



The Salvation Army
Canada & Bermuda Territory



CANDIDATES

Canada & Bermuda

Conversations about Calling Guide

Created by: Territorial Candidates Department
Revised: January 2024

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](#).

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. You can also work through the "How to discern God's call" infographic located at the end of this guide.

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, there are a number of resources there that will be helpful or you can email 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 Conversations Resources

1. 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 - [Calling & Vocation – FULLER Equip Courses](#)
4. Spiritual Growth Assessment Process – Lifeway [lifeway+spiritual+growth+assessment.pdf \(igrc.org\)](#)
5. *"Self To Lose, Self To Find – A Biblical Approach to the 9 Enneagram types"* Marilyn Vancil
6. *"Let Your Life Speak- Parker Palmer, Your Calling Here and Now"*- Gordon T Smith, Strengths Finder- Tom Rath, Kingdom Calling- Amy Sherman
7. www.practictheway.org - [Discovering Your Identity & Calling](#)
8. The Shape of Calling – [Resources - Salvation Army Canada \(salvationist.ca\)](#)
9. SHAPE - [Resources - Salvation Army Canada \(salvationist.ca\)](#)



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?



DISCERNING GOD'S CALL

6 steps to assist in finding God's call on our life



1 PRAYER

Calling begins with prayer, crying out to God and creating silence along with space to listen to Him. God doesn't waste an opportunity. He will use this process to help us learn and grow as a Jesus follower.



2 READING SCRIPTURE

God speaks through His word and will give you specific scriptures to affirm and confirm His calling to you. This passage becomes an anchor point for you during this process, to return to when challenges arise when discovering and fulfilling His call on your life.



3 AFFIRMATION AND CONFIRMATION OF OTHERS

Engage with Godly, wise Christians and ask them to pray with you as well as for you. Create a personal board of Directors, people you trust, who will speak truth in love over you and your calling.



4 CONVERGING CIRCUMSTANCES

God uses our circumstances to again, confirm and affirm His calling in our lives. Pay attention to what is happening around you as you seek His will for your life. Watch for God detours, times when He uses circumstances to steer you away from something or steer you to something.



5 GOD'S PEACE

Experiencing God's peace when you are where He wants you to be. That supernatural peaceful feeling when you are in the centre of His will.



6 EXCITEMENT AND PASSION

That feeling of excitement, anticipation and passion for what He is doing in your life.

Adapted from: Dr. Franklin Exploring God's Call





**The Salvation Army
Canada & Bermuda Territory**