



**CFOT**  
College for Officer Training  
Canada and Bermuda Territory

# Training and Development Curriculum

**Year 1+  
candidate**

Theological Formation			
MIN140 Intro to Officership	ENG100 University Writing or Equivalent		
Mission and Ministry Formation			
HMM-FL Harvard ManageMentor® - Foundational Leadership Certification Leading People	HMM-FL Harvard ManageMentor® - Foundational Leadership Certification Difficult Interactions		
Spiritual Life Development			
Identify and Begin Journey With a Mentor	Complete Learning Pathways		

**Year 2  
Cadet**

Move  
Into New  
Cadet  
Quarters

Summer	Fall	Winter	Spring
Theological Formation			
MIN100 Understanding Mission Through Ministry	REL200 Biblical Foundations (Old Testament)	MIN243 Homiletics I	REL201 Biblical Foundations (New Testament)
		MIN244 Pastoral Care	MGT275 Business and HR
Mission and Ministry Formation			
Orientation	Celebration of Culture	MIN181 Focus on Elements of Worship (MAM), Indigenous Ministries and Foundations of Children and Youth Ministries	MIN182 Focus on Building and Strengthening Neighbour Relationships and Community Partners (Community Engagement and Communications)
		MIN183 Focus on Wellness and Resiliency, Social Mission, Gender Equity and Experiencing Women's and Men's Ministries	
Spiritual Life Development			
Seasonal Personal Devotions Provision	Community, Rhythm of Life, Devotions	Chapels, Devotions, Abiding Groups	MIN150 Spiritual Formation
		MIN150 Spiritual Formation	Engaging in Meaningful Spiritual Disciplines

**Year 3  
Cadet**

Summer	Fall	Winter	Spring
Theological Formation			
	REL126 Salvation Army Theology	REL310 Jesus of Nazareth	MIN268 Organizational Leadership
			REL303 Hebrew Bible Prophets
			MIN344 Professional Ethics
			REL330 Wesleyan Distinctives
Mission and Ministry Formation			
Cadet Furlough	MIN281 Focus on Pathways of Hope and Effective Corps Leadership	MIN282 Focus on Auditing Basics, Corps Mission and Indigenous Ministries	HMM-FL Harvard ManageMentor® - Foundational Leadership Certification
			MIN283 Transitioning to the First Appointment
			Commissioning
			Feedback Essentials
Spiritual Life Development			
	MIN150 Spiritual Formation	MIN150 Spiritual Formation	

Summer

Fall

Winter

Spring

**Year 4  
Lieutenant**

Theological Formation			
		REL209 Church History	
Mission and Ministry Formation			
Cadet Furlough	HMM-FL Harvard ManageMentor® - Foundational Leadership Certification Performance Appraisal	HMM-FL Harvard ManageMentor® - Foundational Leadership Certification Diversity/Inclusion/Belonging	HMM-FL Harvard ManageMentor® - Foundational Leadership Certification Coaching
	Leadership Development Workshop Peer Mentor Group	MAID Training	Corps Mission Indigenous Ministries Seminar
Spiritual Life Development			
	Spiritual Formation Virtual Seminar	Pastoral Lieutenant Care Spiritual Life Development Day (Delivered by Divisions, Supported by CFOT)	

**Year 5  
Lieutenant**

Theological Formation			
		MIN343 Homiletics II	
Mission and Ministry Formation			
	Leadership Development Workshop Build/Manage Teams	Corps Mission Indigenous Ministries Seminar	Lieutenants' Institute I Equipping Spiritual Leaders
Spiritual Life Development			
		Pastoral Lieutenant Care Spiritual Life Development Day (Delivered by Divisions, Supported by CFOT)	Lieutenants' Institute I Equipping Spiritual Leaders

**Year 6  
Lieutenant**

Theological Formation			
		MIN151 Christian Discipleship	
Mission and Ministry Formation			
	Corps Mission Congregational Health Seminar		Leadership Development Workshop Setting Direction
Spiritual Life Development			
		Pastoral Lieutenant Care Spiritual Life Development Day (Delivered by Divisions, Supported by CFOT)	

**Year 7  
Lieutenant**

Theological Formation			
		REL302 The Pentateuch	
Mission and Ministry Formation			
	Lieutenants' Institute II Deepening Spiritual Leadership		Leadership Development Workshop Coalitions
Spiritual Life Development			
	Lieutenants' Institute II Deepening Spiritual Leadership	Pastoral Lieutenant Care Spiritual Life Development Day (Delivered by Divisions, Supported by CFOT)	

**Year 8  
Lieutenant**

Theological Formation			
	REL311 Paul the Apostle		
Mission and Ministry Formation			
	Officer Confirmation Essay	Leadership Development Department Leading Change and Systems Thinking	Confirmation Celebration
Spiritual Life Development			
		Pastoral Lieutenant Care Spiritual Life Development Day (Delivered by Divisions, Supported by CFOT)	