.

**Territorial Commander (TC) Chief Secretary, (CS) Secretary for Personnel (SFP) and the Training College Principal (TCP)**

- Reviews all elements of a candidate case

**Territorial Candidates' Council (TCC)**

Comprised of TC, Cabinet Members, TCP, TFS, TCS, rotating THQ Officer and Employee appointees:

- Reviews all Case Elements except Psychological and Medical
- Approves, Conditionally Approves, Defers (pending information or action), Declines



TWO YEARS TO PREPARE...  
A LIFETIME TO SERVE!

ENTERING THE APPLICATION PROCESS:  
A PRELIMINARY APPLICATION

You have met with your Corps Officer and Divisional Candidate Secretary and all are in agreement that you are ready to take the step of exploring your readiness to apply for entry to CFOT or the Auxiliary Captain Program.

**Before submitting a Preliminary Application you will need to;**

- Complete a Sterling Background release form, allowing for a background check & credit check.
- Request official transcripts be sent by your school(s) to:  
The Salvation Army  
5550 Prairie Stone Parkway,  
Hoffman Estates, IL 60192 or  
**OfficerCandidate@usc.salvationarmy.org**

**The Preliminary Application**

The Preliminary Application provides basic information, as well as your personal testimony, job and ministry experience in brief; education and medical histories, and a very basic financial statement/budget. It is a “getting to know you” document that allows entry to the application process.

When all case elements are assembled, the Preliminary Application is scheduled for presentation at TCC, which meets monthly. Following that meeting, the decision of the TCC is shared with your DCS. Following Divisional protocol, that information will be shared with you.

The Territorial Candidates' Department will, following your Preliminary Acceptance, send a packet of information to your home address. This will include: acceptance letters, a Candidate Wellness Guide, and other information you will want as you move forward and participate in the CAP program.

You will have questions. Every case is unique and will have elements that differ from any other case. Your Corps Officer, DCS and other leaders are available to answer questions, explain the process and encourage you along the way. Don't hesitate to seek their guidance and input.

### Participation in the Candidate Coaching Action Plan

The approval of your Preliminary Application by your Divisional Candidates' Board and subsequently at the Territorial Candidates' Council, will allow for the following steps toward a Full Case Application:

1. Entry to the CAP program for basic assessments and coaching regarding setting goals for your practical and spiritual preparation for entry to CFOT.
2. CAP coaches will help you determine what the "next steps" are including;
  - When to do the psychological testing
  - Develop a Health and Wellness plan
  - Arranging for any recommended counseling
  - Get the most out of your mentoring relationships
  - Complete continuing education recommendations
  - Navigate transitions between the various stages of the application process

### Laying the Groundwork - Psychological and Aptitude Testing

If the decision is made to pursue Officership, you will be asked to complete a set of tests that have been assembled specifically for those seeking to enter Salvation Army Officership. The testing process will include an interview with the psychiatric professional reviewing your testing. Out of these two steps will come a summary specific to your case. This will include recommendations and requirements to be addressed, either before the application process begins or concurrent with the application process. The testing assesses three primary areas of an individual's readiness for Cadetship/Officership. Captain, Barrow and Associates (CBA) provide the professional services for testing and on-going involvement in the acceptance process when follow up is desired.

#### Emotional Health

The Emotional Health section looks at, among other things, how the individual may potentially respond to extreme stress. When the potential responses could have a negative impact on the individual's well-being, they are asked to seek counseling to increase their self-awareness and resources for dealing with stress. The impact of stress on the human mind and body can be significant. Being equipped to handle the stress inherent in ministry is invaluable. These are skills that will serve you well! This is the most common reason counseling is recommended/required. Counseling may also be recommended

if there are other factors in an individual's life that should be given attention before entering Officership and ministry.

### Scholastic Aptitude

Gives insight into learning strengths and weaknesses so that the candidate can be best prepared for the academic environment of CFOT or the Distance Learning Program for Auxiliary Captains.

### English Comprehension and Expression Skills

As previously shared, the Officer is a communicator: from the pulpit, in the Advisory Board meeting, and as they conduct the business of The Salvation Army. This section of the testing will help the candidate be aware of any weaknesses and gives opportunity to build needed skills as they prepare for CFOT and Officership.

### Testing Progression

*The testing follow up will take a minimum of 6-8 weeks.* Testing is conducted by the Divisional Candidates' Secretary or their Designee.

- 1) CBA Representative contacts and arranges a personal interview with the candidates (*allow 2-3 weeks after testing*).
- 2) CBA creates a summary report which is sent to the TCS and your CAP coach (*allow 2-3 weeks after interview*).
- 3) Requirements and Recommendations will be determined based on the testing outcomes and will be shared with the Divisional Candidate Secretary.
- 4) CBA will conduct a post testing "Feedback Interview" with the candidate and their DCS. The Candidate will utilize a "Feedback Form" provided by the DCS to record CBAs recommendations. A copy of the Feedback form will be retained by the DCS and a copy given to the candidate for future reference.
- 5) The Candidate will work with their CAP coach to establish an action plan and action steps they will work on.
- 6) The year of entry to CFOT will be determined in consultation with the CAP coach and DCS based on progress on the Requirements and Recommendations.

