



**MIDAMERICA DISTRICT  
OF THE C&MA**

**Application, Accreditation, and Polity Handbook**

**Revised June, 2018**



## Table of Contents

Welcome.....	4
Application Process .....	5-6
Preparing for an Alliance Accreditation Interview .....	7-9
Inventory of Five Core Areas of an Alliance Worker .....	10-11
Core Characteristics of an Alliance Worker .....	12-13
Sample Questions for the Accreditation Interview .....	14-20
Alliance Polity Course - Guidelines and Information .....	21
For Those Previously Licensed in Another Denomination .....	22



## MIDAMERICA DISTRICT

1301 South 119<sup>th</sup> St. · Omaha, NE 68144 · (402) 330-1888 · [www.madcma.org](http://www.madcma.org) · [midamerica@madcma.org](mailto:midamerica@madcma.org)

*Colorado*

*Nebraska*

*Kansas*

*Iowa*

*Missouri*

Dear Applicant:

As the District Superintendent of the MidAmerica District I want to welcome you as you begin the application for ministry with The Alliance. The district team is ready to help in any way that we can.

It is my desire that the application process will be a pathway that encourages you and helps you to determine God's calling and direction for your life. Members of our staff will send you information on how to complete the full application and how to prepare for an interview with our Licensing, Ordination and Consecration Council (LO&CC).

If you have questions or would like to discuss this process with me, feel free to give me a call (402-330-1888) or send an email ([midamerica@madcma.org](mailto:midamerica@madcma.org)). I trust this process will be beneficial and a blessing to you as you explore ministry opportunities.

Rev. Rob Storey  
District Superintendent  
MidAmerica District

## Application Process

You have received this document because you have expressed interest in completing the application for ministry with The Christian and Missionary Alliance. The MidAmerica District looks forward to working with you as you explore opportunities for ministry.

Your application has been activated using the email address you have received this document with. Your application will be accessed using **this email address** so it is important that you continue to use this address throughout the process.

### Proceed as follows:

1. Create a MyCMA account at: <http://www.cmalliance.org/mycma> using **this email address**. Under the Username Box, click on the link that says "Register Now." Be sure to check the box "I've read and agree to the Terms of Use" and then click "Create Account."
2. Once you have done this, you will receive an email with a link to activate your account. Click on the link provided and enter the User ID and Validation Key given. Then click "proceed."
3. Sign into your new account with the same email address and password you created.
4. Close your browser. Open a new browser and go to: <http://www.cmalliance.org/mycma> again. Enter your MyCMA username and password and click the red "Sign In" button. Then click the red "MyCMA Sign In" button. You should see a page that says "Application for Ministry across the top. Click the red "Launch Application" button.
5. Fill out the "Release of Records and Mediation Agreement." Then you will be able to continue with the rest of the application.

The Online Application for Ministry consists of twelve sections. Complete each section, being as honest and concise as possible.

It is strongly suggested that you prepare your answers in a Word document and then copy and paste the answers into Notepad (or a similar program). Then copy and paste from Notepad into the application. This will ensure that you have a copy on your computer in the event the information does not save properly on the called2serve site and you don't lose your answers. (This is especially important on the Doctrinal Questionnaire because the answers are long and often times complex.)

Please remember to save your answers on each section of the application every 30 minutes or your answers will be lost.

1. Personal Information
2. Education and Achievements
3. Christian Experience
4. Work Experience
5. Christian Service
6. Service with The Alliance
7. Lifestyle
8. Background Disclosure
9. Character References

You will be asked to provide 5 **different** character references. If listing your current employer as a reference is problematic, feel free to list someone else who has observed your work ethic. You are encouraged to send the references out as soon as possible so this does not hold up the application process.

## 10. Statement of Faith

## 11. Doctrinal Questionnaire

Be sure to use scripture in your answers. You may look online at the C&MA Statement of Faith and other documents at: <http://www.cmalliance.org/about/beliefs/>. Another place you might want to check for some background help is in the C&MA Manual (especially section H). Here is the link to the manual: <http://www.cmalliance.org/resources/publications/>

We are looking for short and concise answers, with Biblical support. As you work on this section make sure you are learning what you are writing down, since the theological portion of your interview will focus on these questions.

