



**The Salvation Army  
Canada & Bermuda Territory**



# **CANDIDATES**

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## **Canada & Bermuda**

**Conversation & Mentoring Guide**

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In Acts 16:3, Paul invites Timothy to journey with him, he sees in Timothy that which Timothy does not yet see in himself. Paul supported and validated Timothy's call and ministry. Paul equipped Timothy for pastoral ministry, teaching him by word and in action. The influential impact of Paul is critical. This influential impact continues to be critical in the church today. God continues to use men and women to come alongside those who are journeying in faith to encourage, strengthen and develop them for his Kingdom purposes. This conversation guide will provide you with some helpful tips for how to identify, encourage and walk alongside those called into full time vocational ministry with The Salvation Army.

### **1. What is Calling?**

Before beginning the conversation, it would be helpful for you to understand what a vocational calling is, for yourself and for the people God is placing on your heart. We would encourage you to explore this amazing resource [Instruments of Calling: Self-Guided - Vibrant Faith Projects](#).

You can find a link to this resource at [www.sacandidates/resources](http://www.sacandidates/resources).

This resource is a self-guided training program, split into the following four sections.

- a. What is calling?
- b. Eight windows for Calling Conversations
- c. Enter-Engage-Embrace: The point of view of someone being called
- d. The nuts and bolts of Calling Conversations

This is an incredibly helpful tool for anyone feeling led to encourage someone in their calling or for you to explore that for yourself.

### **2. How to identify potential candidates.**

Think about the people in your life and in your church. Who comes to mind when you ask God to show you who He sees as potential candidates for full-time ministry within The Salvation Army? Are there people in your life who would benefit from your encouragement? Are you already encouraging someone in their faith? Start by writing down their name/names and pray over them. Perhaps send them a note to let them know that they have been in your prayers and maybe set up a time for coffee.



### 3. How to start the conversation

After spending time praying over that person, the next step is having the conversation. The Vibrant Faith Instruments of Calling training explores eight “Windows for Calling Conversations” but the windows for calling conversations are countless. These windows both frame the content of a person’s calling experience and provide an opening for you when you recognize that they are experiencing a calling from God. Having the initial ‘calling conversation’ with someone can be as simple as affirming them.

Here are some examples:

“You read the Bible so clearly in church this morning. It really came alive! You should do that more.”

“I feel so grateful for the way that you pray in our small group. Your prayerfulness is a blessing and a gift.”

“You seem to love our Bible study group. Have you thought about doing some theological study at college?”

“You have been showing some signs of spiritual leadership in our church. What are your thoughts about becoming an officer?”

Encourage them by letting them know how you have seen God move in their life. Perhaps you have had occasion to see them minister to others or have witnessed them participate in worship. It could be as simple as commenting on a social media post they have shared that has encouraged you. Some simple conversation prompts are included in this guide.

### 4. Keep the conversation going.

Keep the encouragement going! For some people, this was the moment they have been praying for, someone else to affirm what God has been laying on their heart. For others, this conversation has come out of the blue and has perhaps taken them by surprise. Their initial reaction may be a “no, never or not yet”

Everyone exploring God’s call on their life needs people to journey with them, encouraging them, challenging, and supporting them. It is also important to respect boundaries.

If someone has shared with you that they do not feel called in that way, please respect that, and don’t push but continue to pray for them and encourage them.



## 5. Next steps

If someone has shared with you that they are interested in fulltime ministry within The Salvation Army, encourage them to speak to their corps officer (if that isn't you) or contact their Divisional Secretary for Candidates. You can also encourage them to head to [www.sacandidates.ca](http://www.sacandidates.ca), there are a number of resources there that will be helpful or you can email [thq.candidates@salvationarmy.ca](mailto:thq.candidates@salvationarmy.ca) for more information.

God uses ordinary people for extraordinary tasks, encouraging others as they explore their call is definitely one of those extraordinary tasks that anyone can be equipped by God to do.



### **Calling Conversation prompts**

How can I pray for you?

How have you seen God moving in your life?

How is God calling you to move forward in the coming week?

What has God been challenging you or encouraging you about through Scripture, people, or in other ways?

How have you been spending time with God, in Scripture reading, prayer, or through other spiritual disciplines? How would you describe the quality of your time with God? How have these practices contributed to your relationship with Him?

What has been your greatest area of temptation or struggle against sin? How can we support you in overcoming that?

When have you served others and loved well? How did you experience God through that?

What opportunities to love and serve others did you miss?

Have you had any spiritual conversations with people from outside of our church community recently? What did you learn about their beliefs? What did you share about your own?

How might God be challenging you to live more generously (whether with your finances, possessions, time, or self)

How have you been spending your time recently? What does that reflect about what you value the most? Do you feel God calling you to make any adjustments to how you are spending your time?

When in your life have you seen God most clearly? In what seasons of your life have you experienced the most transformation?

What has been distracting you from living in full surrender to the Spirit? How can you get rid of those distractions?

Is there any part of your life - physical, emotional, spiritual, or relational - that you need to surrender to God?



