

***OVERVIEW OF THE
ORDINATION/CONSECRATION
PROCESS IN THE
CENTRAL PACIFIC DISTRICT
OF THE C&MA***

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INTRODUCTION

This overview is designed to assist emerging leaders in the process of ordination / consecration in the CPD of C&MA. This overview draws upon the following documents: the Uniform Policy on Ordination / Consecration from the current edition of the C&MA Manual, the current edition LO&CC Handbook, and relevant documents in the current edition of the C&MA Manual.

PREAMBLE FOR ORDINATION

(from E4-1 of the C&MA Manual)

There is biblical precedent for setting men apart for special work for God. Those set apart were expected, both by God and His people, to instruct, protect, motivate, and equip God's people to know and glorify God personally and corporately by obedience to His will, including evangelizing those who were not God's people, thus participating in building and advancing His Kingdom.

An example of ordination in the Old Testament is the appointment of Aaron's sons as priests (Exodus 28–29, Leviticus 6–9); in Jesus' words regarding His choosing and appointing the twelve (John 15:16); in the appointment of S(P)aul and Barnabas for missionary work; in the appointing of elders in the churches by Paul and Barnabas (Acts 14:23); and in the appointment of elders by Titus at Paul's direction (Titus 1:5). In Ephesians 4:11–13, apostles, prophets, evangelists, and pastors/teachers are described as "given" to God's people to equip them for serving and living for the Lord Jesus Christ. Timothy was "ordained" to special work for God and His Church (1 Timothy 4:14, 2 Timothy 1:6), with Paul and the "body of elders" participating in "laying hands on" Timothy.

The practice of "laying on of hands," though not limited to activity resembling ordination, has accompanied setting persons apart for God's work at every ministry level and is an Old and New Testament practice. God may choose this occasion to impart spiritual gifts and/or special empowerment of the Holy Spirit for the ministry to which that person is called.

In accordance with the Uniform Constitution for Accredited Churches which identifies that "elders shall be male members" and that all pastors are understood to be "elders," the ordination process is applicable only to male emerging leaders. The consecration process, which acknowledges a woman's call to serve the Lord's Church in other equally important roles, will apply to female emerging leaders.

Ordination is the Church's public recognition of the call from God, distinct from human vocational choice, to men for a lifetime ministry, through speech and exemplary lifestyle, of preaching and teaching the Word of God, protecting God's people from spiritual enemies and doctrinal heresies, overseeing and promoting the spiritual development of God's people, and equipping God's people to fulfill the Great Commission to "make disciples of all nations" for the purpose of knowing and glorifying God by obeying His will and building His Kingdom. The occasion for setting men apart for such ministry is the Church's affirmation of the emerging

leader's faithful completion of preparation for ordination through approved education, in-service training, field experience with mentoring for a minimum of two years, and examination by a qualified council of peers.

Since ordination is the Church's public recognition of the call from God to men for a lifetime ministry, under certain circumstances such public recognition may be withdrawn. These circumstances would generally relate to those situations that would give rise to discipline, even if the individual is no longer under the direct authority of The Christian and Missionary Alliance.

PREAMBLE FOR CONSECRATION

(from E5-1 of the C&MA Manual)

Consecration in The Christian and Missionary Alliance is the public recognition and affirmation of God's call to women for a lifetime of service. This call, distinct from human vocational choice, is exercised through God-given and Holy Spirit empowered giftedness for an effective witness about Jesus Christ and proclamation of biblical truth for the purpose of reconciling people to God and equipping God's people to fulfill the Great Commission to "make disciples of all nations."

Women who serve in obedience to God's call follow the example in Luke 8:1–3 where women participated with the disciples in the public ministry of Jesus. They gave witness to the resurrection as the Lord Jesus commanded the women in Matthew 28:1–10. They participated in the establishment of the Church as the Holy Spirit filled all of the believers in Acts 2, and as a result they announced the great things that God had done.

The growing church in the Book of Acts modeled the fulfillment of prophecy that His Spirit would be poured out on all people, men and women, old and young, to tell forth God's message (Acts 2:15–18). Other examples of women involved in ministry include the daughters of Philip who prophesied (Acts 21:9); Dorcas who served (Acts 9:39–41); Lydia who opened her heart and home (Acts 16:40); Priscilla who taught Apollos (Acts 18:24–28); and Phoebe who the apostle Paul addressed as a servant, minister, or deacon (Romans 16:1–2).