## 12. Biographical Inventory

### Other items to complete application:

#### 1. Bible Knowledge Exam

You must complete the Bible Knowledge Exam (50 questions) with a passing grade of at least 80% prior to your interview with the Licensing, Ordination and Consecration Council (LO&CC). You will find the link for the exam at the application site

#### 2. College Transcripts

Please request transcripts be

- mailed to: MidAmerica District, 1301 S 119th St, Omaha, NE 68144 **OR**
- emailed to: [kathy@madcma.org](mailto:kathy@madcma.org)

#### 3. Criminal and Credit Background Check

A release form and information related to this process will be sent to you from the MidAmerica District.

#### 4. Agreement for Ministry

This form is completed at the application site and signed digitally.

#### 5. Divorce Appeal

Applicants for ministry in The Alliance who have been divorced and remarried or who married a divorced person need to file a divorce appeal as required by the General Council of The C&MA. The necessary forms are to be downloaded from the application site, completed, and sent to: MidAmerica District, 1301 S 119th St, Omaha, NE 68144.

#### 6. When your application is complete, please click on "Submit Application."

#### 7. When your test and application are complete, you will be scheduled for an interview with the License, Ordination and Consecration Council. If you are married, your spouse is expected attend the interview with you.

If you have questions or need assistance, call the **MidAmerica District Office (402-330-1888)** or **email the office ([midamerica@madcma.org](mailto:midamerica@madcma.org))**. We are looking forward to getting to know you and would be happy to help in any way we can!

## Preparing for an Alliance Accreditation Interview

### Introduction of the Accreditation Interview

In the accreditation interview, we want to get to know you and gain a sense of your readiness for ministry generally and in the C&MA specifically. While you have already completed the Application for Alliance Ministry and have given us your written responses to these matters, we want to hear some of it from you personally. If you are married, we want your spouse to be present with you. He/she will not be asked any doctrinal questions, but we want to get to know him/her as well - especially in terms of their relationship with God and their call to ministry.

The interview is a time where we will celebrate what God is doing in your life and confirm the direction where you feel He is leading. This is not a pass or fail job interview. Rather, it is one more step in the developmental process of following God's leading. We want to insure that the C&MA is a good fit for you and that we are helping you to move in the right direction for ministry. We do not take our responsibility lightly, but prayerfully depend on the Holy Spirit of God. The interview team will consist of several Alliance pastors and leaders who serve under the authority of a District Licensing Committee.

The two-hour interview will be focused on discovering, celebrating, affirming, and challenging you in the five core areas of an Alliance worker: Christ-Centered Character, Empowered Ministry, Leadership Excellence, Healthy Living, and Biblical Foundation. We will uphold the Alliance standards of credentialing as found in Section E-3 of *The C&MA Manual* while confirming and recommending the next steps in your journey of spiritual leadership.

### Alliance Standards of Credentialing

Taken from the *Manual of the Christian and Missionary Alliance*, Section E-3-1:

*It was He who gave some to be apostles, some to be prophets, some to be evangelists, and some to be pastors and teachers, to prepare God's people for works of service, so that the body of Christ may be built up . . . (Ephesians 4:11,12). No one takes this honor upon himself; he must be called by God, just as Aaron was (Hebrews 5:4).*

*Persons appointed to Christian ministry are regarded with honor and respect by the Church. They must know God has called them to serve Him and has equipped them with appropriate gifts. Their calling and gifting must be affirmed by the Church. Their lifestyle and values must demonstrate the reality of their commitment to the Lord and to His Word.*

Those who are seeking credentialing with The Alliance must:

1. Articulate a specific divine call to serve God in vocational Christian ministry.
2. Evidence a godly and exemplary lifestyle as prescribed in 1 Timothy 3:1–7.
3. Display a growing walk with God by developing the disciplines of prayer, worship, personal devotions, and the application of the Word to daily life and committing to lifelong learning.

4. Demonstrate a passion for the lost in personal life and an ability to train others to reach the lost.
5. Reflect a working knowledge of the Bible, biblical theology, hermeneutical principles, and Great Commission ministry.
6. Understand and commit to the mission, vision, and distinctives of the C&MA and submit to constituted authority as defined by the Board of Directors of the C&MA.

### The Five Core Areas of an Alliance Worker

We have recognized five core areas that are foundational for effective ministry: Christ-Centered Character, Empowered Ministry, Leadership Excellence, Healthy Living, and Biblical Foundation. The interview team will be asking questions to clarify and discern how established these areas are in your life and ministry.

