

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 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 to 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 in dependence 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 5 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 Christian and Missionary Alliance Manual Section E-3

"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 5 Core Areas of an Alliance Worker

We have recognized 5 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 5 core areas of an Alliance Worker that you can evaluate yourself prior to the interview and 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 prior to the interview. Reviewing your Application, studying the 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 webpage 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 they are asking 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** - This candidate shows evidence of a godly and exemplary lifestyle as prescribed in 1 Tim. 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 we are accrediting this candidate and recommend placement in Alliance ministry.
- **Conditionally Accredited** - This candidate shows high potential for effective ministry, strong character, and confirmed calling so we are accrediting this candidate and recommend placement in Alliance ministry with some conditions. After successfully addressing the areas outlined below 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.
- **Redirected** - We are not recommending this candidate for vocational Alliance ministry. We see the candidate having strengths that can advance God's kingdom and encourage the candidate to explore those opportunities.

Preparation for the Interview

1. Review your application and be familiar with your answers
2. Read through the Alliance website especially www.cmalliance.org/about/beliefs/. Here you will get more depth on the Alliance Core values, History, and some of the Theological Distinctives.
3. Take the Five Core Areas of an Alliance Worker inventory. After some time of reflection, look at the "Inventory of Characteristics" page and take some time to prayerfully consider and honestly assess where you sense you currently are in the development of each of the characteristics of the five core areas of an Alliance Worker. Please use these 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 see 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 – I doubt anyone would be able to see any evidence of this characteristic in my life at this time. So I really need to focus on the growth this characteristic in my life and ministry.
5. Review the Sample Questions and study your Doctrinal Questionnaire and the Key Bible Verses

INVENTORY OF THE CHARACTERISTICS FOR THE 5 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, and 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 Tim. 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 your calling.

Excels Solid Growing Needs Development Not Observed

Gifting: I understand and use my gifts, talents, and passions for the advancement of the kingdom

Excels Solid Growing Needs Development Not Observed

Competency: I can articulate, demonstrate, and mobilize others in a Christ-centered, disciple-making 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

Leadership Excellence

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 constructively 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

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

Excels Solid Growing Needs Development Not Observed

Biblical Application: I am able to communicate the Word with spiritual authority, as well as understand and embrace The Four Fold Gospel of The Alliance

Excels Solid Growing Needs Development Not Observed

Sample Questions for the Interview

Below are the 5 Core Categories of Alliance Workers and the Area's of Assessment. Here are some sample questions for each area. Each candidate received a copy of these before the interview. We will assign each section prior to the interview.

1. Personal Story

- Please tell us the high points of your story in five minutes.
- What are the most important things that have shaped your life?
- What are the five most enjoyable experiences of your life and why?

2. Christ-Centered Character

- A. Formation: Candidates show evidence of being filled with the Holy Spirit and an ever-deepening walk with God. They maintain regular and meaningful devotional patterns, spiritual disciplines, and a growing and consistent prayer life.
- *What are the most current events in your spiritual life?*
 - *What pressures has God allowed into your life and how do you see God's purpose in these pressures?*
 - *What works best for you in your personal devotions? How frequently? What passages? How long? Do you memorize scripture? Do you journal?*
 - *What scriptures has God used in shaping your life?*
- B. Integrity: The candidate shows evidence of a godly and exemplary lifestyle as prescribed in 1 Tim. 3:1-7. They pursue and practice personal holiness, integrity, and moral purity.
- *In the last six months have you had regular and intentional exposure to pornography in any form?*
 - *What are the main values that define your life and how well have you adhered to those values in daily living?*
 - *Have you ever been or are currently involved in any secret society like the Masons or other such groups?*
 - *What is accountability? Is it important to you? Why?*
- C. Stewardship: It appears the candidate uses his/her resources [time, money, and relationships] wisely.
- *Describe how you use your time.*
 - *How do you manage your money? Do you pay bills on time? Do you tithe? Do you have any debt? Describe the debt and your plan to be debt-free.*
 - *On what do you base your expectations of favorable outcomes in relationship and life?*
 - *How do you contribute to the growth of those with whom you have a significant relationship?*

3. Leadership Excellence

- A. Team: Candidates have learned to put the interests of the team above their personal interests and strive to contribute beyond the boundaries of their role. They are proactive in dealing with conflict constructively that leads toward reconciliation.
- *What expectations do you have when you've done something well? How do you handle praise?*
 - *How would you define "success"?*
 - *What role does criticism play in your personal growth?*
 - *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?*
- B. Effectiveness: Candidates demonstrate effective strategies for decision making. They practice effective organizational, communication, and mobilization skills.