In accordance with the Uniform Constitution for Accredited Churches which identifies that "elders shall be male members" and that all pastors are understood to be "elders," the ordination process is applicable only to male emerging leaders. The consecration process, which acknowledges a woman's call to serve the Lord's Church in other equally important roles, will apply to female emerging leaders.

Women who are called, gifted, and qualified are consecrated for gospel ministry and commended for service in the Church. Such persons have successfully completed the requirements of education, in-service training, and a minimum of two years of ministry experience and have been duly examined by the district License, Ordination, and Consecration Council (LO&CC).

Since consecration is the Church's public recognition of the call from God to women for a lifetime of service, under certain circumstances such public recognition may be withdrawn. These circumstances would generally relate to those situations that would give rise to discipline, even if the individual is no longer under the direct authority of The Christian and Missionary Alliance.

ELIGIBILITY GUIDELINES FOR EXAMINATION FOR ORDINATION

(from E4-2 of the C&MA Manual)

A. Emerging leaders who are called of God to pastoral or theological ministries shall be eligible for ordination.

B. Emerging leaders without formal theological training shall, in order to be eligible for ordination, first complete a training program through the Church Leadership Academy as approved by Church Ministries.

C. Emerging leaders for ordination shall give full time to the ministry of the church. Any exception must have the approval of the district superintendent and the Licensing, Ordination, and Consecration Council (LO&CC).

D. Emerging leaders for ordination must serve acceptably in licensed ministry for at least two years in The Christian and Missionary Alliance.

E. An emerging leader's ordination shall be recommended by the local church elders to the district superintendent, who shall request the emerging leader's ordination to the LO&CC. In certain instances, the district superintendent may recommend ordination without local church recommendation.

F. A seminary graduate may be considered for ordination after one year of serving acceptably in licensed ministry as a pastor, provided that he has been licensed for at least one year during seminary training.

ELIGIBILITY GUIDELINES FOR EXAMINATION FOR CONSECRATION

(from E5-2 of the C&MA Manual)

- A. Emerging leaders who are called of God to vocational or theological ministries shall be considered eligible for consecration.
- B. Emerging leaders without formal theological training shall, in order to be eligible for consecration, first complete a training program through the Church Leadership Academy as approved by Church Ministries.
- C. Emerging leaders for consecration shall give full time to the ministry of the church. Exceptions to full-time involvement can be made by the district superintendent for missionary emerging leader wives seeking consecration. They shall be assigned duties commensurate with available time as determined by the district superintendent. All other exceptions must have the approval of the district superintendent and the LO&CC.
- D. Emerging leaders for consecration, except missionary emerging leader wives, must serve acceptably in licensed vocational ministry for at least two years in The Christian and Missionary Alliance. While missionary emerging leader wives are expected to prepare themselves fully for service, there is flexibility allowed in the fulfillment of the requirements to reflect the realities of family life and welfare. Missionary emerging leader wives are encouraged, but not required, to be licensed and complete the consecration process.
- E. An emerging leader's consecration shall be recommended by the local church to the district superintendent, who shall request the emerging leader's consecration to the LO&CC. In certain instances, the district superintendent may recommend consecration without local church recommendation.
- F. A seminary graduate may be considered for consecration after one year of serving acceptably in licensed vocational ministry, provided that she has been licensed for at least one year during seminary training.

ORDINATION/CONSECRATION PROCESS READING LIST AND REQUIRED PROJECTS

As the projects and reading requirements for Ordination/Consecration are completed emerging leaders will submit the forms and work completed to their mentor. Please ensure you use the electronic version of the forms referenced in this document. The electronic version of the forms may be obtained by going to the LO&CC section of the [CPD website](#).

All projects and reading requirements must be completed prior to the Oral Examination for Ordination/Consecration.

The Manual of the Christian and Missionary Alliance states that “upon receipt of a provisional worker license, the emerging leader shall begin preparation for ordination/consecration.” This is done under the direction of the district LO&CC. Every emerging leader will be assigned a mentor who will ensure that the readings and projects are completed in a timely fashion. It is anticipated that the process to complete the requirements for ordination/consecration will be completed in no less than two years (exceptions can be found in the Manual of the Christian and Missionary Alliance) and no more than three years. Extensions beyond three years will only be granted by the District Superintendent when accompanied by a plan to complete the process in a timely fashion. Extensions will be submitted by the mentor with the accompanying documentation to the District Superintendent. He will then issue permission for an extension.

