

MIDAMERICA DISTRICT OF THE C&MA

# Accreditation Handbook

#  Revised Spring 2024

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1301 South 119th St. Omaha, NE 68144

(402) 330-1888

midamerica@madcma.org

www.madcma.org

Dear Emerging Leader,

Welcome to the ***ACCREDITATION PROCESS*** of the MidAmerica District. As you prepare for vocational ministry of the Gospel of Jesus Christ and seek the full affirmation of His Church, we are praying that you will find this journey to be of significance.

Our desire is that this process will draw you even closer to Jesus and will help you refine what you believe. We hope to encourage you along the way, and through the LO&CC (Licensing, Ordination, Consecration Council), we have invited seasoned ministry leaders to be a part of the process with you. We are grateful you are on this journey!

The following handbook provides information about the required steps toward accreditation. If you have questions, please call the District Office. We would be happy to help you in any way that we can.



1301 South 119th St. Omaha, NE 68144

(402) 330-1888

midamerica@madcma.org

www.madcma.org

Rev. Kent Sovine

District Superintendent



**Next Steps Application**

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

The first step in the process is to complete a Next Steps application by following these instructions:

* Go to: [www.called2serve.org](http://www.called2serve.org/); click the yellow “Next Steps” tab.
* Click the green “Register” tab in the upper right-hand corner.
* Create an account by entering your name and a password.
* Verify the account through your email.
* Go back to the called2serve and choose the program “Called 2 Serve.”
* Complete the answers to the questions. (When prompted, choose that you are working with the MidAmerica District.)
* Enter the name and email address for a pastor who knows you well.
* Submit both the Next Steps application and the pastoral reference.

Our office will be notified that you have completed the Next Steps application and a staff member will be in touch with you about how to proceed.



**Instructions for Full Accreditation Application**

When you have completed the Next Steps application and have been contacted by the district office for a First Connections conversation, you are ready to proceed with the full accreditation application. This handbook will help you to navigate this process. We look forward to working with you as you explore opportunities for licensed ministry.

### 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 account you set up when completing the preliminary Next Steps form.
3. After logging in, you should see the Called2Serve Application under “All Applications” has been opened 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 forthright 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 credit hours in Bible, Theology, and Missions and that at least 18 of those must be Bible credits. Note: completing the 30 hours after accreditation may be an option. If you haven’t earned college/Bible hours yet, upload a document that explains your progress or plan to do so.
* *Spirit-Dependent* –This section looks deeper at your spiritual development in your relationship with Christ by exploring personal examples regarding 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-Discipline –* As you think through this section, questions are asked about matters such as 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 a 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 section, 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, as the theological portion of your interview will focus on these questions.
	+ *Background Disclosure*
	+ *Statement of Faith*
	+ *4 Additional Character References* – Overall, 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 midamerica@madcma.org.

##  Accreditation Guidelines and Interview Information

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 theology questions, but we want to get to know him/her as well - especially in terms of their relationship with God and their call to serve with you in 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 you. 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 ensure that the C&MA is a good fit for you and we want to help 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, Ordination, and Consecration Council.

The two-hour interview will be focused on discovering, celebrating, affirming, and challenging you in the Core Characteristics of an Alliance Leader: Kingdom-Minded, Biblically Grounded, Spirit-Dependent, Competently Skilled, Self-Aware, and Self-Discipline. 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 leadership development.

**Definitions to know:**

* **Accreditation**: the act of being officially recognized by The Christian and Missionary Alliance as qualified to serve as an Alliance leader in ministry.
* **Licensing**: when a man or woman is appointed by the district superintendent to serve in pastoral ministries and provide leadership to the church. Licensing includes assignments that are not in the local church, which may include chaplains, other support ministries, etc.

### 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 leadership 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.

Each person desiring accreditation in The Alliance is deemed eligible by fulfilling the following criteria:

* 1. Ability to articulate a divine call to serve God in vocational Christian ministry.
	2. Complete or be in the process of completing 30 credit hours of Bible and theology.
	3. Demonstrate their knowledge of biblical content by successfully completing the Bible

Knowledge Exam.