We have included an inventory sheet of the Five Core Areas of an Alliance Worker that you can use to evaluate yourself prior to the interview along with some sample questions for the interview. This is to give you a general understanding of what type of questions we will be asking. It may be that not all of these questions will be asked, and others that are not listed may be asked.

### What to Expect in the Interview

First, every interview is different and unfortunately there is no way to predict how the interview will go. With that in mind, our recommendation is to be as prepared as you can be prior to the interview. Reviewing your Application for Alliance Ministry, studying your Doctrinal Questionnaire, memorizing key Bible passages, looking over the sample questions, and taking the Five Core Inventory will give you a great start for the interview. We recommend that you also review the Alliance Web site, [www.cmalliance.org](http://www.cmalliance.org), especially the “About Us” pages. These pages talk about our history, core values, and distinctives.

Each interview will start by asking you to share your personal story and then proceed through each of the core areas. If you are unclear on any question, just ask us to clarify or rephrase the question. Please answer the personal questions with honesty and transparency. For the doctrinal questions, be prepared to respond with a description of the doctrine and scriptures to support the doctrine. Keep your responses brief and to the point. When citing scriptural support, simply give the interviewers the scripture reference and refer to its content. You are able to have your Bible with you, so feel free to use it.

When the interview is concluded, you will be asked to step out of the room while the team shares notes and determines its' recommendation. When you return, the interview team will share with you their observations of strengths and areas of growth in your life and ministry. Their assessment is based on the material you provided in the application, your references, and the interview. They will also provide their official recommendations as to the next steps in Alliance ministry. Here are the following recommendations they may choose:

- **Accredited:** We are accrediting this candidate and recommend placement in Alliance ministry as a licensed official worker. The candidate shows evidence of a godly and exemplary lifestyle as prescribed by 1 Timothy 3:1-7, a specific call to serve God in vocational Christian ministry,

a growing walk with God, and alignment with the values and vision of The C&MA. The candidate is encouraged to pursue ongoing development, noting the suggestions for growth and next steps outline in this summary.

- **Conditionally Accredited:** We are conditionally accrediting this candidate and recommend placement in Alliance ministry as a licensed official worker **after** adequate steps are taken to address the matters outlined in the interview summary. For the well-being of the candidate, his or her family, and future ministry, we believe it is crucial that these matters receive the needed attention prior to deeper engagement in vocational ministry.
- **Not Yet Accredited:** We are not able to accredit the candidate at this time. We see ministry potential; however, further development is needed prior to moving forward with accreditation. For the well-being of the candidate, his or her family, and future ministry, the candidate must adequately address the matters outlined in this summary and then be reassessed. This reassessment will include another accreditation interview.
- **Ministry Apprenticeship Certification:** We affirm the candidate's journey toward Alliance ministry, and recommend he or she serve as a Ministry Apprentice to confirm God's call and gifting for vocational ministry. The Ministry Apprentice serves in the church under the guidance of experienced, licensed official workers for no more than two years.
- **Redirected:** This candidate is not recommended for vocational Alliance ministry. We see that the candidate has strengths that can advance God's kingdom and encourage the candidate to explore those opportunities.

### Preparation for the Interview

1. Review your Application for Alliance Ministry and be familiar with your answers.
2. Read through the Alliance Web site, especially [www.cmalliance.org/about/beliefs/](http://www.cmalliance.org/about/beliefs/). There you will get more depth on the Alliance Core Values, history, and some of the theological distinctives.
3. Take the "Inventory of the Characteristics for the Five Core Areas of an Alliance Worker." After some reflection, prayerfully consider and honestly assess where you sense you currently are in the development of each of the characteristics mentioned in this inventory. Please use the following criteria as the basis of your evaluation:
  - **Excels** - You feel you are doing extremely well and show exceptional evidence of this characteristic in your life and ministry.
  - **Solid** - You see consistent evidence of this characteristic in your life and ministry. You are confident this attribute is secure and will continue very naturally in your life.
  - **Growing** - This characteristic is important to you and you have been intentional in its development and are committed to seeing continual progress.
  - **Needs Development** - While there may be some signs of this characteristic in your life, it is obvious that you need to be more intentional to improve in this area.
  - **Not Observed** - You doubt anyone would be able to see any evidence of this characteristic in your life at this time. You really need to focus on growth in this characteristic of your life and ministry.
4. Review the sample questions and study your Doctrinal Questionnaire and the key Bible verses.