(The following is from pp 49 – 52 of the LO&CC Handbook)

1. Required Reading

A. The emerging leader shall read through the entire Bible twice, using two different translations where available.

B. A reading course shall be part of the preparation of the emerging leader for ordination/consecration. The emerging leader shall read all of the books on the official reading list for ordination/consecration which is prepared by Church Ministries, approved by the District Leadership Forum, and ratified by the Board of Directors of The Christian and Missionary Alliance. This reading list shall be reviewed annually. Emerging leaders for ordination / consecration shall use the book report outline from the LO&CC Handbook. The outline can be found in Appendix I. An electronic version of the outline can be found in the LO&CC section of the [CPD website](#). Guidelines for how to use the rubrics can be found in Appendix II. A copy of the book report grading rubric can be found in Appendix III. An electronic version of the book report grading rubric can also be found in the LO&CC section of the [CPD website](#).

The first tier deals with Alliance distinctives and is meant to reinforce the emerging leader in the areas of personal values, theology, and vision. These books have been approved by the District Leadership Forum and ratified by the Board of Directors to better acquaint the emerging leader with The Christian and Missionary Alliance and may not be substituted.

- The Fourfold Gospel—A. B. Simpson
- Wholly Sanctified—A. B. Simpson
- Children’s Bread—Keith Bailey or The Gospel of Healing—A. B. Simpson
- A Basic Guide to Eschatology—Millard Erickson
- The Pursuit of God—A. W. Tozer
- All for Jesus—Robert L. Niklaus, John S. Sawin, and Samuel J. Stoesz
- “Statement on Sanctification”—Manual of The Christian and Missionary Alliance, H8
- The Heart of the Gospel: A.B. Simpson, the Fourfold Gospel, and Late Nineteenth-Century Evangelical Theology—Bernie A. Van De Walle

Other suggested books for consideration when deemed appropriate by the LO&CC: The second tier covers significant topics relating to the church and world missions. This is an open list that a district Licensing, Ordination, and Consecration Council (LO&CC) can adjust or tailor to the needs of a worker moving through the process. The number of books to be read from this list will be decided by the district LO&CC.

1. Borthwick, P. Great Commission Great Compassion
2. Pardington, George P. The Crisis of the Deeper Life
3. Smith, Terry D. Changing Course: Leading Older Churches in a New Direction
4. Stoesz, Samuel J. Sanctification: an Alliance Distinctive

2. Verification of Education

A transcript of the emerging leader’s academic credits shall be forwarded to the district superintendent. This is only necessary if the emerging leader lacks the academic credits in the accreditation process.

3. Required Position Papers

Position papers shall be written by the emerging leader on the following subjects: Emerging leaders shall submit six position papers as listed below, including but not limited to the items listed under each theme. Each paper shall be an original, comprehensive treatment of the subject that includes the items listed under each theme, and should be no less than eight pages in length. The paper is to be a statement of the emerging leader’s personal theological position. Guidelines for papers can be found on Appendix IV. The position paper grading pointers are found in Appendix V. The position paper grading rubric is found in Appendix VI. An electronic version of the position paper grading rubric can be found in the LO&CC section of the [CPD website](#).

A. Christ Our Savior

- The nature of man and his final destiny
- The plan and purpose of the atonement
- The means and results of justification
- My personal experience of Christ as Savior

B. Christ our Sanctifier

- The crisis and progression of sanctification
- Identification of the believer with Christ's death, resurrection, and ascension
- The ministry of the Holy Spirit in sanctification My personal experience of Christ as Sanctifier

C. Christ our Healer

- The relationship of divine healing and the atonement
- The significance of prayer and anointing by the elders
- The ministry of healing in the local church
- My personal experience of Christ as our Healer

D. Christ our Coming King

- Defend the pre-millennial coming of Christ
- Trace the events surrounding the rapture of the Church
- Relationship between the imminence of Christ's coming and world missions
- My personal understanding of Christ our coming King

E. Christ's Body: the Church

- Mission and purpose
- Relationship to Jesus Christ
- Leadership and authority in the Body
- Relationship to The Christian and Missionary Alliance
- Relationship between the members