## **Mentoring Guide**

'Mentoring is a relationship experience through which one person (mentor) empower another (candidate) by sharing God-given resources.' (*Connecting*, Paul Stanley & Robert Clinton, NavPress)

Thank you for your willingness to invest in the life of a potential candidate for full time ministry within The Salvation Army. As a mentor you have the unique privilege of speaking words of blessing, hope and truth into their life. Your main role is to come alongside and create a relationship of trust and accountability as you journey together.

We have created this guide to help you facilitate a mentoring relationship as well as point you towards helpful resources that will assist you and your mentee.

We pray God's blessing on you both as you either begin a mentoring relationship or are using this guide to continue an already established relationship.



## What is Mentoring? (Adapted from Arrow Mentor Resource Guide – see Resource page)

- Mentoring is a relational experience through which one person (mentor) empowers another (delegate) by sharing God-given resources.
- Mentorship is a mutual relationship meaning it flows in both directions. There is an intentional agenda with an end in mind.
- Mentoring is founded on and guided by dependence on God's grace. God's presence and power are critical for individual change.

### Mentorship is...

- **Relational:** The relationship between mentor and mentee needs to work and a chemistry needs to be developed. As a mentor you have the unique privilege of speaking words of blessing, hope and truth into the life of the person you are mentoring.
- **Incarnational:** As a mentor, your own life needs to have the spiritual integrity that reflects and mirrors the work of Christ. As Jesus live in the power of God, so must you as a mentor.
- **Transformational:** Growth and change are not just to be expected but embraced. A change-oriented mentee and an expectant mentor will open vast opportunities for God's transformation.
- **Spiritual:** The foundation of a mentoring relationship is one that recognizes Jesus Christ is central to both the life of the mentor and mentee, and that He desires to leave no stone unturned. The goal is to focus on being Christ-Centred and Others focused.
- **Intentional:** Being a mentor means committing to an intentional relationship of challenge and excitement about what God is going to do to transform the future. It is expected, it is life-giving, and it is seeking to find where God is leading the relationship –and going there.

### Six Essential Skills for Mentorship...

- 1) **Cultivating Climate:** Safety and trust are essential for a mentorship relationship. Be intentional in fostering a climate of openness, transparency, and trustworthiness.  
**Best Practices:** Pray regularly for the mentee, demonstrate concern and care, keep your conversations confidential and respect limits and boundaries as expressed.
- 2) **Communication:** In your role as a mentor, good listening is your key communication objective. Most of your time as a mentor should be spent listening. The act of listening builds trust and acceptance and allows the leaders "voice" to be honored and heard.  
**Best Practices:** Practice active listening, let the mentee talk without interrupting, resist the temptation to bring solutions immediately.
- 3) **Moving to Context:** We desire to see people who are Christ-centered, and Others focused. We hope that mentorship will help your mentee have an accurate perspective of God's presence and movement within their own faith community, their neighborhood and how they fit within that context.



**Best Practices:** Seek to help the mentee identify growth areas, specific weaknesses, and development goals as observed by themselves or others. Give perspective. For young leaders who may not have long-term experience to draw upon, it can be easy to “lose sight of the forest for the trees”. The use of the Personal Discipleship Grid (see appendix) would be incredibly helpful and informative at this stage and can set the path forward for development in these areas. A guide for how to use this excellent resource for both the mentor and mentee can be found at TBD.

- 4) **Corrective:** A mature mentorship relationship has room for constructive, effective feedback. You, as a mentor, need to draw upon spiritual insight and wisdom to know when to speak to bring clarity to an issue. The actual words you use need to be spoken in love, and to the point. Constructive feedback is always done in private and with permission.

**Best Practices:** Positive feedback is as important as negative feedback. Be sure to give both. Be intentional as you develop the skill of constructive feedback including identification of the issue, possible root causes, laying out realistic options, anticipate outcomes, praying for the release of a new set of circumstances.

- 5) **Connecting:** As a mentor you can be a conduit to a flood of resources for your mentee. Mentors have the joy and opportunity to share people you know and resources you have found personally helpful.

**Best Practices:** Suggest a book or author that you have found beneficial, introduce them to people that could help them in specific areas and share resources you come across that might be helpful.

- 6) **Celebrate Victories:** When all is said and done, celebrate small and large victories when you meet. This is not gloating –remember there are two of you in the room –it’s a mentoring rule!

### Nuts & Bolts....

#### 1. Personal Discipleship Grid Assessment.

Before the initial Connection Point, we would ask that you have your mentee complete a Personal Discipleship Grid Assessment which will give them a picture of where they currently see themselves in the 13 identified areas of discipleship essentials. A more detailed description of this can be found in the appendices.

#### 2. Mentoring Covenant.

Before entering into a mentoring relationship, it is recommended that you spend time setting realistic expectations for this journey that answer the following questions below. This will be a helpful guide to how this relationship will work and gives opportunity for both people to speak into it. It is also an accountability tool and can be referred to through the





relationship to ensure that the goals set are being met. There is a Mentoring Covenant template included in the appendix along with a field-tested Personal Development Plan for Candidates that can be adapted as required.

