

PATHWAYS TO FULL-TIME MINISTRY



CFOT
College for Officer Training
Canada and Bermuda Territory

OFFICER PATHWAY

STANDARD TRAINING (CADET)*

Length of Training: Two years

Location: College for Officer Training (CFOT), Greater Toronto Area

Theological Formation: In-person and virtual coursework

Mission and Ministry Formation: Cadets will be assigned a field training corps within an hour commute of CFOT, serving under the supervision and mentorship of an approved field-training officer.

Spiritual Life Development: Spiritual formation classes, chapels, personal and community holiness practices. Participation with In-Sunday services and other CFOT events.

***Standard training is the expected training program for cadets..**

OFFICER PATHWAY

AUXILIARY-CAPTAIN

Length of Training: Up to seven years in full-time appointment while completing the requirements for a certificate of officership

Location: Canada and Bermuda Territory

Criteria: Demonstrated character, capacity and experience to assume responsibility of a ministry unit and carry out appointment responsibilities while completing the training requirements of the auxiliary-captain program.

Spiritual Life Development: Will participate in divisional spiritual life development events, attend two CFOT in-Sunday services a year and invest in personal holiness practices.

OFFICER PATHWAY

TAILORED TRAINING (CADET)*

Length of Training: Flexible **Location:** Canada and Bermuda Territory; Quebec (for training in French) This training pathway offers a high level of flexibility and a fully customizable approach to training. In exceptional circumstances, individualized programs may be developed, resulting in variations in duration, content and delivery methods. These customizations are based on several factors, including the candidate's personal, professional and educational circumstances, the availability of CFOT resources, and specific territorial needs. Modifications must align with and meet the standards prescribed by the Orders and Regulations for the Training and Development of Salvation Army Officers.

***Exceptional circumstances**

NON-OFFICER PATHWAY

ENVOY

Onboarding: Determined by ministry unit and/or division

Location: Local/Divisional

Criteria: Demonstrated character and capacity to fulfill appointment responsibilities. Called upon or offers to provide leadership in part-time or full-time capacity.

Spiritual Life Development: Will participate in divisional spiritual life development events and invest in personal holiness practices.

NON-OFFICER PATHWAY

AUXILIARY-LIEUTENANT

Onboarding: Two-week orientation and training specific to appointment responsibilities. Training and development specific to the needs of each auxiliary-lieutenant will continue throughout the term of service

Term of Active Service: Minimum of three years; reviewed after each three-year term to a maximum of nine year.

Location: Local/Divisional/Territorial

Criteria: Demonstrated character, capacity and experience to assume leadership of a ministry unit and carry out appointment responsibilities.

Spiritual Life Development: Will participate in divisional spiritual life development events and invest in personal holiness practices.