F. Completing Christ's Mission

- The lostness of mankind
- The Great Commission passages: Matthew 28:18-20 and Acts 1:8
- The local church commitment to world missions
- The leader's role in mobilizing the local church in Great Commission completion (evangelism, church multiplication, world missions)

4. Missions Awareness

Emerging leaders may fulfill the Missions Awareness requirement in one of two ways:

a. Provide a certified transcript from an approved Christian and Missionary Alliance educational institution indicating that they have completed at least one introductory college-level course on world missions.

b. Successfully complete the online course, the SOM 105 [Mission of God and Alliance Family](https://www.allianceleaders.org/programs-courses/school-of-ministry/), located at the Alliance Center for Leadership Development School of Ministry at <https://www.allianceleaders.org/programs-courses/school-of-ministry/>. This is a 6-week class taken in a cohort format. When you have successfully completed the course, please notify your mentor.

5. Evangelism/Church Health Training

a. The emerging leader shall provide evidence to the mentor of having completed training in personal evangelism or attend an evangelism training seminar approved by the district superintendent and the LO&CC. This requirement can also be fulfilled by taking the School of Ministry SOM 303: Building Blocks of the Local Church: Evangelism and Leadership Development. Access this course by going to the [SOM website](#). When you have successfully completed the course, please notify your mentor.

b. Complete a course of study / training in church health and multiplication. This requirement can also be fulfilled by taking the School of Ministry SOM 303: Building Blocks of the Local Church: Evangelism and Leadership Development.

6. Level 1 Peacemaker Training

Emerging leaders shall provide evidence that they have completed the Level 1 Peacemaker Training. This training may be taken through the School of Ministry (SOM 305: Organizational Dynamics: Change, Power, and Conflict in the Church). Emerging leaders can access this course by going to the [SOM website](#) @ <https://www.allianceleaders.org/programs-courses/school-of-ministry/>. When you have successfully completed the course, please notify your mentor.

7. Preaching/Teaching

During each year of preparation for ordination the emerging leader shall present to his mentor at least one audio or videotape of a full-length sermon, preached at a regular church service, for the mentor's review of both content and delivery of biblical material. The emerging leader for consecration shall similarly present to her mentor at least one full-length audio or videotape of her teaching at the church for the mentor's review of both content and delivery of biblical material. The sermon evaluation rubric is attached in Appendix VII. An electronic version of the sermon evaluation rubric can be found in the LO&CC section of the [CPD website](#).

8. Oral Examination

The emerging leader shall satisfactorily complete an oral examination by the district Licensing, Ordination, and Consecration Council. A list of sample questions is attached in Appendix VIII. All work must be completed a full month prior to exam or you will be moved to the next scheduled exam date. You are responsible to meet the dates for submitting final work. Discuss plans for your oral examination with your mentor.

Study the sample questions in Appendix VIII (Sample Questions for Oral Exam are also documented in the [LO&CC Handbook](#).) Support your answers with scripture and learn them. Establish times when you and your mentor can review your preparation, and when he or she can question you. The LO&CC is not limited to exactly the same wording or questions, but the list you are given represents all the topics and issues that will be reviewed. You must know, and support with scripture, the points in the [C&MA Statement of Faith](#). Your ordination or consecration to ministry must be approved by the LO&CC.

9. Denominational Orientation

Emerging leaders shall be required to attend a New Official Workers Forum (Resonate) as a requirement for ordination/consecration or for the sustaining of the emerging leader's ordination/consecration if with another denomination. When you have successfully completed this requirement, please notify your mentor.

10. Additional Recommended Projects

The following projects may be required at the discretion of the Licensing, Ordination, and Consecration Council. Emerging leaders will be advised at the time of their accreditation interview of the additional requirements expected by the LO&CC of the CPD.

A. Lifelong Learning Develop a five-year learning plan to serve as a basis for lifelong learning. Identify the areas and delivery systems in which the learning will take place. Review the plan with your mentor. Listed below are some suggested topics for lifelong learners:

- Devotional/Spiritual Disciplines
- Lifelong Learning Models
- Preaching
- Leadership: Masterplanning, Vision Casting
- Interpersonal Relationship Skills
- Creating Effective Change
- Pastoral Care/Shepherding
- Evangelism
- Missions
- Church Planting
- Growing Healthy Churches
- Stewardship

B. Self-Understanding

Present a written analysis of your self-understanding using assessment tools such as GHC IV, IDAK, DISC, Ministry Competency Profile Guidelines, or a Gifts inventory. Identify strengths, non-strengths, spiritual gifts, natural leadership style, work preferences, and related issues. Outline a strategy to bring strength and adequacy to your person and ministry. Present your finding to an approved counselor (or superintendent) and report results to your mentor.