- **How often should we meet?**

The initial connection point should be when you go through the Personal Discipleship Grid and the Mentoring Covenant. Connection points after that should be at least once a month. Additional communication such as email, text, or phone calls can be agreed upon by both parties.

- **Where should we meet?**

Mentoring often takes place in the context of a meal, coffee shop or an office setting. Wherever you meet be sure that it is conducive for a high level of privacy and comfort for both parties. Meet wherever you are comfortable and ready to sit down and have a good conversation!

- **What should we talk about?**

When you first meet your focus will be on building a relationship and getting to know one another. You can use the Personal Discipleship Grid assessment to guide your conversation and use the Menu of Opportunities each month to increase capacity in the highlighted areas from that grid that need developing. As your relationship progresses, we trust that conversation will also progress to varying topics of interest and concern unique to your relationship.

The grid assessment complements the three pillars of Candidates Connect, Character, Capacity and Community. Definitions for these can be found at [www.sacandidates.ca/candidatesconnect](http://www.sacandidates.ca/candidatesconnect) or in the resource section of this guide, please keep these in mind as you meet together.



## **Conversation starters and questions**

Questions are an excellent tool to draw out of your mentee what is on their heart. Here are a few to get you started:

### **Relationship Building**

- I'd love to hear your story...
- What are the top three challenges you are facing at the moment...?
- Describe some key relationships in your life? How have these influenced you?
- What would the perfect day be like for you?
- Who do you admire most? Why?
- What kind of person do you want to become?
- What makes you laugh? What keeps you up at night?
- What causes 80% of your frustration, tension, and pressure? What brings 80% of your pleasure, joy, and fun? Why?
- If you could only do three things before you die, what would you do?
- How do you best receive feedback and critique?
- What are your three main hopes for the future?

### **Maintaining Momentum**

- How did you progress with the decisions you made last time we were together?
- What are you finding difficult? What have you been able to accomplish?
- What are one or two areas where you feel most ill-equipped?
- What specific goals are reasonable to set? How will you know you have reached these goals?
- What are your three greatest roadblocks? Your three greatest resources?
- How could I (the mentor) improve my side of this partnership?
- What have I done or said so far that was helpful? Not so?

### **Exploring Particular Themes or Situations**

- How did this situation begin? How did you feel? What did you do next?
- Can you tell me more about that? An example.
- Are there ways to make the situation different?
- What options do you see?
- What's getting in the way?
- How are things with you and God?
- What are you doing to improve your devotional life?
- Tell me about your family and what is going on there.
- If you could pass one burden onto someone else, what would it be?
- What is God up to in this situation? Where is God's hand at work in this?

Please contact your Divisional Secretary for Candidates or email [thq.candidates@salvationarmy.ca](mailto:thq.candidates@salvationarmy.ca) if you have any questions or would like more information.



## **Calling conversations and Mentoring Resources**

1. [www.vibrantfaithprojects.org](http://www.vibrantfaithprojects.org) - [Instruments of Calling: Self-Guided - Vibrant Faith Projects](#)
2. *"The Call, finding and fulfilling God's purpose for your life"* Os Guinness
3. [www.equip-courses.fuller.edu](http://www.equip-courses.fuller.edu) - [Calling & Vocation – FULLER Equip Courses](#)
4. <https://www.arrowleadership.org/wp-content/uploads/2019/06/Arrow-Mentor-Resource-Guide2016.pdf>
5. Development Conversation Form – Candidates  
[FRM PEAC Review Candidates.docx \(sharepoint.com\)](#)
6. *"Great Mentoring for Real Life Change"* by Douglas C Ward and Sharon Simmonds, Arrow Leadership Resource [Great Mentoring for Real Life Change - Arrow Leadership](#)
7. [Leadership Tools and Downloads - Resources for Jesus-Centered Growth \(arrowleadership.org\)](#)
8. Spiritual Growth Assessment Process – Lifeway [lifeway+spiritual+growth+assessment.pdf \(igrc.org\)](#)
9. How to end a mentoring relationship – [www.sacandidates.ca/resources](http://www.sacandidates.ca/resources)
10. [Ending Mentoring Relationships \(mentoringcomplete.com\)](#)
11. [7 Common Challenges in Mentoring Relationships \(mentoringcomplete.com\) - Supplement](#)

## **Definitions**

Building Character - Candidates Connect will actively develop spiritual maturity, practical faith, and holiness of life and witness of the members.

Building Capacity - Candidates Connect will actively develop the practical, academic, and leadership skill and knowledge base of the members.

Building Community - Candidates Connect will actively develop comradery and fellowship amongst members through their shared experience of exploring God's call on their lives.

## **Appendices**

- A. Personal Discipleship Grid.
- B. Mentoring Covenant
- C. Personal Development Plan





## THE MENTORING COVENANT

*The following is included for you to sign and date as a mutually agreed upon set of expectations that will guide your relationship. It is updatable at any time.*

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Participant:

Mentor:

Time covered: \_\_\_\_\_ to \_\_\_\_\_

**Mutual Expectations:**

**Meeting Times (frequency, best time):**

**Between meeting communication strategies:**

**Confidentiality Parameters:**

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Participant's signature & date

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Mentor's signature and date



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