



**MIDAMERICA DISTRICT  
OF THE C&MA**

**Application and Accreditation Handbook**

**Revised January 2022**



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## MIDAMERICA DISTRICT

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*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



You have received this Accreditation Handbook because you have expressed interest in completing the accreditation application for ministry with The Christian and Missionary Alliance. We look forward to working with you as you explore opportunities for ministry.

Your preliminary application has been approved and the full application has been opened for you in the Called2Serve Application System.

## **Proceed as follows:**

1. Visit [www.called2serve.org](http://www.called2serve.org) and click on “Next Steps” to access the application.
2. Click on Log In, using the credentials you set up when completing the Preliminary Next Steps form.
3. After logging in, you should now see the Called2Serve Application under “All Applications” has been reopened to you and you will see 13 new tasks assigned to you.

The on-line Accreditation Application for Alliance Ministry consists of 13 separate tasks. Each task is required as part of the application and must be complete before you are able to submit your application. Complete each section being as honest and concise as possible. The Application does not need to be completed in one sitting and can be saved and re-accessed as much as you need to in order to complete it.

## **Application Tasks:**

- *Release of Records*
- *Personal Information*
- *Competently Skilled* –This section requires you to upload your current resume as well as any college transcripts that you have. The Alliance requires 30 credits in Bible, Theology or Missions and that at least 18 of them must be Bible credits. Note: completing Bible hours after accreditation may be an option.
- *Spirit Dependent* –This section looks deeper at your spiritual development in your relationship with Christ by providing personal examples in each of the Core Characteristics of an Alliance Leader.
- *Kingdom Minded* –This section asks specific questions related to your ministry including evangelism, spiritual gifts and the local church.
- *Self-Disciplined* – As you think through this section, questions are asked about addictive behaviors. You are encouraged to be honest as the goal of accreditation is to help build your ministry readiness.
- *Self-Aware* –This section offers you the chance to reflect on yourself and your life—personality assessments, your relationships with parents, spouse and others, as well as personal development and goals.

- ***Biblically Grounded*** – This is the doctrinal questionnaire. In this portion, be sure to use Scripture in your answers. You may look on-line at the C&MA Statement of Faith and other documents. Links to these resources are available on your application by clicking on Pages in your application and selecting Resources. We are looking for short and concise answers. 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.
- ***Background Disclosure***
- ***Statement of Faith***
- ***4 Additional Character References*** – You will be asked to provide 5 different character references. Your first reference was your Pastor from the preliminary next steps form, so 4 references remain here. You are encouraged to send out references as soon as possible so this does not hold up the application process.
- ***Bible Knowledge Exam*** – You must complete this 50 question, 25 minute exam with a passing grade of at least 80% prior to the interview. Enrollment in the exam occurs on the application with a \$25 exam fee; then further instructions on how to access and take the exam will be emailed to you after enrollment.

When your application is complete, please click on *submit*. Your completed application will be received by the MidAmerica District Office and you will be contacted for next steps.

**Questions?** Call the District Office (402-330-1888) or email Kathy Herbranson (kathy@madcma.org)

## Preparing for an Alliance 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 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.

A coach will be assigned to help you prepare for the interview. Your coach will also attend the interview with you.

The interview is a time when we will celebrate what God is doing in your life and explore 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 the district licensing committee.

The two-hour interview will be focused on discovering, celebrating, affirming, and challenging you in the Core Characteristics of an Alliance Worker: Kingdom-Minded, Biblically Grounded, Spirit-Dependent, Competently Skilled, Self-Aware, and Self-Disciplined. 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. Complete or be in the process of completing 30 credit hours of Bible and theology.
7. 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.
8. Display evidence of the Core Characteristics of an Alliance Worker.
9. Participate in the worldwide work of The Alliance by contributing financially to the support of Alliance ministries and attending an Alliance church or ministry.