All candidates will be matched with an Officer Mentor. Mentors will receive the Candidates information and mentoring topics. Candidates are also advised regarding other ways they can begin to prepare for the application process and details that apply to their own case.

## THE APPLICATION PROCESS: THE FULL CASE APPLICATION

### The Full Case Application

The Full Case will expand on information you have already provided and bring in new and; in many cases, expanded information, including references and support from a variety of people who will be called on to participate in the process. **Only Complete Full Cases may be presented at TCC.** You will be assembling information, keeping doctor appointments, tracking medical forms, and completing an application that will take time and thought. The DCS will provide the necessary password to retrieve the Full Case Application from [candidates.salarmycentral.org](http://candidates.salarmycentral.org)

- **Read the instructions first!**
- Utilize the check list.
- Keep copies of everything you send and note the date and method sent.
- The directions and guidelines matter; please follow them.
- When scanning original documents, scan in color.
- Please observe the instructions for your professional photograph, video and bio.
- Medical Forms must include the actual lab test results and all pages of the health packet.
- Immunizations are not optional. If you do not have your immunization history you can have the blood test that shows immunity.

### The Full Case: To be Considered

#### The Application

The application itself is a lengthy application that expands on personal information and includes an opportunity to speak to your spiritual life, Salvation Army specific history and leadership experiences. If more space is needed for essay questions you may attach supplemental pages.

#### Unique Circumstances

If your case involves unique circumstances divorce, legal history, past addiction issues, etc. you will be asked to provide additional

information. Your DCS will guide you through those requests.

### The Medical

The medical assessment is extensive for candidates and their children and required for the Full Case presentation. Schedule the various appointments as soon as you have the packet. Dental work needing to be done should be done prior to entering CFOT. Wellness is vital for those in fulltime ministry; please utilize the Candidate Wellness Guide and note the CFOT activity requirements. Medical should be sent to THQ Candidates' Dept. (not DHQ)

### Driver's License

A valid Drivers' License, ability and willingness to drive are required.

### Education

While college is not required, it is expected the candidate will have the minimum of a GED, be reading at the college level and be prepared to do college-level work, especially in the areas of English expression and comfort with various computer programs used in the academic setting.

**Note to Auxiliary Captain Candidates:** *The Auxiliary Captain budget will focus more on readiness to enter Officership without debt concerns and will not include the detail necessary for a CFOT Candidates budget.*

### The Budget

The budget is provided in an Excel format and includes all the basic amounts you will need to budget for your time at CFOT. You will receive assistance with the budget from your Divisional Finance Department and your DCS; however, you are responsible to ensure that the budget is understood by you, that the amounts are suitable for your needs and that you have had oversight and input on the budget. Do not override any cells. All information must be entered into the worksheet pages and will auto-populate to the appropriate cells in the body of the budget.

### Financial Aid and Loans

These are available for Tuition, Uniforms and qualifying Education & Medical debt. Your DCS can help you navigate the grants and other assistance available.

### Debt

Candidates should resolve all consumer and personal debt before

entering CFOT or be able to demonstrate the resources needed to make debt payments while at CFOT.

**Appraisals and Interviews**

Appraisals and Interviews are a part of the Full Case that you will have limited control over. Your DCS, working with you, should insure that the forms are distributed to your Corps Officer and appropriate Local Officers. They will also schedule a time for those involved on the Divisional staff to interview and get to know you better. It is assumed this will not be the first time you have interacted with leadership. By introducing yourself at divisional events and when Divisional staff visit your corps, you can become known and have a comfortable relationship before you attend the interviews.

Keep in mind that your application is your opportunity to give those who review your case a glimpse into who you are and into your calling and desire to be a Salvation Army Officer.

Once fully assembled the Full Case is presented at TCC. The Divisional Commander will be notified of the TCC decision and will inform the Candidate following divisional protocol. Upon acceptance the Candidate will receive letters of acceptance and the Accepted Candidates bar to be worn on the uniform lapel. Details regarding the transition to CFOT will be provided to the Accepted Candidate by CFOT.

**THE COLLEGE FOR OFFICER TRAINING**

**Location**

The college is located at 700 W Brompton Ave, Chicago IL 60657.

**Academic Year**

The 22 month Residential program begins mid-August of year one and ends mid-June of year two. The campus schedule allows for holidays, scheduled long weekends and vacation following summer assignment.

**Credit Transfers**

Qualifying credits will transfer to Olivet Nazarene University towards the completion of a Bachelor's Degree. The Curriculum Department will work with those who have advanced degrees and qualify for class exemptions.

**Special Assignments**

All Cadets participate in Summer & Christmas Assignments and Field Training Experiences.

**Campus Housing and Meals**

Cadet apartments have basic furnishings. Household goods are not provided. Many meals are provided and apartments have full kitchens.

**Campus Facilities**

The Campus facilities include: Chapel, Classrooms, Gym & Fitness Center, Offices, Cadets & Staff Housing, Dining Room/Cafeteria, Library, Family Care Center, Outdoor Recreation Areas and Children's Playground.