11. Elder Evaluation for Ordination / Consecration

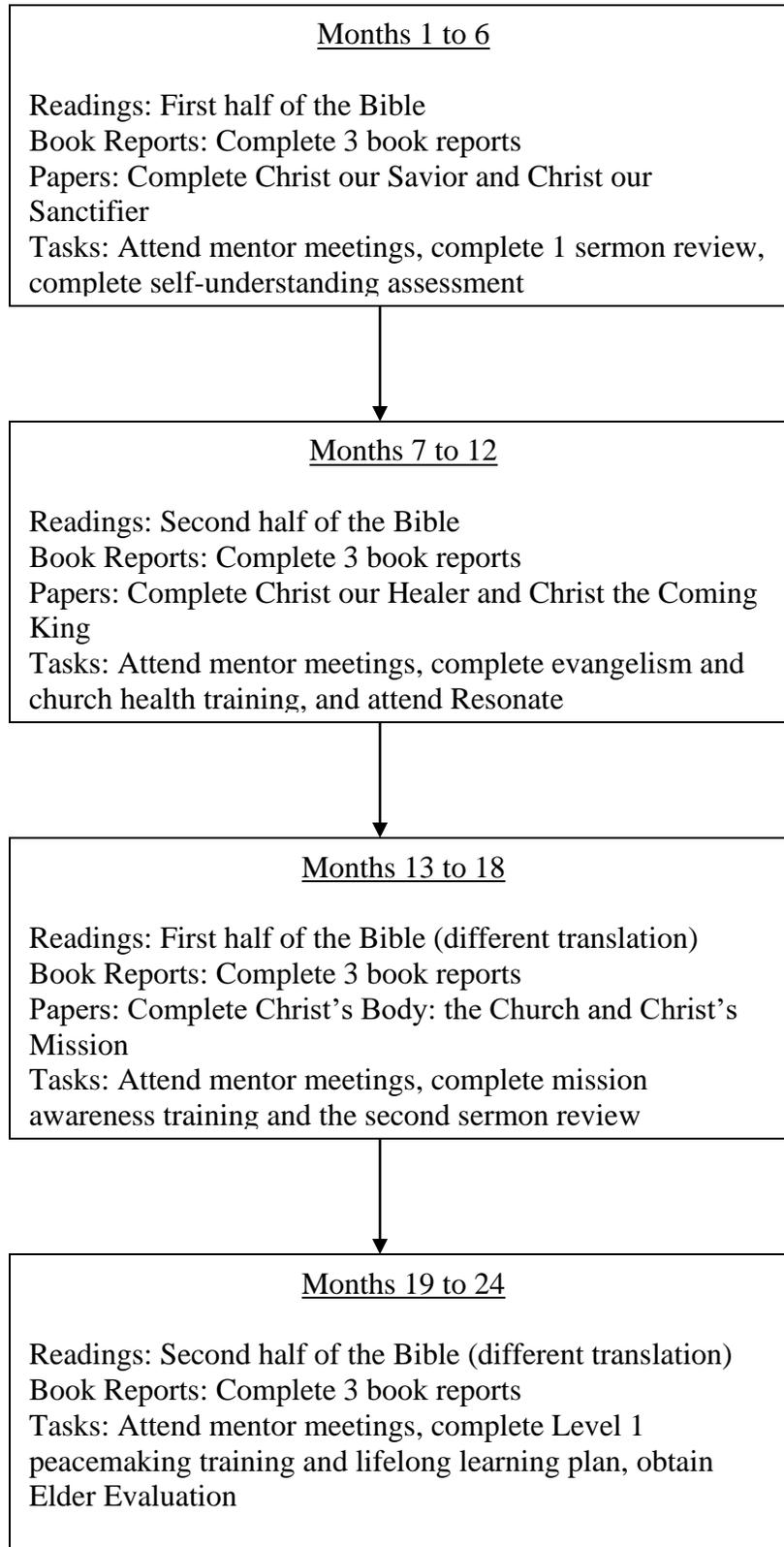
Prior to emerging leaders coming to the ordination / consecration oral examination, the elder evaluation form in Appendix IX needs to be completed by each elder (governance authority).

