

2022 Ontario Divisional Strategy for Candidate Recruitment

The Ontario Divisional Strategy for Candidate Recruitment exists to ensure that Candidate Conversations become more of a normal/regular occurrence and to provide practical ways to keep Candidate Recruitment as a top priority for everyone. We strongly desire this strategy to be achievable!

The Ontario Divisional Strategy includes:

- 3 goals
- 3 levels of strategic actions
- 3 ongoing outcomes



Three Goals to ensure Candidate Recruitment:

- ✓ Pray Regularly
- ✓ Promote Regularly
- ✓ Participate Regularly



Three Levels of Leadership:

- Local
- Divisional
- Territorial



Three Outcomes:

- ✓ As a whole division, we are 'faithful'
- ✓ As a whole division, we are 'intentional'
- ✓ As a whole division, we are 'fruitful'

To make it a conversation point or starter with MU leads:

Slogan -- How are your PRs for CR going?



Giving Hope Today

GOAL #1 - Pray Regularly for candidates. (Matthew 7:7,8)**Strategic Actions:**Local:

- At Sunday services
- At Mission Board/Committee meetings
- At Prayer meetings
- Ask 5 Corps members to pray for this daily for a year

Divisional:

- At DCB, DEB, DFB, and AC meetings
- Ask 5 DHQ members to commit to pray for this daily for a year
- Regular Social media prayer highlights
- Monthly prayer prompts for local units
- ACs include this in prayers when meeting with CO's all year through

Territorial:

- Ontario DSC to send prayer requests to TCS
- Ensure TCC is aware of Ontario Divisional candidates and prospects to be praying for
- DSC to ask 5 THQ officers to pray for this daily for a year
- THQ chapels to include prayers for ONT candidates

OUTCOME: *Have we been 'faithful'?*

(Bi-annual follow-up by DSC on above actions – assessment & encouragement)



Goal #2 - Promote Regularly the possibility of God's calling to Officership.
(Romans 10:14,15)

Strategic Actions:

Local:

- Monthly mention of Strategy in services and at Mission Board/Committee meetings
- Each year COs to promote with a minimum of 1 person - explore the possibility of this option for their future (or by MU leads/Pastoral Care)
- Annually highlight this calling in February (in corps and in social units)
- Promote and encourage involvement in 'service' at corps on a regular basis
- Promote and encourage Camping Ministry employment with local Young Adults
- Promote, support, and encourage young adults to join Living Sacrifice
- Promote the monthly Candidates Connect and encourage people to join in and explore

Divisional:

- At Corps Officer gatherings, DSC to share this strategy and promote
- Keep this on all our divisional social media sites regularly and websites
- ACs promote this with COs on a regular basis to ensure on their radar
- DCB members discuss with contacts whenever possible
- Provide ministry units with promotional material on a regular basis

Territorial:

- Share our Divisional Strategy in Salvationist – for awareness and to encourage others to pray with us
- Ensure Cadets aware and promoting with others
- Highlight Ontario's Divisional Strategy on their social media sites
- Share this strategy with all departments at THQ for awareness and their sharing throughout their own corps or communities in Ontario

OUTCOME: *Have we been 'intentional'?*

(Bi-annual follow-up by DSC on above actions – assessment & encouragement)



Goal #3 - Participate Regularly in candidate development & recruitment.
(Isaiah 52:7)

Strategic Actions:

Local:

- Hold at least one Sunday with a Call & Commitment focus (in February)
- Corps Officers to mentor, encourage and support those on this journey
- Corps Officers to invite members to attend monthly Candidates Connect and CO's attend themselves at least once a year
- Corps leaders to encourage people to serve within the corps; as they serve and learn about TSA, possibility of calling and leadership development more likely
- Corps Officers to ensure strong discipleship journey in place for all ages – include groups that focus on spiritual formation & disciplines
- Corps Officers or senior corps leaders to build relationships and have frequent conversations about God's calling on people's lives
- Connect with CFOT and invite cadets to come & share at special events

Divisional:

- Lead the monthly Candidates Connect for Candidates and for those exploring this call
- Ensure this Divisional Strategy is maintained as a priority in the Division and carried out
- DSC to have exploratory conversations with people whenever possible
- Conversation with Living Sacrifice team on response to question "Why not be an officer?" - seek young adult input.
- Continue with ministries for young adults that focus on their Leadership Development and Discipleship – with conversations about this calling whenever possible (Camp, Living Sacrifice, Youth Creative, Soul Crew)
- Continue with assigned Retired Officers as prayer partners
- Journey with all Candidates as they work towards entering CFOT
- Support new Ontario Cadets entering CFOT and celebrate with them along the way (Welcome weekend, Commissioning)

Territorial:

- Ongoing support of the TSC office and help with Ontario Candidates as needed
- Assistance with awareness of various streams of training & decisions on best choice for applicants
- Occasionally have the TSC join in at Ontario events to speak into this ministry
- Support of CFOT in sending Cadets to participate in divisional and local events, to share their own journey on following God's call on their lives.

OUTCOME: *Have we been 'fruitful'?*

(Bi-annual follow-up by DSC on above actions – assessment & encouragement; as well as seeing the response of those answering this call of God on their lives)

