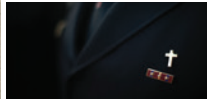
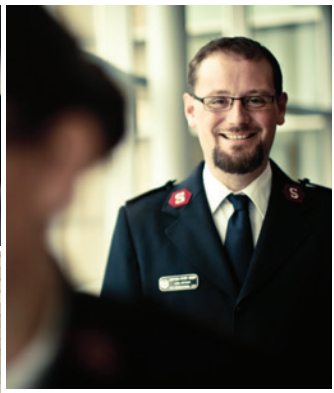


EVERYTHING YOU NEED TO KNOW ABOUT THE CANDIDATE PROCESS





THE SALVATION ARMY USA CENTRAL TERRITORY

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 also blessings inherent in obedience.

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

When we consider calling, vocation, and full-time ministry within the church, how God calls is unique to each person and each human hear. 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 on the challenges and opportunities of full-time 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 had planned and proposed 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 full-time ministry in The Salvation Army, this brochure will help answer questions 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.

Territorial Candidates’ Department
Phone: (847) 294-2000 ext. 2246
OfficerCandidate@usc.salvationarmy.org
candidates.salarmycentral.org

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 full-time 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 various 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 in 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 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 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 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 and an understanding of God’s character 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 whosoever, and in the person of Jesus Christ, we find redemption, hope, and all we need for wholeness in this life and 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.

Be Engaged in Good Self Care!

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

A wealth of amazing books, magazines, blogs, and other resources 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 quickly 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 a three-step process. While these steps can move quickly, in the average case, several months are 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 more than 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, start with the Divisional Candidate Secretary, who will help you connect with a corps.

Request an Interview/Conversation with the Divisional Candidate Secretary (DCS). This interview will involve sharing your story and 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 following a call to Officership. While the process will sometimes 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. Many people and considerations go into accepting an individual for Officer training. When there are questions or delays, they are not without valid concern for the candidate and are always with purpose. Trust that this team of people wants 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 candidate's case*
- *Provides Requirements and Recommendations based on CAP 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*

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, your personal testimony, job and ministry experience in brief, education and medical histories, and a total financial statement/budget. It is a “getting to know you” document that allows entry into 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 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
 - Developing a Health and Wellness plan
 - Arranging for any recommended counseling
 - Getting the most out of your mentoring relationships
 - Completing continuing education recommendations
 - Navigating transitions between the various stages of the application process

Laying the Groundwork - Psychological and TABE 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. The Center with Dr. Damafing Thomas will provide the professional services for testing and ongoing involvement in the acceptance process when follow up is desired.

Process and Timeline - 1 to 2 Months

Stage One: Prelim Acceptance, CAP Program Referral and CAP Assessment

- Case receives Preliminary Acceptance at TCC
- TCS refers Candidate to CAP Program
- Candidate Case assigned to CAP Program Clinician
- Clinician completes CAP Assessment with Candidate



Stage Two: TABE (Academic) Testing

- CAP Clinician sends TABE testing links to Candidate
- Candidate completes TABE testing (on their own) within two weeks of receiving testing links
- TABE results to CAP Clinician and TCS

Stage Three: Psychological Evaluation

- CAP Clinician notified DCS by email of recommendation to proceed with Psychological Evaluation (this recommendation will also be reflected in the CAP progress note)
- CAP Clinician refers Candidate to Center for Stress Management & Psychological Services, LLC
- Candidate completes standardized measures for psychological evaluation (on their own) within two weeks of receiving testing links
- Center for Stress Management & Psychological Services, LLC sends final psychological evaluation report to TCS and CAP Clinician
- CAP Clinician schedules and completes psychological evaluation feedback session with Candidate and DCS
- CAP Clinician facilitates referral to any services/supports recommended by CAP Assessment and psychological evaluation



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

THE APPLICATION PROCESS: THE FULL CASE APPLICATION

The Full Case Application

The Full Case will expand on the information you have already provided and bring in new and, in many cases, expanded information, including references and support from various people who will be called on to participate in the process. ***Only Complete Full Candidate Cases may be presented at TCC.*** You will assemble information, keep doctor appointments, track medical forms, and complete an application that will take time and thought. The DCS will provide the necessary password to retrieve the Full Case Application from <https://salarycentral.org/candidates>

- ***Read the instructions first!***
- Utilize the checklist.
- 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. Certain immunizations can have a blood test to show immunity. If you do not have your immunization history, you can have the blood test that shows immunity. All of them except COVID have a blood test to show immunity.

The Full Case: To be Considered

The Application

The application itself is lengthy, expands on personal information, and includes an opportunity to speak about your spiritual life, Salvation Army-specific history, and leadership experiences. You may attach additional pages if more space is needed for essay questions.

Unique Circumstances

You will be asked to provide additional information if your case involves unique circumstances, divorce, legal history, past addiction issues, etc. Your DCS will guide you through those requests.

The Medical

The medical assessment is extensive for candidates and their children and is 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 before entering CFOT. Wellness is vital for those in full-time ministry. The Health Nurse handles all Medical at THQ (not DHQ).

Driver's License

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

Education

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

The Budget

The budget is provided in an Excel format and includes all the necessary 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 for ensuring 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. All information must be entered into the worksheet pages and auto populated to the appropriate cells in the body of the budget.

Do not override any cells. 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.

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 ensure 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. By introducing yourself at divisional events and when Divisional staff visits your corps, you can become known and have a comfortable relationship before you attend the interviews. It is assumed this will not be the first time you have interacted with leadership.

Remember that your application is your opportunity to give those who review your case a glimpse into who you are and 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 early June of year two. The campus schedule allows for some holidays, scheduled long weekends and vacation following summer assignment.

Academics

At the end of training, every cadet receives a certificate of completion and official transcripts for classes taken. These transcripts can be evaluated for potential transfer credit at other academic institutions to be used toward potential degree completion. The Curriculum Department will work with those who have advanced degrees to see if they qualify to request an

independent study for any class exemptions, based on the types of classes already taken and grades earned.

Classroom and Off-Campus Experiences

Classes include, but are not limited to, Bible, Theology, Hermeneutics, Preaching, Social Work, Public Relations, Fundraising, Practical Ministries, Financial Management, and Administration. 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.

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 kitchens with stove and refrigerator. Microwave ovens are not provided. Dishwashers cannot be accommodated in cadet apartments.

Campus Facilities

The Campus facilities include chapel, classrooms, gym & fitness center, offices, cadet and staff housing, dining room, library, Family Care Center, and outdoor recreation areas.

Childcare

Childcare and after school programming are 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.

Ordination and Commissioning

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

THE OFFICER'S COVENANT



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, to prove myself a worthy Officer;
Done in the strength of my Lord and Savior and in the presence of the
Territorial Commander, Training College Officers and fellow Cadets.

SIGNED

THIS COVENANT DAY

WITNESSES TO COVENANT

TRAINING PRINCIPAL

TERRITORIAL COMMANDER

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.

GLOSSARY

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 allows 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, a twenty-two (22) month residential training program 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. It can be specific to the congregation or 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 the promotion of Officership within a division.

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 help within a corps body.

Ministry Discovery Program Intern: The MDP Intern is exposed to all areas of Salvation Army corps ministry and allowed to increase knowledge and understanding of The Salvation Army Mission and Officership specifically. A paid internship of one to two years.

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 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.