This form is also available electronically and should be submitted to Janet Spriggs at Janet@cpdistrict.org.

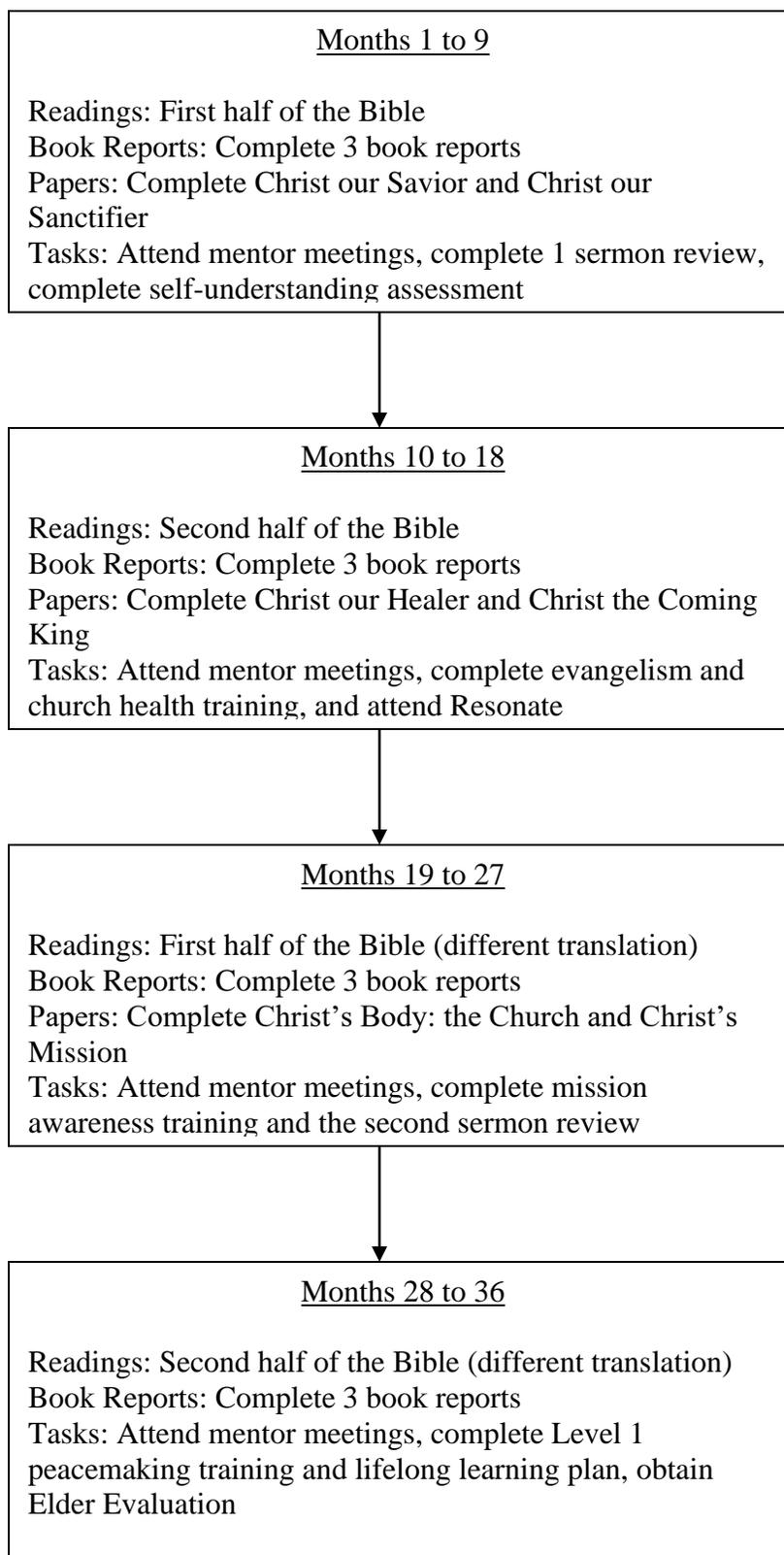
12. Mentor meeting

The mentor will seek to walk together with the emerging leader in an effort to establish a life-on-life kind of relationship characterized by encouragement, support, and counsel through the monthly mentor meeting.