## Inventory of the Characteristics for the Five Core Areas of an Alliance Worker

### Christ-Centered Character

Formation: I show evidence of being filled with the Holy Spirit and exhibit evidence of an ever-deepening walk with God. I maintain regular and meaningful devotional patterns, spiritual disciplines, including a growing and consistent prayer life.

Excels  Solid  Growing  Needs Development  Not Observed

Integrity: I show evidence of a Godly and exemplary lifestyle as prescribed in 1 Timothy 3:1–7. I pursue and practice personal holiness, integrity, and moral purity.

Excels  Solid  Growing  Needs Development  Not Observed

Stewardship: I use my resources (time, money, and relationships) wisely.

Excels  Solid  Growing  Needs Development  Not Observed

### Empowered Ministry

Calling: There is evidence of me being called by God into vocational ministry and others in the church are also confirming my calling.

Excels  Solid  Growing  Needs Development  Not Observed

Gifts: I understand and use my gifts, talents, and passions for the advancement of the Kingdom.

Excels  Solid  Growing  Needs Development  Not Observed

Discipleship: I can articulate, demonstrate, and mobilize others in a Christ-centered, discipling philosophy of ministry within the church.

Excels  Solid  Growing  Needs Development  Not Observed

Missional: There is evidence of me being engaged in the global mission of the church. I am interceding and building relationships with un-churched people and am comfortable and active in sharing the gospel with those who are searching for faith.

Excels  Solid  Growing  Needs Development  Not Observed

### Spiritual Leadership

Team: I have learned to put the interests of the team above my own personal interests and strive to contribute beyond the boundaries of my role. I am proactive in dealing with conflict in a constructive manner that leads toward reconciliation.

Excels  Solid  Growing  Needs Development  Not Observed

Effectiveness: I can demonstrate effective strategies for decision making. I practice effective organizational, communication, and mobilization skills.

Excels  Solid  Growing  Needs Development  Not Observed

Attitude: I demonstrate flexibility and the ability to manage stress and anxiety well. I respond well to authority and value positive, constructive feedback.

Excels  Solid  Growing  Needs Development  Not Observed

### Healthy Living

Physical Health: I maintain physical health by good habits in nutrition, physical fitness, and rest.

Excels  Solid  Growing  Needs Development  Not Observed

Emotional Health: I have appropriately processed past traumatic/abusive experiences and show appropriate emotional health. I am aware how my emotions affect others around me, and I manage them appropriately.

Excels  Solid  Growing  Needs Development  Not Observed

Relational Health: I relate well with others and maintain a positive and realistic outlook on life.

Excels  Solid  Growing  Needs Development  Not Observed

Marriage/Family Health: I have a strong marriage, proven parenting skills, and a family that is committed to a ministry lifestyle.  Excels  Solid  Growing  Needs Development  Not Observed

### Biblical Foundation and Alliance Alignment

Scriptural Knowledge: I demonstrate a good working knowledge of the Bible.

Excels  Solid  Growing  Needs Development  Not Observed

Theological Understanding: I can clearly articulate an integrated theological understanding of the "Statement of Faith of the C&MA." I am able to communicate the Word with spiritual authority.

Excels  Solid  Growing  Needs Development  Not Observed

Alliance Alignment: I understand and embrace the Fourfold Gospel of the Alliance, am willing to submit to constituted authority, and am committed to living out the Core Values of the C&MA. (For Alliance Core Values, go to [www.cmalliance.org](http://www.cmalliance.org)).

Excels  Solid  Growing  Needs Development  Not Observed

## Core Characteristics of an Alliance Worker

**Christ-Centered Character** - *Candidates show they have an ever-deepening walk with God that reveals itself as a godly lifestyle as described in 1 Timothy 3:1–7. They are wise stewards of their resources.*

**Formation:** The candidate shows evidence of being filled with the Holy Spirit and exhibits evidence of an ever-deepening walk with God. The candidate maintains regular and meaningful devotional patterns and spiritual disciplines, including a growing and consistent prayer life.

**Integrity:** The candidate shows evidence of a godly and exemplary lifestyle as prescribed in 1 Timothy 3:1–7. The candidate pursues and practices personal holiness, integrity, and moral purity.

**Stewardship:** It appears the candidate uses his/her resources (time, money, and relationships) wisely.

**Empowered Ministry** - *Discovering and confirming the candidate's gifting and calling leads to effective ministry where lives are transformed, communities are changed, and the world is impacted.*

**Calling:** The candidate shows evidence of being called by God into vocational ministry and others in the church are also confirming their calling.

