

## Alliance Accreditation Interview Questions

### Personal Story

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

### Kingdom Minded

#### Definition:

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:

- How have you shared the gospel with someone recently?
- Who is one person you are investing in right now for the kingdom?
- What are you doing to make sure that you are regularly rubbing elbows with those who don't know Christ?
- Tell me about 1 person that you are regularly discipling either formally or informally.
- If everyone gave to the GCF and tithed to their local church as you do, how would that look?
- How does your ministry/service mirror that of Jesus' ministry?
- Describe your understanding of how Global missions is a part of the Local Church's DNA
- Theological Understanding: Salvation – You have befriended someone and now they want to understand how to become a child of God. What would you tell them? 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 except 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?
- 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

### Definition:

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:

- Think of a time when you had a conversation or experience that connected that moment with a scripture. What scripture was it that came to mind and how did it apply to the situation?
- What disciplines do you have in your life to help you stay connected to God in his Word?
- What is one verse or passage that God has used in your life lately to help shape you as his follower?
- What biblical principles shape your philosophy of ministry (how you do ministry)?
- What is one Biblical passage you stand upon to give you direction and assurance?
- Which of the theological emphases or distinctives of the C&MA are you most enthused about?
- What is the mission/values/passion of the C&MA? How do they express themselves in your life and ministry?
- What does God's word say about spiritual warfare? What is the role scripture plays?
- Theological Understanding: Scripture - Give three reasons why this 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?
- 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?
- Theological Understanding: Eschatology - What are your beliefs about Christ's second coming? How would you defend those 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

**Definition:**

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:**

- In the past, how have you experienced the Holy Spirit communicating with you?
- How have you responded to the promptings of the Holy Spirit in the past?
- Is there an area of your life where you are quenching the voice of the Spirit?
- 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?
- Tell us about a time when you have felt the Holy Spirit's filling in your life as you ministered to others.
- 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?
- How does God convict you? Walk me through His prompting and your reaction.
- 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?
- Theological Understanding: Sanctification – Explain what the outcome is for 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

**Definition:**

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:**

- What area of ministry or life, have others recognized and affirmed in you?
- 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 those most skill in and which one would you like to grow into the most?
- What is it that you do, that brings life to yourself and others? Please give examples.
- How do you define success?
- Share one story from your ministry experience where something was successful and one that was not and why.
- If you were to be fired from a job, what would be the rationale for you being let go? (the question gets at the awareness of their own weaknesses)
- What skills/practices have you taken up from past mentors?
- 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?

<p><b>Definition:</b> 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.</p>	<p><b>Self-Awareness is demonstrated through:</b></p> <ul style="list-style-type: none"> <li>• An ability to articulate one's spiritual gifts and their implementation for ministry</li> <li>• The increasing ability to understand and appropriately manage one's personality, motivations, and leadership style</li> <li>• A growing understanding of emotional intelligence</li> <li>• The ability to articulate one's personal life journey and its impact on one's current journey</li> <li>• An ability to demonstrate how one's identity is found in Christ</li> <li>• A growing awareness of one's blind spots</li> <li>• An ability to discuss the importance and role calling plays in ministry leadership</li> <li>• An ability to develop and understand the place of vision and values in ministry leadership</li> </ul>
<p><b>Questions to ask:</b></p> <ul style="list-style-type: none"> <li>▪ What area(s) in your life (ie: identity, competency, character, integrity) are an ongoing struggle? How are you seeking help in growth in these areas? Is there a community you are connected with that is aware of these issues? Please describe.</li> <li>▪ What has been your biggest struggle in life?</li> <li>▪ What is the deepest craving of your heart right now?</li> <li>▪ In the three passions of the soul, where do you struggle the most? Acceptance, Security, or Significance.</li> <li>▪ <i>Using their character references, read off a few of the responses to the question.</i> "Please list and explain any personal or spiritual areas where you would encourage growth or further development in this person". <i>Then ask, "Anything there surprise you?"</i></li> <li>▪ What habits or personality traits tend to hinder close relationships? (looking for possible sharp edges)</li> <li>▪ If you were going to get derailed in ministry, what would likely be the cause?</li> <li>▪ If you were to get derailed in ministry, what likely would be the cause?</li> <li>▪ <u>Theological Understanding: Divine Healing</u> - 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?</li> </ul>	

**Definition:**

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:**

- Have you started something from scratch and 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.
- What are the lessons you have learned about time management? What area are you weak in managing your time?
- 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?
- What disciplines do you have in your life to help you abide in Christ?
- What disciplines do you have in your life to help you stay fresh?
- What disciplines do you have in your life to help you rest?
- 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 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 positive or 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 and strong marriage, proven parenting skills, and a family that is committed to a ministry lifestyle.

- If married, how would you rate your marriage on a scale of 1-10? When has your marriage been stronger and why?
- What are the areas of you 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?

**ACCREDITATION INTERVIEW NOTES**