PLANNING SCHEDULE – 24 MONTHS



PLANNING SCHEDULE – 36 MONTHS



ORDINATION OR CONSECRATION SERVICE

The Service of Ordination/Consecration is a special time during which the call of God on your life is affirmed, and recognition is given that you have met the standards of the denomination and district. In the Christian and Missionary Alliance, ordination/consecration is performed by the District Licensing, Ordination, and Consecration Council with support from the local church. You are not officially ordained/consecrated until the District Licensing, Ordination, and Consecration Council “set you apart for ministry” by the laying on of hands. This can take place in your local church. You will want your mentor to participate. The District Superintendent will work with you in the planning of the service which includes a confirmation of your call by your mentor, a charge (message) by an ordained minister of the gospel, the exchange of vows, the laying on of hands, a presentation to your spouse, and a celebration to follow.

Please schedule and plan the service in consultation with the district superintendent.

Appendix I

READING REPORT OUTLINE

Use fill in Template found on www.cpdistrict.org under License Ordination and Consecration

Please submit one report for each book on the Reading List. Use this template for writing or typing your responses. Add a second sheet if more space is needed. Keep a copy for your records and send a copy to your mentor for review.

Name: _____

Date of Report: _____

Book Title: _____

Author: _____

1. Summarize the major theme(s) of the book.

2. In what ways did the book stimulate your thinking?

3. What personal impact did the book have on your life/ministry?

4. Indicate anything with which you disagreed or which you did not understand.

Appendix II

UNDERSTANDING GRADING RUBRICS

Purpose of Rubrics

Facilitating effective but efficient feedback to the emerging leaders is the purpose of the Rubrics. The main point is to grow the emerging leader in life and ministry. Do understand that this growth is facilitated best within an intentional relationship. Still, it is very helpful to emerging leaders to receive frank, timely, well-crafted feedback regarding their work. These tools are designed to help you do so.

Who Uses the Rubrics

Each piece of work the emerging leader completes is turned in to the mentor who grades and gives feedback on the work using the appropriate rubric. To do so, simply pull up the electronic version of the respective grading rubric in the LO&CC section of the [CPD website](#) and then fill it out (see Appendices III, VI, and VII for a copy of the grading rubrics). Comments throughout the paper are also welcome. This can all be done manually and scan to the computer. All work has to be completed and filed electronically. If you need help in accessing the rubrics, contact Shanon at Shanon@cpdistrict.org.

Results

If the score is 80 or more, then log into the file of the emerging leader as completed in Ordination/Consecration through myCMA at <https://www.cmalliance.org/sign-in>. Instructions for this process are available by emailing Janet Spriggs @ janet@cpdistrict.org. Initial sign-in requires Janet to set-up the account. Once the account is set-up, the mentor will record their emerging leader's progress.

If the score is less than 80, encourage the emerging leader and give comments to him / her for revision and re-submission.

Appendix III
BOOK REPORT GRADING RUBRIC
 (Sample)

CATEGORY	25 - 22	21 - 18	17 - 15	14 - 0	SCORE
Summary	The book was excellently summarized.	The book was clearly summarized.	The book was summarized.	Inadequate summary.	22
Thinking Stimulated	Engaged interaction/ appraisal rather than restatement is present.	Good interaction or appraisal rather than restatement is present.	Some interaction or appraisal.	Interaction inadequate.	19
Personal Impact	The content is directly applied to life and ministry.	The content is applied to life and ministry.	Content loosely applied to life and ministry.	Insufficient application.	21
Theological Interaction	Agreement, disagreement, or confusion clearly articulated.	Agreement, disagreement, or confusion articulated.	Agreement, disagreement, or confusion somewhat articulated.	Agreement, disagreement, or confusion inadequately articulated.	19
Total					81

Additional Comments:

Appendix IV

GUIDELINES FOR POSITION PAPERS

Format

- Use MLA style. If you don't have a style book you may find help at <http://owl.english.purdue.edu/owl/resource/557/01/> .
- Typed, double-spaced, size 12 standard font (please choose from Times New Roman, Garamond, or Helvetica) in Microsoft Word for electronic submission.
- One-inch margins, flush-right header with last name and page number.
- Proper heading in the upper left corner (see Example Format below).

Organization and Structure

- You must have a solid introduction and thesis developed throughout the paper. Each topic (sub point) you develop from your thesis will have its own heading or paragraph.
- Methods of organization may vary. Some students may follow a theme chronologically throughout, while others may use topical subsections to develop their thesis.
- The content of the body paragraphs should demonstrate how the thesis is true.
- Be sure each sub point is covered and that there is a natural flow and progression through these sub points.
- All words not in English must be either underlined or in Italics.