### **Core Characteristics of an Alliance Worker**

Diverse leaders from The Alliance family have recognized six Core Characteristics of an Alliance Worker that are foundational for effective ministry: Kingdom-Minded, Biblically Grounded, Spirit-Dependent, Competently Skilled, Self-Aware, and Self-Disciplined. 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/self check sheet (pages 9-11) of these characteristics that you can use to evaluate yourself or give to your coach to help assess these areas in your life prior to the interview. This is to give you a general understanding of what topics will be addressed in the interview. Note the definitions of the characteristics on page 8.

### **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 inventory/self-check of the Core Characteristics of an Alliance Worker will give you a great start for the interview. We recommend that you also review the Alliance Web site, <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. The theological understanding questions will be woven throughout the interview under each core characteristic of an Alliance worker (see sample questions on pages 12-14). Be prepared to provide Scriptural support for your answers, keeping responses brief. Bring your Bible and 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.

## Suggested Steps to Prepare for the Interview

1. Set up at time to meet with your assigned coach.
2. Review your Application for Alliance Ministry and be familiar with your answers.
3. Read through the Alliance Web site, especially <http://www.cmalliance.org/about/beliefs/>. There you will get more depth on the Alliance Core Values, history, and some of the theological distinctives.
4. Take the Self Check for Core Characteristics 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 Practicing** - 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.
5. Review the sample questions and study your Doctrinal Questionnaire and the key Bible verses.

## Core Characteristics of an Alliance Worker

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**Kingdom-Minded** - An Alliance worker represents Jesus well by being invested in the local and global church community for the sake of demonstrating God's eternal and coming Kingdom.

- An ability to articulate a salvation story.
- Submission to believer's baptism in a local church.
- Active membership in a local church.
- Active service in the local church.
- A demonstrated ability to lead others to Christ.
- The active practice of Biblical stewardship including tithing and responsible debt management.
- An ability to work with people who are different than you.
- Sacrificial living for the sake of others.

**Biblically Grounded** - The Alliance worker is engaged in the process of learning, understanding, and applying truth and information through the lens of a biblical worldview in order to gain a greater leadership effectiveness.

- The conviction that the Bible is God's inerrant Word.
- An ability to articulate the core tenants of the historic Christian faith.
- The display of basic biblical literacy.
- An ability to articulate the unique theological distinctives of the C&MA.
- An ability to articulate a basic understanding of ministry calling and ministry offices (Eph. 5).
- A demonstrated ability to read and adapt to specific cultures in order to effectively minister the Gospel of Jesus Christ.

**Spirit-Dependent** - An Alliance worker is engaged in the process of being conformed to the image of Christ through the power of and absolute dependency on the Holy Spirit for the sake of others.

- The practice of the spiritual disciplines.
- The ability to articulate a moment of spiritual crisis and resolution
- The ability to hear, understand, and obey the voice of the Holy Spirit.
- A growing demonstration of Christ-like Character.
- The ability to live in the power of the Holy Spirit.
- The active display of humility.

**Competently Skilled** - An Alliance worker has and is constantly developing a holistic set of skills that will catalyze a lifetime of leadership.

- A growing proficiency in basic pastoral skills (preaching, shepherding, etc.)
- A growing proficiency in organizational leadership skills (budgeting, strategy planning, change management, etc.)
- A growing proficiency in basic ministry skills (evangelism, discipling, etc.)
- A growing proficiency in the soft skills of people management (conflict resolution, communication, etc.)

**Self-Aware** - An Alliance worker is regularly seeking to grow in the understanding of self, their motivations, the impact of their past, and their natural abilities and liabilities in order to display a God-honoring life and engage in God-honoring ministry.

- An ability to articulate one's spiritual gifts and their implementation for ministry.
- The increasing ability to understand and appropriately manage one's personality, motivations, and leadership style.
- A growing understanding of emotional intelligence.
- The ability to articulate one's personal life journey and its impact on one's current journey.
- An ability to demonstrate how one's identity is found in Christ.
- A growing awareness of one's blind spots.
- An ability to discuss the importance and role calling plays in ministry leadership.
- An ability to develop and understand the place of vision and values in ministry leadership.

**Self-Disciplined** - An Alliance worker displays Kingdom-oriented rhythms which lead to greater Kingdom awareness, receptivity, and productivity.

