



Your guide to  
becoming an  
officer or  
territorial envoy

Explore Inspire Discover Lead

Candidates Unit

# Be

the change!



**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 or territorial envoy?

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 submit 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 requires two years' training at William Booth College or three to five years' for 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 during training**

Your training is self-funded and you will need to be financially self-sufficient. There are various ways of support, including student loans, grants and personal fundraising. It is important that any debt you have will be manageable throughout your training.



## **Family**

Where applicable, during your training your spouse and children are welcome to stay on campus with you. There are schools and nurseries nearby.



# A territorial envoy is empowered to be a leader.

Territorial envoys make a commitment to serve for a minimum of three 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 two weeks at William Booth College during the first year and one week in subsequent years, as well as correspondence work. Every third year there is a review to determine the best way forward for the territorial envoy.





## Practical matters

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

- be a soldier of good standing in The Salvation Army
- be at least 18 years old at the start of the appointment. The upper age limit is 65 and service will not continue past the age of 68
- 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

- It is important that any debt you have will be manageable.
- You will receive a monthly allowance.



# This is a brief summary of the application process.

### **ACO**

Area Candidates Officer

### **CO**

Corps Officer

### **DCB**

Divisional Candidates Board

### **DLLD/DOLD**

Divisional Leader for Leader Development / Divisional Officer for Leader Development

### **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 DLLD/DOLD are responsible for the process, supported by the ACO. 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.



## 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 DLLD/DOLD.

### → Self-assessment form

This is available from the DLLD/DOLD. 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 DLLD/DOLD.

### → 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 and psychological assessment

You are required to complete a medical and psychological assessment.



## Assessment Conference

### → William Booth College

- Opportunity to tour the campus.
- Meet the Training Programme Director and Spiritual Programme Director.

### → Assessment

There are various assessment tasks:

- 'This is me' five-minute presentation
- Panel and individual interviews
- A pastoral scenario role play
- Delivery of a sermon
- An administration task
- Officer applicants will also have a test in English and Maths

### → Outcome

- You will find out soon after the conference if you are being recommended for training.
- The recommendations are presented to the Territorial Commander at the Territorial Candidates Council and a decision is made

This is a residential weekend conference at WBC.

### → Core competencies for officers

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

- Servant of Christ
- Disciplined Disciple
- Minister of the Gospel
- Leader of God's People
- Agent of Transformation
- Investor in Others
- Steward of Mission Resources
- Partner in God's Mission
- Personal Characteristics
- Interpersonal Relationships
- Learning and Development

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

who to accept for training as an officer or as a territorial envoy.

- If you have been unsuccessful, you may be able to appeal the decision.



## Development

### → Ongoing development

This can be 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 DLLD/DOLD.
- 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

**The majority of cadets move to William Booth College in London for a two-year 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 the University of Gloucestershire, forms the core of the officer training programme and aims to develop Christian leaders of integrity.

**Alongside academic study there are placements and personal initiative projects in the community.** 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



### Ministry and Mission

Including pastoral ministry, communication skills and preaching, and mission studies



### Faith and Practice

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

**There is continuous assessment instead of exams.** Through discussion, written assignments and placements, 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 two-year 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 five 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 are given an appointment and can start running a corps.**

Training consists of four weeks' residential training over an initial three-year period (two weeks in the first year). There is also 40 hours of Continued Personal Development per year, following the residential training.

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 put in place appropriate support networks, the Wellbeing Unit provides holistic care. This includes pastoral support, 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 from the School for In-Service Training and Development (SISTAD). Courses vary from one-day and short-term courses to degrees and post-grad masters. You are encouraged to identify your own training and development needs, whether these can be catered for by SISTAD or externally. Once approved, funding is available from SISTAD for learning opportunities.



## Officers

The Salvation Army also provides:

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

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

## Retirement

Officers who work for more than ten years for The Salvation Army, and retire from active service as an officer, will receive a pension. 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

Territorial envoys receive the same benefits as officers during their years of service.

The Salvation Army provides:

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

All territorial envoys are entitled to five weeks' paid holiday per year and should take one day off a week - a Sabbath day of rest.

## Retirement

A Stakeholder Pension Scheme is offered to territorial envoys under 60 years of age. Territorial envoys who have served 15 years or more, and retire from active service as a territorial envoy, receive a retirement grant in relation to their individual date of retirement. They can also apply to rent Salvation Army accommodation. All details are subject to the current guidelines issued by The Salvation Army.



# 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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