**Childcare**

Childcare is provided on campus; School-age children attend local schools (transportation provided).

**Parking**

There is no on-campus parking for personal vehicles. There is bike storage available.

**Classroom and Off-Campus Experiences**

Classes include, but are not limited to, Bible, Theology, Homiletics, Psychology, Social Work, Public Relations, Fundraising, Practical Ministries, Accounting, Administration and others. The off-campus experiences will provide exposure to a variety of Salvation Army programs and facilities as well as opportunities to put into practice the skills being developed in the classroom. The Cadet will, in 22 months, assimilate an amazing amount of material and practical experience.

**Ordination and Commissioning**

Successful completion of the course work at CFOT results in Ordination and Commissioning as a Lieutenant.

**My Covenant**  
*Called by God*

*to proclaim the Gospel of our Lord and Savior 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 prove myself a worthy officer.*

*Done in the strength of my Lord and Savior,  
and in the presence of my leaders and my comrade Salvationists*

Signed \_\_\_\_\_

This Covenant Day \_\_\_\_\_ 20\_\_\_\_

Witnesses to Covenant:

\_\_\_\_\_ Territorial Commander

\_\_\_\_\_ Training Principal

**HOLINESS UNTO THE LORD**

IN THE DAYS BEFORE A SALVATION ARMY OFFICER'S ORDINATION AND COMMISSIONING, THEY WILL REFLECT ON THE COVENANT THEY ARE ABOUT TO ENTER INTO AND SIGN. THE COMMITMENT IS A SACRED ONE, NOT TO BE ENTERED INTO LIGHTLY.

**Appointment:** The specific location and position an Officer is assigned to at a given time. Typical appointments are: Corps Officer (pastor and administrator of a local Salvation Army Corps (Church/Community Center) KROC Center Congregational Life Officer (pastor and administrative staff at a KROC Center) Adult Rehabilitation Officer—working within the recovery programs and services of The Salvation Army, and Specialized Ministries to name a few.

**Auxiliary Captain Program:** A distance-education path for those with spiritual maturity, education and experience that allow them to assume an appointment while participating in a distance-learning program. Upon successful course completion they receive a full Captain rank.

**Cadet:** A student at The Salvation Army College for Officer Training

**Candidate/Prospective Candidate:** Prospective Candidate: individuals exploring a future as an Officer in The Salvation Army. Candidate: Individuals in the preparation or application process for entry to CFOT or the Auxiliary Captain Program. Accepted Candidates: Confirmed Candidates for the next session of cadets or pending receipt of the Auxiliary Captain rank.

**College for Officer Training (CFOT):** Located in Chicago IL, Twenty-two (22) month, residential training program that includes classroom, field training, Christmas and Summer Internships. Affiliation with Olivet Nazarene University allows for select credits and field -training activities to receive credit toward select degree programs.

**Corps:** Salvation Army Church and Community Center. Can be specific to the congregation or also apply to the building that houses the chapel and community services.

**Corps Officer:** The Officer(s) appointed to a specific Salvation Army Corps and Community Center. Responsible for the pastoral and community ministry in that community/service area.

**Division:** Refers to a geographic area within the Territory (see below) administered by a Divisional Headquarters staff. That staff includes a Divisional Commander and other officer staff. The DHQ provides oversight of all Officers and services within the division.

**Divisional Candidate Secretary:** The Divisional representative responsible for the work with prospective candidates and all those in the process of preparation or application for Officership. The candidates liaise with the Territorial Candidates Department. Responsible for promotion of Officership within a division.

**Good Soil Initiative:** Youth Focused, biblically based, program related, position available for those interested in fulltime youth ministry within The Salvation Army.

**Local Officers:** Individuals who have accepted responsibility for Local Leadership in a corps setting. These positions are classified as Senior and Youth and cover a wide range of leadership and helps within a corps body.

**Ministry Discovery Program Intern:** The MDP Intern is exposed to all areas of Salvation Army corps ministry and given opportunity to increase knowledge and understanding of The Salvation Army Mission and Officership specifically. This is a one-to-two year paid internship.

**Salvation Army Officer:** Ordained Clergy within The Salvation Army

**Soldier:** An enrolled member of The Salvation Army who has participated in Soldiership Classes and signed the Soldier's Covenant membership document. Active participants, who cannot become soldiers, may be enrolled as Adherents or simply attend. An individual does not have to be a soldier to attend or participate in corps services or activities. Local Officers must be soldiers. Youth members are known as Junior Soldiers and those who enter membership at 14 or older as Senior Soldiers.

**Territory:** Refers to a geographic area within a given country or area. The USA Central Territory is comprised of the 11 central states including: Minnesota, North Dakota, South Dakota, Wisconsin, Illinois, Michigan, Indiana, Missouri, Iowa, Kansas and Nebraska. Territorial Headquarters, THQ, provides oversight to all Divisions, the Adult Rehabilitation Centers Command and all services provided in the Central Territory. Territorial Headquarters is located in Hoffman Estates, Illinois. Territorial Leadership includes: a Territorial Commander, Cabinet of executive officers and various officers and employees.