- A healthy work/life balance.
- Emotional well-being (the ability to grieve/celebrate/and have fun).
- The demonstration of biblically healthy personal relationships (marriage/single).
- The demonstration of covenant relationships (accountability).
- An appreciation for physical and mental health.
- The demonstration of a willingness to pursue personal restoration when necessary.

## Self-Check for Core Characteristics of an Alliance Worker

Please score yourself on each of the following characteristics.

### Kingdom-Minded

*An Alliance worker represents Jesus well by being invested in the local and global church community for the sake of demonstrating God's eternal and coming Kingdom.*

I attend a local Alliance church and I am involved on a weekly basis.

|       |       |         |                   |                |
|-------|-------|---------|-------------------|----------------|
| Excel | Solid | Growing | Needs Development | Not Practicing |
|-------|-------|---------|-------------------|----------------|

I can articulate my salvation story and can also share the Gospel with others.

|       |       |         |                   |                |
|-------|-------|---------|-------------------|----------------|
| Excel | Solid | Growing | Needs Development | Not Practicing |
|-------|-------|---------|-------------------|----------------|

I practice biblical stewardship regarding tithing, debt reduction, time, and talents.

|       |       |         |                   |                |
|-------|-------|---------|-------------------|----------------|
| Excel | Solid | Growing | Needs Development | Not Practicing |
|-------|-------|---------|-------------------|----------------|

I can work with people who are different than me.

|       |       |         |                   |                |
|-------|-------|---------|-------------------|----------------|
| Excel | Solid | Growing | Needs Development | Not Practicing |
|-------|-------|---------|-------------------|----------------|

I can live sacrificially for the sake of others.

|       |       |         |                   |                |
|-------|-------|---------|-------------------|----------------|
| Excel | Solid | Growing | Needs Development | Not Practicing |
|-------|-------|---------|-------------------|----------------|

### Biblically Grounded

*The Alliance worker is engaged in the process of learning, understanding, and applying truth and information through the lens of a biblical worldview in order to love Jesus and be more like him as we lead.*

I hold to the conviction that the Bible is God's inerrant Word and I have good biblical literacy.

|       |       |         |                   |                |
|-------|-------|---------|-------------------|----------------|
| Excel | Solid | Growing | Needs Development | Not Practicing |
|-------|-------|---------|-------------------|----------------|

I have an ability to articulate the unique theological distinctives of the C&MA

|       |       |         |                   |                |
|-------|-------|---------|-------------------|----------------|
| Excel | Solid | Growing | Needs Development | Not Practicing |
|-------|-------|---------|-------------------|----------------|

I have an ability to articulate a basic understanding of ministry calling and ministry offices (Ephesians 4).

|       |       |         |                   |                |
|-------|-------|---------|-------------------|----------------|
| Excel | Solid | Growing | Needs Development | Not Practicing |
|-------|-------|---------|-------------------|----------------|

I demonstrate an ability to read and adapt to specific cultures in order to effectively minister the Gospel of Jesus Christ.

|       |       |         |                   |                |
|-------|-------|---------|-------------------|----------------|
| Excel | Solid | Growing | Needs Development | Not Practicing |
|-------|-------|---------|-------------------|----------------|

### **Spirit-Dependent**

*An Alliance worker is engaged in the process of being conformed to the image of Christ for the sake of others through the power of and absolute dependency on the Holy Spirit.*

I have had a time (or times) in my life where I surrendered to the filling and guidance of the Holy Spirit

Excel      Solid      Growing      Needs Development      Not Practicing

I am free from any addictions and have been for at least six months.

Excel      Solid      Growing      Needs Development

I practice spiritual disciplines consistently.

Excel      Solid      Growing      Needs Development      Not Practicing

I hear, understand, and obey the voice of the Holy Spirit and am empowered by Him.

Excel      Solid      Growing      Needs Development      Not Practicing

Others would note that I display humility and Christ-like character.

Excel      Solid      Growing      Needs Development      Not Practicing

### **Competently Skilled**

*An Alliance worker has and is constantly developing a holistic set of skills that will catalyze a lifetime of leadership.*

I have growing proficiency in basic pastoral skills (preaching, shepherding, etc.)