**Gifting:** The candidate understands and uses his/her gifts, talents, and passions for the advancement of the Kingdom.

**Discipleship:** The candidate can articulate, demonstrate, and mobilize others in a Christ-centered, discipling philosophy of ministry in the church.

**Missional:** The candidate shows evidence of being engaged in the global mission of the church. They are interceding and building relationships with un-churched people and seem comfortable, and active in sharing the gospel with those who are searching for faith.

**Spiritual Leadership** - *Leading with excellence requires candidates to serve their team through sacrifice, effective decision making, organization, and empowering others. They manage stress and anxiety well and resolve conflict in a manner that leads toward reconciliation.*

**Team:** The candidate has learned to put the interests of the team above their personal interests and strives to contribute beyond the boundaries of their role. They are proactive in dealing with conflict in a constructive manner that leads toward reconciliation.

**Effectiveness:** The candidate demonstrates effective strategies for decision making. He/she practices effective organizational, communication, and mobilization skills.

**Attitude:** The candidate demonstrates flexibility and the ability to manage stress and anxiety well. He/she responds well to authority and values positive, constructive feedback.

**Healthy Living** - *Candidates maintain a healthy, balanced life. They appropriately process past pains and losses. They have a positive and realistic outlook on life and are aware how their emotions affect others. They have a strong marriage, proven parenting skills, and a family committed to a ministry lifestyle.*

**Physical Health:** The candidate maintains physical health as demonstrated by good habits in nutrition, physical fitness, and rest.

**Emotional Health:** The candidate appears to have appropriately processed past traumatic/abusive experiences, and exhibits appropriate emotional health. He/she shows awareness of how their emotions affect others around him/her.

**Relational Health:** The candidate relates well to others and maintains a positive and realistic outlook on life.

**Marriage/Family Health:** The candidate appears to have a strong marriage, proven parenting skills, and a family that is committed to a ministry lifestyle.

**Biblical Foundation and Alliance Alignment** - *Candidates demonstrate a working knowledge of the Bible and can articulate an integrated theology that is aligned with The Christian and Missionary Alliance. They are able to apply and communicate the Word of God with spiritual authority while living out the Core Values of the C&MA.*

**Scriptural Knowledge:** The candidate demonstrates a good working knowledge of the Bible.

**Theological Understanding:** The candidate can clearly articulate an integrated theological understanding of the “Statement of Faith of the C&MA.” The candidate is able to communicate the Word with spiritual authority.

**Alliance Alignment:** The candidate understands and embraces the Fourfold Gospel of The Alliance, is willing to submit to constituted authority, and is committed to living out the Core Values of the C&MA.

# Sample Questions for the Accreditation Interview

## Five Core Characteristics of an Alliance Worker

Welcome

*Introductions of the Interview Team and the Candidate*

### Testimony and Calling

- Please tell us the high points of your story in about 5–10 minutes, including your conversion and calling experiences.
- Why do you want to be accredited with The Christian and Missionary Alliance?
- Where do you see yourself in five years?

### Christ-Centered Character Formation – Integrity – Lifestyle – Stewardship

**Formation:** The candidate shows evidence of being filled with the Holy Spirit and exhibits evidence of an ever-deepening walk with God. The candidate maintains regular and meaningful devotional patterns, spiritual disciplines, including a growing and consistent prayer life.

- Describe your current walk with Christ. Please tell us how your life is changing to become more like Jesus.
- How would people around you describe your relationship with Jesus? What evidence would they give to show that your walk with God is growing deeper?
- What pressures has God allowed into your life, and how do you see God's purpose in these pressures?
- Describe your devotional patterns. How have they developed or changed over the past few years? What works best for you? How frequently? What passages? How long? Do you memorize Scripture? Do you journal?
- What Scriptures has God used in shaping your life?

**Integrity:** The candidate shows evidence of a godly and exemplary lifestyle as prescribed in 1 Timothy 3:1–7. They pursue and practice personal holiness, integrity, and moral purity.

- How would people, those in the church as well as the non-churched, describe your reputation?
- Can you tell us about times where you acted unwisely? What have you learned from those circumstances?
- What are the areas in your life where you struggle with self-control? Do you have a temper? Any addictive behaviors?
- In the last six months, have you had regular and intentional exposure to pornography in any form? Have you ever had a relationship, physical or emotional, that would be considered inappropriate or immoral?