- *How would you initiate a high priority activity?*
- *What qualities in your life allow people to follow you?*
- *Are you a person who is excited about change or hesitant about change?*
- *What leadership roles have you fulfilled? Did anyone follow you?*
- *Are you one who is normally behind the scenes or out in front?*

C. Attitude: Candidates demonstrate flexibility and the ability to manage stress and anxiety well. They respond well to authority and value positive constructive feedback.

- *Have you ever worked with a leader that you did not respect? How did you deal with that relationship?*
- *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?*
- *Are you a person who is excited about change or hesitant about change?*
- *How have you handled hard times in your life in the past?*

3. Empowered Ministry

A. Calling: Candidates show evidence they are being called by God into vocational ministry and others in the church are also confirming their 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?*

B. Gifting: Candidates understand and use their 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?*

C. Competency: Candidates can articulate, demonstrate, and mobilize others in a Christ-centered, disciple-making philosophy of ministry.

- *Has someone ever actively disciplined you?*
- *Are you currently discipling anyone?*
- *How would you lead a person from a new faith to maturity?*
- *What is the most difficult for you to do in the church? Why?*

D. Missional: Candidates show 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.

- *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?*
- *Do you contribute toward the Great Commission completion through the GCF?*

4. Healthy Living

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

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

- *Has there ever been any abuse in your life that might effect the way you serve?*
- *Which attitudes, character traits or behavioral habits does God want to change in your life?*

- *What character traits in you potentially create barriers between you and others?*
- C. Relational Health: The candidate appears to have a healthy marriage and proven parenting skills or are content in singleness. He/she relates well with others and maintains a positive and realistic outlook on life.
- *If married, how would you rate your marriage on a scale of 1-10? When has your marriage been stronger and why?*
 - *When do you feel it is appropriate to confront others? What are the guidelines for such a confrontation?*
 - *Which aspects of your life do you freely share with others?*
 - *Describe the ministry leader that you would choose to copy in your own life.*

5. Biblical Foundation

- A. Scriptural Knowledge: The candidate demonstrates a good working knowledge of the Bible
- *What do you know about the major themes of Scripture?*
- B. Theological Understanding: The candidate can clearly articulate an integrated theological understanding of the Statement of Faith of The Christian & Missionary Alliance
- *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 DQ.*
 - God
 - *In what sense is God infinitely perfect?*
 - *Explain your understanding of “one God” and “existing eternally in three persons.”*
 - *What do you understand by “true God and true man” as applied to Jesus?*
 - Jesus
 - *Outline briefly your concept of Christ’s atonement for sin indicating your understanding of His “substitutional sacrifice.”*
 - *What is the significance of the Resurrection of Jesus Christ?*
 - Holy Spirit
 - *What is your understanding of the Holy Spirit as a “divine person?”*
 - *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 C&MA Statement of Faith? “inerrant” “verbally inspired” “only rule” “faith and practice”*
 - Salvation
 - *What do you understand the following to mean regarding mankind? “created” “born with a sinful nature” “separated from the life of God” “existence forever in conscious torment” “everlasting joy and bliss”*
 - *Is there salvation without personal faith in Jesus Christ?*
 - *What of those who have not heard the gospel?*
 - *What do you understand by the following terms? “salvation” “repentance” “believe” “regeneration” “justification”*
 - *In what sense is salvation provided “for all men?”*
 - *Explain the divine aspects and human aspects in salvation.*
 - Sanctification
 - *Summarize your understanding of sanctification in the life of the believer.*
 - *What passages support 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”*
 - *How may sanctification be designated a crisis?*

- *How may sanctification be designated “progressive?”*
- *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?*
 - *Have you known anyone who has been miraculously healed? Explain.*
 - *In your opinion, how does divine healing fit into the modern scene of medical science?*
- *Church and Ordinances*
 - *What is the relationship of each local church to the total Body of Christ, the universal Church?*
 - *Why are corporate worship, prayer, and fellowship essential for the local church?*
 - *What is the role of the Church in the proclamation of the gospel and edification of the believer?*
 - *Why is it important to establish local churches?*
 - *What do you believe is the scriptural mode of baptism? Why?*
 - *What is the purpose and meaning of the Lord’s Supper?*
- *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?*
 - *How do you define “imminent?” In what sense is the Second Coming of Christ “imminent?”*

C. Biblical Application: The candidate is able to communicate the Word with spiritual authority, as well as understands and embraces The Four Fold Gospel of The Alliance

- *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?*
- *Are you passionate about the Word of God? Do you memorize Scripture?*
- *Which of the theological emphases or distinctives of the C&MA are you most enthused about?*
- *What is the mission/vision/passion of the C&MA?*