Excel      Solid      Growing      Needs Development      Not Practicing

I have a growing proficiency in organizational leadership skills (budgeting, strategy planning, change management, etc.)

Excel      Solid      Growing      Needs Development      Not Practicing

I have a growing proficiency in basic ministry skills (evangelism, disciple making, etc.)

Excel      Solid      Growing      Needs Development      Not Practicing

I have a growing proficiency in the soft skills of people management (conflict resolution, communication, etc.)

Excel      Solid      Growing      Needs Development      Not Practicing

### **Self-Aware**

*An Alliance worker is regularly seeking to grow in the understanding of self, their motivations, the impact of their past, and their natural abilities and liabilities in order to display a God-honoring life and engage in God-honoring ministry.*

I know and can explain how my identity is found in Christ.

Excel      Solid      Growing      Needs Development      Not Practicing

I know what my spiritual gifts are and how they are used in ministry for God's Kingdom.

Excel      Solid      Growing      Needs Development      Not Practicing

I am aware of my personality, motivations, and leadership style and am working on my blind spots.

Excel      Solid      Growing      Needs Development      Not Practicing

I can explain my calling and journey into ministry and understand their importance.

Excel      Solid      Growing      Needs Development      Not Practicing

I can develop vision and values statements as a leader in ministry.

Excel      Solid      Growing      Needs Development      Not Practicing

### **Self-Disciplined**

*An Alliance worker displays Kingdom-oriented rhythms which lead to greater Kingdom awareness, receptivity, and productivity.*

I am practicing physical and mental health.

Excel      Solid      Growing      Needs Development      Not Practicing

Others would say I have a healthy life/home and work balance

Excel      Solid      Growing      Needs Development      Not Practicing

I am emotionally healthy and show signs of this health.

Excel      Solid      Growing      Needs Development      Not Practicing

I have healthy biblical relationships (marriage/single.)

Excel      Solid      Growing      Needs Development      Not Practicing

I live in accountable relationships.

Excel      Solid      Growing      Needs Development      Not Practicing

I demonstrate a willingness to pursue personal restoration and peace keeping when necessary

Excel      Solid      Growing      Needs Development      Not Practicing

## Questions for The Alliance Accreditation Interview

### Personal Story

1. Please tell us three highlights of your spiritual journey in about 5-10 minutes including your crisis experience (surrender to the Holy Spirit) and calling experience.
2. Why do you want to be accredited with The Christian & Missionary Alliance?
3. Where do you see yourself in five years?

### Kingdom Minded

An Alliance worker represents Jesus well by being invested in the local and global church community for the sake of demonstrating God's eternal and coming Kingdom.

#### **Kingdom Mindedness is demonstrated through:**

- An ability to articulate the salvation story
- Submission to believer's baptism in a local church
- Active membership in a local church
- Active service in the local church
- A demonstrated ability to lead others to Christ
- The active practice of biblical stewardship including tithing and responsible debt management
- An ability to work with people who are different than you
- Sacrificial living for the sake of others
- A demonstrated commitment to completing Christ's Great Commission

#### **Questions to ask:**

1. How have you shared the gospel with someone recently?
2. Who is one person you are investing in right now for the Kingdom?
3. What are you doing to make sure that you are regularly rubbing elbows with those who don't know Christ?
4. Tell me about 1 person that you are regularly discipling either formally or informally.
5. If everyone gave to the GCF and tithed to their local church as you do, how would that look?
6. How does your ministry/service mirror that of Jesus' ministry?
7. Describe your understanding of how global missions is a part of the local church's DNA.
8. **Theological Understanding: Salvation** – You have befriended someone and now he wants to understand how to become a child of God. What would you tell him? What is the gospel? What words would you use to explain how to become a part of God's family? Are there other ways to heaven apart from through Jesus? Why or why not? What key Bible passages state this truth? How has Christ's death, burial, and resurrection enabled us to move from the kingdom of darkness into the Kingdom of light? What blessings does this bring?
9. **Theological Understanding: Jesus** - Most Christological heresies deny either the deity or humanity of Jesus. Where in Scripture do we see evidence of both Jesus as fully man and fully God? How does this affect your faith or spiritual walk? Why is substitutionary atonement at the very heart of what Christ accomplished in His death on the cross and how does it impact your life and ministry? How can we move from death to life by His work on the cross? Why is the resurrection pivotal for our faith? What are three proofs of Christ's resurrection? Give three names given to Jesus in the New Testament and why they are important for you and those you disciple?