* 1. Display evidence of the Core Characteristics of an Alliance Leader (see page 10):
		+ **Kingdom-Minded** – lives and leads as a citizen and representative of God’s Kingdom and is fully engaged in God’s mission of advancing His Kingdom locally and globally.
		+ **Biblically Grounded** – is engaged in learning, understanding, and applying the truth of Scripture in order to know and love Jesus more, become like Him, and lead His church most effectively.
		+ **Spirit-Dependent** – lives in deep dependence upon the Holy Spirit for personal sanctification and empowered ministry for the sake of others.
		+ **Competently Skilled** – has a holistic set of skills that is continually being developed in order to facilitate a lifetime of effective ministry and leadership.
		+ **Self-Aware** – is regularly seeking to grow in self-awareness, understanding personal motivations, the impact of their past, and their natural abilities/liabilities in order to mature as a Christ-follower and leader in His church.
		+ **Self-Discipline** – displays Christlike rhythms which lead to greater self-awareness, receptivity to God’s work in their life, and productivity for His Kingdom.
	2. Understand and commit to the mission, Statement of Faith, vision, core values, and distinctives of the C&MA and willingly submit to constituted authority as defined by the Board of Directors of the C&MA.
	3. Participate in the worldwide work of The Alliance by contributing financially to the support of Alliance ministries.
	4. Comply with the intent of the Statement on Lifestyle and Conduct of C&MA Official Workers in the *LO&CC Handbook*.
	5. Active membership in an Alliance church.
	6. Successfully interview with the district LO&CC.

### Preparing for the Interview

Be as prepared as you can for the interview.

1. Set up a time to meet with your coach.
2. Review your application for ministry, study your doctrinal questionnaire, and memorize key Bible passages.
3. Look over the Sample Accreditation Interview Questions (pages 14-19).
4. Take the Self Check for Core Characteristics of an Alliance Leader (pages 11-13). After some reflection, prayerfully consider and honestly assess where you sense you currently are in the development of each of the characteristics. Use the following criteria as the basis of your evaluation:
	1. **Excels -** You feel you are doing extremely well and show exceptional evidence of this characteristic in your life and ministry.
	2. **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.
	3. **Growing -** This characteristic is important to you and you have been intentional in its development and are committed to seeing continual progress.
	4. **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.
	5. **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 Alliance web site, http://www.cmalliance.org, especially the “About Us” pages. These pages talk about the C&MA history, core values, and distinctives.

**What to Expect in the Interview**

The 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, ask us to clarify or rephrase the question. Please answer the personal questions with honesty and transparency. There is a section of theological understanding questions (see Sample Accreditation Interview Questions on pages 14-19). 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.

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.

**Ministry Placement Opportunities**

Once a person is accredited with The Christian and Missionary Alliance they are added to the database of The Alliance as accredited individuals. They can begin searching or apply for placement in the United States for Alliance ministry. Once hired, the accredited candidate will be presented with a license from the district LO&CC. Candidates can also apply for available positions on The Alliance website or by contacting districts to check for available positions. Those interested in Alliance Missions should contact the International Placement Office or the district missions mobilizer.

**CORE CHARACTERISTICS OF AN ALLIANCE LEADER**

**Kingdom-Minded** – An Alliance leader lives and leads as a citizen and representative of God’s Kingdom and is fully engaged in God’s mission of advancing His Kingdom locally and globally. This is demonstrated through:

* Clear articulation of one’s own salvation story
* Submission to believer’s baptism in a local church
* Active membership and engagement in a local church
* Actively sharing the gospel and leading others to Christ
* Practicing generosity and biblical stewardship (including tithing and responsible debt management)
* Lovingly engaging with people of all kinds of backgrounds
* Ability to understand and adapt to specific cultures in order to effectively minister to all
* Sacrificial living for the sake of others
* Commitment to completing Christ’s Great Commission

**Biblically Grounded** – An Alliance leader is engaged in learning, understanding, and applying the truth of Scripture in order to know and love Jesus more, become like Him, and lead His church most effectively. This is demonstrated through:

* Conviction that the Bible is God’s inspired, inerrant Word
* Basic biblical literacy and ability to apply Scripture to all of life
* An ability to articulate the core tenants of the Christian faith
* An ability to articulate the unique theological distinctives of the C&MA
* Understanding of ministry calling and ministry offices (Ephesians 4)