- What are the main values that define your life, and how well have you adhered to those values in daily living?
- What is accountability? Is it important to you? Why? Describe how you practice accountability in your life and ministry.

**Lifestyle:** Lifestyle is, very simply, the way one lives. It is rooted in the beliefs, values, and attitudes the candidate holds, including their understanding of Christian faith. The questions below are designed to probe the way a candidate's understanding of biblical principles relate to his/her lifestyle choices. It may not be necessary to ask all of the questions. Each question is designed to elicit a response from which additional ones may be posed as necessary to clarify the candidate's position and practice.

- What are the most important passages of Scripture that guide your decisions regarding personal lifestyle choices? Give examples of how those biblical principles shape your personal way of life.
- Where do you see the greatest areas of conflict between a Christ-like life and socially accepted lifestyles?
- Both the Old and New Testaments assert that moral purity is a characteristic outcome of grace. How do you believe this ought to be expressed in your personal lifestyle choices?
- In Galatians 5:24, Paul declares, And those who belong to Christ Jesus have crucified the flesh with its passions and desires. How does that spiritual reality shape your daily choices? Give an example.
- Jesus said that love for God and love for our neighbors summed up the requirements of the Law. It is on that basis the apostle limits the expression of individual freedom to those things which are loving toward others; believers and unbelievers alike. How does this biblical admonition to consider others shape your decisions about lifestyle issues?
- In contrast to a culture that espouses unlimited personal freedom, God's Word says that self-control is one of the evidences of a Spirit-filled life. Explain how this fruit of the Spirit influences the choices you make concerning the consumption of alcohol, the recreational use of drugs, and other similar substances.
- The New Testament justifies the application of higher standards of conduct for those who occupy places of leadership within the Church (James 3:1). How does this admonition guide your conduct as a potential pastor/church leader?

**Stewardship:** It appears the candidate uses his/her resources (time, money, and relationships) wisely.

- Describe how you manage your time. Do you procrastinate? Has poor time management ever gotten you in trouble?
- How do you manage your money? Do you pay bills on time? Do you tithe? Do you have any debt? Describe any debt you have and your plan to become debt-free.
- What are your expectations in relationships? Are you able to maintain proper boundaries in those relationships?
- How do you contribute to the growth of those with whom you have a significant relationship?

**Empowered Ministry**  
**Calling – Gifting – Discipleship – Mission**

**Calling:** The candidate shows evidence they are being called by God into vocational ministry and others in the church are also confirming his/her calling.

- How would you describe the call of God on your life?
- How do you know that you belong in ministry?
- Have leaders in your church encouraged you to consider ministry?
- Is your family in support of this direction in your life?
- How has your training prepared you for effective ministry?
- Why choose a ministry in The Christian and Missionary Alliance?

**Gifting:** The candidate understands and use his/her gifts, talents, and passions for the advancement of the Kingdom.

- What activity in the church gives you great joy (preaching, teaching, leading, helping, etc.)?
- What talents have others observed in your life? What do you do well?
- What spiritual gifts would someone say you have?

**Discipleship:** The candidate can articulate, demonstrate, and mobilize others in a Christ-centered, discipling philosophy of ministry.

- Has someone ever actively discipled you? Are you currently discipling anyone?
- How would you lead a person from a new faith to maturity?
- What do you enjoy most about the church and what is the most difficult for you? Why?
- If we were to ask your partners in ministry what they appreciate about your ministry and what they would like to change, what would they say?

**Mission:** The candidate shows evidence of being engaged in the global mission of the church. He/she is interceding and building relationships with un-churched people and seems comfortable and active in sharing the gospel with those who are searching for faith.

- Do you make a practice of developing friendships with non-Christians? Give some examples.
- How do you best witness? When did you last witness to someone?
- Have you led anyone to Christ recently?
- What would you say if you were to present the gospel to someone? Give us a gospel presentation.
- How are you engaged in the global mission of the church? Give some examples. Do you contribute toward the Great Commission completion through the GCF?

## **Spiritual Leadership** **Team – Effectiveness - Attitude**

**Team:** The candidate has learned to put the interests of the team above their personal interests and strives to contribute beyond the boundaries of their role. He/she is proactive in dealing with conflict in a constructive manner that leads towards reconciliation.