## Biblically Grounded

The Alliance Worker is engaged in the process of learning, understanding, and applying truth and information through the lens of a biblical worldview in order to gain a greater leadership effectiveness.

### Biblical Grounding is demonstrated through:

- The conviction that the Bible is God's inerrant Word
- An ability to articulate the core tenants of the historic Christian faith
- The display of basic biblical literacy
- An ability to articulate the unique theological distinctives of the C&MA
- An ability to articulate a basic understanding of ministry calling and ministry offices (Eph 4)
- A demonstrated ability to read and adapt to specific cultures in order to effectively minister the gospel of Jesus Christ

### Questions to ask:

1. Think of a time when you had a conversation or experience and you connected that moment with a Scripture. What Scripture was it that came to mind and how did it apply to the situation?
2. What disciplines do you have in your life to help you stay connected to God in His Word?
3. What is one verse or passage that God has used in your life lately to help shape you as His follower?
4. What biblical principles shape your philosophy of ministry (how you do ministry)?
5. What is one biblical passage you stand on to give you direction and assurance?
6. Which of the theological emphases or distinctives of the C&MA are you most enthused about?
7. What is the mission, values, and passion of the C&MA? How do these express themselves in your life and ministry?
8. **Theological Understanding: Scripture** - Give three reasons why the statement on the Bible is important to the strength of The Christian and Missionary Alliance as a Christ-Centered, Acts 1:8, Family. Define your understanding of the doctrine of inerrancy and defend it from Scripture. How have you come to trust the inerrancy of Scripture? Why can you trust it as a complete revelation of God's will for the salvation of men and as a guide for your Christian faith? What role should Scripture play in your own life?
9. **Theological Understanding: Trinity** - Why is it important that we know and believe that God is infinitely perfect? How do we know this? Explain your understanding of "one God" and "existing eternally in three persons." How do you know that the Spirit and the Son are members of the Trinity? Does the Trinity play a vital role in your spiritual life? How? What does the Trinity model for us that we can put to practice in our own life and within the church?
10. **Theological Understanding: Eschatology** - What are your beliefs about Christ's second coming? How would you defend these views using Scripture? Why is Christ coming again? How does the realization of Christ's second coming impact how you live your life and do ministry?

## Spirit Dependent

An Alliance Worker is engaged in the process of being conformed to the image of Christ through the power of and absolute dependency on the Holy Spirit for the sake of others.

### **Spirit Dependency is demonstrated through:**

- The practice of the spiritual disciplines
- The ability to articulate a moment of spiritual crisis and resolution
- The ability to hear, understand, and obey the voice of the Holy Spirit
- A growing demonstration of Christ-like character
- The ability to live in the power of the Holy Spirit
- The active display of humility