 **Spirit-Dependent** - An Alliance leader lives in deep dependence upon the Holy Spirit for personal sanctification and empowered ministry for the sake of others. This is demonstrated through:

* Regular practice of spiritual disciplines
* Articulation of one’s own personal experience of spiritual crisis and resolution
* Consistent times of hearing, understanding, and obeying the voice of the Holy Spirit
* Growing demonstration of Christlike character
* Pursuit of living in the power of the Holy Spirit
* Living in a posture of humility

**Competently Skilled** - An Alliance leader has a holistic set of skills that is continually being developed in order to facilitate a lifetime of effective ministry and leadership. This is demonstrated through:

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

**Self-Aware** – An Alliance leader is regularly seeking to grow in self-awareness, understanding personal motivations, the impact of their past, and their natural abilities/liabilities in order to mature as a Christ-follower and leader in His church. This is demonstrated through:

* The ability to articulate one’s spiritual gifts and understand their implementation in 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 personal life journey and its impact on their current journey
* An ability to demonstrate how one’s identity is found in Christ
* A growing awareness of personal 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-Discipline** – An Alliance leader displays Christlike rhythms which lead to greater self-awareness, receptivity to God’s work in their life, and productivity for His Kingdom. This is demonstrated through:

* A healthy work/life balance and overall wise stewardship of time and effort
* The pursuit of personal restoration when necessary
* Emotional well-being (the ability to grieve, celebrate, and have fun
* The demonstration of biblically healthy personal relationships (marriage/single, co-workers, etc.)
* Engagement in regularly accountability relationships
* Maintaining physical and mental health

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

**Please score yourself on each of the following characteristics.**

**Kingdom-Minded**

*An Alliance leader lives and leads as a citizen and representative of God’s Kingdom and is fully engaged in God’s mission of advancing His Kingdom locally and globally.*

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**

*An Alliance leader is engaged in learning, understanding, and applying the truth of Scripture in order to know and love Jesus more, become like Him, and lead His church most effectively.*

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 leader lives in deep dependence upon the Holy Spirit for personal sanctification and empowered ministry for the sake of others.

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 leader has a holistic set of skills that is continually being developed in order to facilitate a lifetime of effective ministry and 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 leader is regularly seeking to grow in self-awareness, understanding personal motivations, the impact of their past, and their natural abilities/liabilities in order to mature as a Christ -follower and leader in His church.

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-Discipline**

An Alliance leader displays Christlike rhythms which lead to greater self-awareness, receptivity to God’s work in their life, and productivity for His Kingdom.

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

**Sample Accreditation Interview Questions**

|  |
| --- |
| **Personal Story** |
| 1. Tell us three highlights of your spiritual journey in about 5-10 minutes, including your sanctification and calling experiences.
2. Why do you want to be accredited with The Christian & Missionary Alliance?
3. Where do you see yourself in five years?
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| --- |
| **Kingdom-Minded** |
| An Alliance leader lives and leads as a citizen and representative of God’s Kingdom and is fully engaged in God’s mission of advancing His Kingdom locally and globally.  |
| **Kingdom Mindedness is demonstrated through:*** Clear articulation of one’s own salvation story
* Submission to believer’s baptism in a local church
* Active membership and engagement in a local church
* Actively sharing the gospel and leading others to Christ
* Practicing generosity and biblical stewardship (including tithing and responsible debt management)
* Lovingly engaging with people of all kinds of backgrounds
* Ability to understand and adapt to specific cultures in order to effectively minister to all
* Sacrificial living for the sake of others
* 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 and what does the ministry look like?
3. What are you doing to make sure that you are regularly connecting with those who don’t know Christ?
4. Why is it important for the local church to be involved in global missions (including praying, giving, and sending)?
5. How does your ministry/service mirror that of Jesus’ ministry?
6. Are you stewarding your resources well?
7. How have you intentionally engaged with people who are different than you?
 |
| **Biblically Grounded** |
| An Alliance leader is engaged in learning, understanding, and applying the truth of Scripture in order to know and love Jesus more, become like Him, and lead His church most effectively. |
| **Biblical Grounding is demonstrated through:*** Conviction that the Bible is God’s inspired, inerrant Word
* Basic biblical literacy and ability to apply Scripture to all of life
* An ability to articulate the core tenants of the Christian faith
* An ability to articulate the unique theological distinctives of the C&MA
* Understanding of ministry calling and ministry offices (Ephesians 4)
 | **Questions to ask:**1. What disciplines do you have in your life to help you stay connected to God and His Word?
2. Where in God’s Word have you recently been convicted? Where in the Word have you sensed God’s deep love for you?
3. What is one verse or passage that God has used in your life lately to help shape you as His follower and one verse or passage that has helped shape your philosophy of ministry?
4. Which of the theological emphases or distinctives of the C&MA are you most enthused about?
5. What is the mission, values, and passion of the C&MA? How do these express themselves in your life and ministry?
6. What does God’s Word say about spiritual warfare? What role does Scripture play in warfare?
 |
| **Spirit-Dependent** |
| An Alliance leader lives in deep dependence upon the Holy Spirit for personal sanctification and empowered ministry for the sake of others.  |
| **Spirit Dependency is demonstrated through:*** Regular practice of spiritual disciplines
* Articulation of one’s own personal experience