- Can you describe a time where you worked on a team that did not go well? What happened and what did you learn about yourself?
- How do you work through conflict? Have you ever handled it poorly? Is there a time when you handled it correctly? Is your tendency to avoid conflict or to address it head on?
- When do you feel it is appropriate to confront others? What are the guidelines for such a confrontation?

**Effectiveness:** The candidate demonstrates effective strategies for decision making. He/she practices effective organizational, communication, and mobilization skills.

- How would you initiate a high priority activity? What parts or stages of project management do you enjoy the most? What are the least favorite aspects?
- Are you a person who is excited or hesitant about change?
- Are you known as a person who gets things done? If you fail in accomplishing a project, what would be the most likely reason? (Organization, wrong decisions, not able to communicate, lack of follow through, not able to get others involved?)
- What leadership roles have you fulfilled? Did anyone follow you? Are you one who is normally behind the scenes or out in front?
- Do you tend to do something yourself and make sure it is done correctly or do you take the risk of enlisting others to do what you might be able to do better?

**Attitude:** The candidate demonstrates flexibility and the ability to manage stress and anxiety well. He/she responds well to authority and values positive, constructive feedback.

- How have you managed situations that did not meet your expectations? If unexpected events or circumstances take place, how does that affect your stress level? Would others describe you as inflexible or flexible?
- What are the things in life and ministry that bring stress and anxiety in your life? When you are stressed, how does that show itself in your life?
- Have you ever worked with a leader you did not respect? How did you deal with that relationship?
- What expectations do you have when you've done something well? How do you handle praise? How do you handle criticism? Do you have a tendency to be defensive?
- How would you define success?

**Healthy Living**  
***Physical – Emotional – Relational - Marriage/Family***

**Physical Health:** The candidate maintains physical health as demonstrated by good habits in nutrition, physical fitness, and rest.

- How do you maintain good physical health? Why is this important to you?

**Emotional Health:** The candidate appears to have appropriately processed past traumatic/abusive experiences and exhibits appropriate emotional health. He/she shows awareness of how their emotions affect others around him/her.

- Has there ever been any abuse or painful experience in your life that might affect the way you serve?
- How have you handled hard times in your life in the past?
- Which attitudes, character traits or behavioral habits does God want to change in your life?
- Have you experienced a prolonged period of discouragement or depression?
- When do unmet expectations create disillusionment in what you're doing or a feeling of helplessness/lack of hope? How do you counteract feelings of discouragement or sadness?

**Relational Health:** The candidate relates well with others and maintains a positive and realistic outlook on life.

- What character traits in you potentially could create barriers between you and others?
- Would others describe you as a positive or a negative person? How has your outlook on life and ministry affected others around you?
- Which aspects of your life do you freely share with others?
- Would people describe you as approachable and hospitable? Are you a people person naturally, or is that something you work at?

**Marriage/Family Health:** The candidate appears to have and strong marriage, proven parenting skills, and a family that is committed to a ministry lifestyle.

- If married, how would you rate your marriage on a scale of 1-10? When has your marriage been stronger and why?
- What are the areas of your marriage that are most aligned with each other? What are the areas that are different? Where does the most conflict come from?
- If you could change anything about your spouse what would it be?
- How does everyone in the family feel about a ministry lifestyle?
- How would others describe your marriage relationship? If you have children, how would they describe your family? What positive and negative observations would they make?
- How would others describe how you manage your family? Would they say your children obey and respect you?

**Biblical Foundation and Alliance Alignment**  
**Scriptural Knowledge - Theological Understanding - Alliance Alignment**

**Scriptural Knowledge:** The candidate demonstrates a good working knowledge of the Bible.

This section is assessed through the online Bible Knowledge Exam. All candidates must have an 80% score to be credentialed.

**Theological Understanding:** The candidate can clearly articulate an integrated theological understanding of the “Statement of Faith of The Christian and Missionary Alliance.” He/she is able to communicate the Word of God with spiritual authority.

Review the Doctrinal Questionnaire and ask questions that relate to weaknesses that are revealed in their answers. Please keep in mind this is not ordination, so limit questions to those in the Doctrinal Questionnaire.