### **Questions to ask:**

1. In the past, how have you experienced the Holy Spirit communicating with you?
2. How have you responded to the promptings of the Holy Spirit in the past?
3. Is there an area of your life where you are quenching the voice of the Spirit?
4. What practices most help you remain in a posture of surrender before the Lord where you can hear His voice and be open to what He wants to do in your life?
5. Tell us about a time when you have felt the Holy Spirit's filling in your life as you ministered to others.
6. Can you share one story of how God led you into a situation where He was at work and wanted you to be present to participate?
7. How does God convict you? Walk through His prompting and your reaction.
8. Describe your beliefs on healing and the crisis of sanctification.
9. **Theological Understanding: Holy Spirit** - How do we know that the Holy Spirit is a divine person? Give two Scriptures which describe the deeper life/sanctifying work the Holy Spirit does in the believer. What is His role in the unbeliever's life? What is your belief concerning the gifts of the Spirit being present in the church today? Where in your own life have you specifically seen the Holy Spirit guide, teach, or empower you?
10. **Theological Understanding: Sanctification** – Explain what a bodily resurrection is. Explain what the outcome is for the just and the unjust. As a part of your spiritual journey and following your salvation experience, can you describe a time when you came to the end of yourself and found the need to fully surrender everything to the Lord and to be filled with His Spirit? Is there a specific section of Scripture that helps you to understand and describe this experience? Tell us about your spiritual life and journey following the experience you've just described. What changes have you seen in your life that evidence the Spirit's fullness? How do you handle the struggle with the flesh/old man differently now? Is there a specific section of Scripture that helps you understand and describe this ongoing experience?

## Competently Skilled

An Alliance worker has and is constantly developing a holistic set of skills that will catalyze a lifetime of leadership.

Skill Competency is demonstrated through:

- A growing proficiency in basic pastoral skills (preaching, shepherding, etc.)
- A growing proficiency in organizational leadership skills (budgeting, strategy planning, change management, etc.)
- A growing proficiency in basic ministry skills (evangelism, disciple making, etc.)
- A growing proficiency in the soft skills of people management (conflict resolution, communication, etc.)

Questions to ask:

1. What area of ministry or life have others recognized and affirmed in you?
2. Can you be passionate about the three strategic themes of the Alliance of serving communities, multiplying church networks, and developing people? Which area have you developed the most skill in and which one would you like to grow into the most?
3. What is it that you do, that brings life to yourself and others? Please give examples.
4. How do you define success?
5. Share one story from your ministry experience where something was successful and one that was not and why.
6. If you were to be fired from a job, what would be the rationale for you being let go? (This question gets at the awareness of own weaknesses.)
7. What skills/practices have you taken up from past mentors?
8. **Theological Understanding: Church** - What is the local church? What is your understanding of what constitutes the local church and why is this important to understand? What are the essential corporate functions of the church and why are they important? What are the signs of a healthy church? What is the role of the church in the proclamation of the gospel both locally and globally? What happens when the church does not perform its role? Why do we as The Alliance emphasize church planting locally and globally? What is the role of the church in discipleship? How important is it to the church? How can it be done well? What is the significance of baptism and communion?

## Self-Aware

An Alliance Worker is regularly seeking to grow in the understanding of self, their motivations, the impact of their past, and their natural abilities and liabilities in order to display a God-honoring life and engage in God-honoring ministry.

### Self-Awareness is demonstrated through:

- An ability to articulate one's spiritual gifts and their implementation for ministry
- The increasing ability to understand and appropriately manage one's personality, motivations, and leadership style
- A growing understanding of emotional intelligence
- The ability to articulate one's personal life journey and its impact on one's current journey
- An ability to demonstrate how one's identity is found in Christ
- A growing awareness of one's blind spots
- An ability to discuss the importance and role calling plays in ministry leadership
- An ability to develop and understand the place of vision and values in ministry leadership

### Questions to ask:

1. What area(s) in your life (i.e.: identity, competency, character, integrity) are an ongoing struggle? How are you seeking help to grow in these areas? Is there a community you are connected with that is aware of these issues? Please describe.
2. What has been your biggest struggle in life?
3. What is the deepest craving of your heart right now?
4. In the three passions of the soul, where do you struggle the most? Acceptance, Security, or Significance?
5. Using their character references, read off a few of the responses to the question, "Please list and explain any personal or spiritual areas where you would encourage growth or further development in this person." *Then ask*, "Anything there surprise you?"
6. What habits or personality traits tend to hinder close relationships? (Looking for possible sharp edges)
7. If you were going to get derailed in ministry, what would likely be the cause?
8. **Theological Understanding: Divine Healing** - What is the scriptural basis for the position that physical healing is provided in the redemptive work of Christ? How would you walk someone in your church through prayer for physical healing? Give the steps you would take someone through. How would you walk someone in your church through healing prayer for their emotions or past emotional trauma? Give the steps you would take someone through. Has healing by Jesus been a part of your own journey? Please explain why or why not.