of spiritual crisis and resolution* Consistent times of hearing, understanding,

and obeying the voice of the Holy Spirit* Growing demonstration of Christlike character
* Pursuit of living in the power of the Holy Spirit
* Living in a posture of humility
 | **Questions to ask:**1. In the past, how have you experienced the Holy Spirit communicating with you? How have you responded and is there an area in your life where you are not yet responding?
2. What practices 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?
3. Tell us about a time when you sensed the Holy Spirit’s empowering in your life as you ministered to others.
 |
| **Competently Skilled** |
| An Alliance leader has a holistic set of skills that is continually being developed in order to facilitate a lifetime of effective ministry and leadership.  |
| **Skill Competency is demonstrated through:*** A growing proficiency in basic pastoral skills (preaching, shepherding, etc.)
* A growing proficiency in organizational leadership skills (strategic planning, change management, budgeting, etc.
* A growing proficiency in ministry skills (evangelism, disciplemaking, etc.)
* A growing proficiency in the soft skills of people management (conflict resolution, communication, etc.)
 | **Questions to ask:**1. What ministry skills have others recognized and affirmed in you?
2. Rate your level of passion and gifting related to the three strategic themes of The Alliance (serving communities, multiplying church networks, and developing people). What are some ways that you could grow in these areas?
3. What is it that you do that brings life to yourself and others? Please give examples.
4. How do you define success? Share one story from your ministry experience where something was successful and one that was not and why.
5. 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 their own weaknesses.)
6. What skills/practices have you learned from past mentors? How do you practice them now?
 |
| **Self-Aware** |
| An Alliance leader is regularly seeking to grow in self-awareness, understanding personal motivations, the impact of their past, and their natural abilities/liabilities in order to mature as a Christ-follower and leader in His church. |
| **Self-Awareness is demonstrated through:*** The ability to articulate one’s spiritual gifts and understand their implementation in 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 their current journey
* An ability to demonstrate how one’s identity is found in Christ
* A growing awareness of personal 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 (such as identity, competency, character, integrity) are going really well?
2. What area(s) in your life (such as identity, competency, character, integrity) are an ongoing struggle? How are you seeking help to grow in these areas?
3. What has been your biggest struggle in life?
4. What is the deepest craving of your heart right now?
5. In the three passions of the soul, where do you struggle the most? Acceptance, Security, or Significance.
6. What of your 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?
 |
| **Self-Discipline** |
| An Alliance leader displays Christlike rhythms which lead to greater self-awareness, receptivity to God’s work in their life, and productivity for His Kingdom. |
| **Self-Discipline is demonstrated through:*** A healthy work/life balance and overall wise stewardship of time and effort
* The pursuit of personal restoration when necessary
* Emotional well-being (the ability to grieve, celebrate, and have fun)
* The demonstration of biblically healthy personal relationships (marriage/single,

co-workers, etc.)* Engagement in regular accountability relationships
* Maintaining physical and mental health
 | **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 regarding 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? What disciplines help you rest and stay fresh?
5. What is something you gave up or changed in your lifestyle to allow you to be more available for Kingdom work?
 |
| **Areas of HealthAArea** |
| **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? What are you doing, or have you done, to address those experiences?
* Which attitudes, character traits, or behavioral habits does God want to change in your life?
* How do you deal with discouragement? Have you experienced a prolonged period of discouragement or depression?
* When do unmet expectations create disillusionment in what you are doing or a feeling of helplessness/lack of hope?