- God - Explain your understanding of “one God” and “existing eternally in three persons.”
- Jesus - What do you understand by “true God and true man” as applied to Jesus? And outline briefly your concept of Christ’s atonement for sin, indicating your understanding of His “substitutional sacrifice.”
- Holy Spirit - Describe the ministry of the Holy Spirit to the believer and to the unbeliever.
- Scripture - What do you understand the following to mean in reference to the authority of Scripture as expressed in the “Statement of Faith of the C&MA?” “Inerrant”, “verbally inspired,” “only rule,” “faith and practice.”
- Salvation - What do you understand by the following terms? “Salvation,” “repentance,” “believe,” “regeneration,” “justification.” Is there salvation without personal faith in Jesus Christ? What of those who have not heard the gospel?
- Sanctification - Describe your support of the C&MA position on sanctification (positional, experiential, crisis, progressive, total)? What do you understand by “filled with the Holy Spirit,” “sanctified wholly,” “separated from sin,” “fully dedicated.” What, in your opinion, are evidences of a sanctified life?
- Divine Healing - What is the scriptural basis for the position that physical healing is provided in the redemptive work of Christ? Do you believe divine healing is the privilege of the believer today?
- Church and Ordinances - Why is it important to establish local churches? What is the role of the church in the proclamation of the gospel and edification of the believer?
- Eschatology - What does the term “bodily resurrection” mean? In connection with the return of Christ, define the following terms: “premillennial,” “amillennial,” “postmillennial.” Which position do you accept and why?

**Alliance Alignment:** The candidate understands and embraces the Fourfold Gospel of The Alliance, is willing to submit to constituted authority, and is committed to living out the Core Values of the C&MA.

- Can you share Scriptures that are foundational to spiritual questions people ask you? Are these Scriptures a part of your life?
- What Scriptures have made the greatest impact on your life?
- Describe the Fourfold Gospel of The Alliance.

- Which of the theological emphases or distinctives of the C&MA are you most enthused about?
- What is the mission/values/passion of the C&MA? How do they express themselves in your life and ministry?
- Describe your understanding of “constituted authority” and how that would apply to you.
- Simply explain your understanding of the governance and polity of The Alliance.

## **Alliance Polity Course**

### **Significance of Alliance Polity**

To explore what it means to be a part of The Alliance family as lived out in the MidAmerica District.

### **Who needs Alliance Polity?**

The Alliance requires that all licensed workers complete a course in Alliance Polity and Distinctives.

Candidates who are completing the application or those newly licensed in The Alliance should make every effort to take the course when it is offered. A worker must complete the course within the first 12 months of licensed ministry to continue as a licensed worker.

### **Venues for taking Alliance Polity**

1. The MidAmerica District offers a 2-day seminar twice a year on both sides of the district (in Colorado and in the Omaha area). This is an intensive study with a follow-up homework assignment to be completed after the seminar.
2. Alliance Polity is offered at C&MA colleges.
3. Alliance Polity is included in the Ministerial Study Program, an online program for obtaining the 30 hours of Bible education through The Alliance.
4. Alliance Polity can be taken online.

Contact the District Office for more information on registering for Alliance Polity.

## For Those Previously Licensed in another Denomination

Persons seeking ministry in the C&MA who have been previously licensed and/or ordained or consecrated by another recognized Christian denomination or by an independent or non-denominational church body, must fulfill the general and academic requirements for licensing as an official worker. They may apply to serve with the C&MA as follows:

- Submit a completed Application for Alliance Ministry, including a doctrinal questionnaire to the district superintendent of the district in which they seek to serve.
- Provide a copy of their service history and ordination/consecration certificate from the ordaining body.
- Commit to the mission, vision, core values and distinctives of the C&MA and indicate their willingness to submit to constituted authority as defined by the Board of Directors of the C&MA.
- Secure approval of the Licensing Ordination and Consecration Council (LO&CC) through an assessment interview to determine suitability for their intended ministry role and their understanding and agreement with the doctrinal distinctives, history, and polity of the C&MA.
- Complete a course in Alliance Polity and Distinctives. The LO&CC may require additional readings or papers at its discretion.

Everyone who transfers to Alliance ministry from another denomination is required to attend Resonate, a seminar hosted by the National Office for new workers. The seminar is usually held in August of each year in Colorado Springs.

The LO&CC shall determine if an applicant who has been ordained by another recognized body meets qualifications for ordination/consecration in the C&MA by means of an oral examination. If so, the LO&CC may sustain the actions of the former body to ordain/consecrate the individual and issue an appropriate certificate indicating that the ordination/consecration has been sustained by the C&MA.

Individuals who have not been previously ordained or consecrated may be issued a provisional official worker license as they pursue ordination/consecration or the church ministry worker license.