## Self-Disciplined

An Alliance Worker displays Kingdom-oriented rhythms which lead to greater Kingdom awareness, receptivity, and productivity.

- Self-Discipline is demonstrated through:**
- A healthy work/life balance
  - Emotional well-being (the ability to grieve, celebrate, and have fun)
  - The demonstration of biblically healthy personal relationships (marriage/single)
  - The demonstration of covenant relationships (accountability)
  - An appreciation for physical and mental health
  - The demonstration of a willingness to pursue personal restoration when necessary

- Questions to ask:**
1. Have you started something from scratch, grown it, and handed it off to someone? Are you more comfortable with taking something that exists and making it better? Please site some examples.
  2. What are the lessons you have learned about time management? What area are you weak in when it comes to managing your time?
  3. Is there anything you are practicing that you know God is not wanting you to be involved in? Are you free of addictions and how long have you been free?
  4. What disciplines do you have in your life to help you abide in Christ?
  5. What disciplines do you have in your life to help you stay fresh?
  6. What disciplines do you have in your life to help you rest?
  7. What is something you gave up or changed in your lifestyle to allow you to be more available for Kingdom work?

- 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 for 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 and Family Health:** The candidate appears to have a 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?

## When the Interview is Concluded

You will be asked to step out of the room or off an internet call 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 concerning accreditation.

Here are the recommendations they may choose from:

**Accredited** - This candidate shows evidence of walking with the Spirit in the process of sanctification by living a godly lifestyle as prescribed in 1 Timothy 3:1–7, a specific call to serve God in vocational Christian ministry, has an accurate biblical and theological understanding, a growing walk with God, and alignment with the values and vision of the C&MA. We are accrediting this candidate and recommend placement in Alliance ministry.

**Conditionally Accredited** - This candidate needs to complete additional steps before finalizing accreditation, but shows high potential for effective ministry, strong character, and confirmed calling, so we are accrediting this candidate and recommend placement in Alliance ministry upon the completion of the required steps. After successfully addressing the areas outlined by the interview team and through communication with their coach/mentor that they have completed these steps, we believe the candidate will grow in their ministry effectiveness.

**Continuing Accreditation** - At this time it is unclear whether this candidate is suitable for Alliance ministry. However, we do see ministry potential after the candidate adequately addresses the issues outlined under conditions in this report. When these areas are addressed, we believe the candidate will be ready to be reassessed for Alliance ministry.

**Ministry Apprentice Certification** - We affirm this candidate's journey toward Alliance ministry and recommend he/she serve as a ministry apprentice to confirm God's call and gifting for vocational ministry. The ministry apprentice will serve within a church under the guidance of experienced licensed official worker(s) for no more than two years.

**Redirected** - We are not recommending this candidate for vocational Alliance ministry. We recognize the candidate has strengths that can advance God's Kingdom and encourage the candidate to explore those opportunities.

## **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, "Alliance Orientation Retreat," 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. Understanding the Alliance is available through the Alliance Center for Leadership Development (formerly known as Ministerial Study Program), an on-line program for obtaining 30 hours of Bible education through The Alliance. For more information or to register for the Understanding the Alliance go to <https://www.cmallianceu.org>.

Contact the District Office for more information on Alliance Polity.

## **For Those Previously Ordained in another Denomination**

Persons seeking licensed ministry in The Alliance who have been previously ordained 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.

Application can then be made to have the previous ordination sustained. A short form will provide information to LO&CC about the denomination and the process of ordination that has already been completed. LO&CC will review this information to determine if further assignments are needed for the previous ordination to be sustained.

Note: all licensed workers are required to attend Resonate and take a course in Understanding Alliance Polity. These two events introduce the worker to Alliance distinctives, mission, and vision.

## MIDAMERICA DISTRICT OFFICE

The District Office staff is available to help you through the application and licensing process in any way we can. PLEASE CALL ANYTIME!



### Contact Information:

|                       |   |
|-----------------------|---|
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