**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?
* Please tell us about your social media presence. Does it reflect Jesus or reflect you?
* Would people describe you as approachable and hospitable?

**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 (10 is highest)? How might others rate your relationship? 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 in your marriage?
* How does everyone in the family feel about a ministry lifestyle?
* How would others describe how you “manage your family”? Would they say your children obey/respect you?

 **Singleness and Health:** The candidate appears to lead a healthy lifestyle physically, mentally, emotionally, and  spiritually.* How would you rate yourself on a scale of 1-10 (10 is highest) on overall physical health? Mental health? Emotional health? Spiritual health? Tell us why these ratings.
* What kind of community do you have around you? How does loneliness affect you? How do you make sure you are staying healthy in this area?
* What brings you joy?
* Who are you accountable to?
* Are you practicing celibacy?
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| **Theology Questions** |
| 1. **Salvation**
	* You have befriended someone and now he wants to understand how to become a child of God. Articulate your response (including a presentation of the gospel).
	* Are there other ways to heaven except through Jesus? Using Scripture, defend your answer.
	* How has Christ’s death, burial, and resurrection enabled us to move from the kingdom of darkness into the Kingdom of light?
2. **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?
	* Explain how Christ is our substitutionary sacrifice and how His work on the cross moves us from death to life.
	* What are three proofs of Christ’s resurrection, and why is the resurrection pivotal for our faith?
	* Give three names given to Jesus in the New Testament and why they are important for you and those you disciple?
3. **Scripture**
	* How have you come to trust the inerrancy of Scripture? Why can you trust Scripture 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?
4. **Trinity**
	* Why is it important that we know and believe that God is infinitely perfect? How do we know God is infinitely perfect?
	* 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 fact that God has a triune nature 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 lives and within the church?
5. **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 your life and ministry?
	* Explain what is meant by a bodily resurrection.
6. **Holy Spirit**
	* How do we know that the Holy Spirit is a divine person?
	* Using two Scripture passages, 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?
7. **Atonement**
	* Explain the atoning work of Jesus and how we see it in both Old and New Testaments.
	* Name three blessings becoming a child of God brings to a believer.
8. **Sanctification**
	* As a part of your spiritual journey and following your salvation experience, 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 just described. What changes have you seen in your life that evidence the Spirit’s fullness in you?
	* 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?
9. **Church**
	* 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 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?
	* What does God’s Word say about those who are a part of Christ’s church who experience suffering?
10. **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.
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| **Alliance Alignment** |
| **The following are questions to help explore understanding of and loyalty to Alliance Distinctives:*** What is the Fourfold Gospel and why are its four themes important to The Alliance?
* Are you personally committed to holding to the Statement of Faith of The Christian and Missionary Alliance?
* Describe your understanding of the following description of The Alliance: Christ-Centered, Acts 1:8, family.
* Are you in agreement with the Alliance Statements on the following: Sanctity of Life, Sexuality, Divorce, and Women in Ministry as described in the *C&MA Manual*?
* The Strategic Themes of The Alliance are: Serving Communities, Multiplying Church Networks, and Developing People. Give a scriptural basis for each of these strategies. Which of these do you sense a stronger calling toward?
* If at any time you change your doctrinal beliefs and/or find disagreement with the official programs and policies of The Christian and Missionary Alliance, would you be willing to surrender your credentials?
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## Alliance Orientation Seminar

### Significance of Alliance Orientation Seminar

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

### Who needs Alliance Orientation Seminar?

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 Orientation Seminar

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, 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: [Alliance Polity](https://www.allianceleaders.org/programs-courses/licensing-ordination-consecration-and-ministry-certifications/).

Contact the District Office for more information on Alliance Orientation Seminar.

## 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:**

**MidAmerica District**

### Phone 402-330-1888

### Email midamerica@madcma.org

### Website [www.madcma.org](http://www.madcma.org/)

### Address 1301 S. 119th St Omaha, NE 68144