Quotations

- Any quotations used include a page number, either at the end of the sentence or in a footnote; quotes from the Web will not have a page number. Be sure to include the Web site on your bibliography page.
- Any time four words or more come directly from a reading, they must be placed in quotation marks and cited.
- When following an author's ideas closely, include the chapter number in the paragraph or provide pages at the end of the paragraph.
- Use block quotation format when three or more lines are quoted, and a footnote at the end of the block quote. Block quotes do not require quotation marks.
- When citing a source the first time, use the full name of the source, such as "According to Millard Erickson." Thereafter, use their last name.
- When citing scripture, use the form "Matthew 8:11."

Bibliography

- Every work that you quote must be listed on this page at the end of your paper.
- Book titles must be either underlined or in Italics.
- Chapter titles belong in quotes.

Footnotes

- If you chose to use them, be exact with your spacing, punctuation, etc. Do not indent footnotes; they must align with the left margin.
- Using Word, the menu is Insert, Reference, Footnote. Word automatically numbers.
- Footnotes can be used to make statements that are tangent to the main body of the paper, but are insightful.

- Footnotes are used when an idea or words of another are used in the paper. Cite all ideas which are derived from research. When using exact words from a source, use quotation marks and footnote them.

Sources

- The paper should be the emerging leader's own statement of theological position and should not plagiarize.
- Your sources should integrate and interact with your analysis, demonstrating synthesis and evaluation—not simple restatement.

Grading

- Be sure to review the attached grading rubric while you write. Be sure to read the paper description thoroughly. Using the rubric, grade your work with it as an additional proofread.

Example Format on Next Page

Jane Doe
Sanctification Position Paper
August 10, 20

Table of Contents

Outline

Christ our Sanctifier

This is the first sentence of a great paper that is double spaced and written in many drafts so that Jane carefully articulates her position on sanctification

This is the first main point
[SECOND PAGE]

. . . the essay continues Note that the header is flush right at the top of the page . . . just like on the first page

[LAST PAGE]

Bibliography

Last name, First name. Title of Book. Place of Publication: Publisher, Year of Publication.

General Features of Good Writing

Styles, forms, audiences, and purposes of writing obviously differ from subject to subject; however, there are some general features that good writing holds in common. (Taken from *The Elements of Teaching Writing*, “What is Good Writing?” by Gottschalk and Hjortshoj):

- The organization and flow of the writing sustains continuous reading from a point of departure, in a clear direction, toward a destination. The writing supports this continuous, directed movement, and does not let you down with disconnections, unexpected turns, or loops that force you to read back over previous sections.
- The writing is “voiced.” As a reader, you sense the presence of a writer writing, addressing you, taking responsibility for your understanding, and in effect, ushering you through the text. This sense of voice does not rely on first- and second-person address (“I” or “you”), but the writer often uses cues and transitions to maintain and direct attention.
- While this voice is typically a dispassionate voice of reason and explanation (not chatty or personal), the writer is also relaxed and engaged with the subject—not excessively formal or detached. The author is writing with a pleasing combination of authority and composure.
- The author uses this authority and composure to make difficult subjects easier for you (the reader) to understand, not to demonstrate the complexity and difficulty of his/her knowledge (a common mistake among student writers and scholars).

Appendix V

POSITION PAPERS GRADING POINTERS

General:

- Follow the outline given by LO&CC.
- Make sure the emerging leaders cover all the points stated in the outline
- Scripture verses should NOT be used as “fillers” to fill up the required 8-10 pages of the paper, but adequate Scripture references are necessary to support the points and explanation.

A. Christ Our Savior

Refer to the Mentor Page for Grading Pointers

B. Christ our Sanctifier (by Rev. Duane Adamson)

Refer to the Mentor Page for Grading Pointers

Appendix VI POSITION PAPER GRADING RUBRIC (Sample)

CATEGORY	10 - 9	8 - 7	6 - 5	4 - 0	SCORE
Comprehensive Treatment	The position is thoroughly and thoughtfully developed.	The position is adequately developed.	The position is somewhat developed.	Inadequate treatment of the subject.	7
Sub-theme Development	Each listed theme is covered with excellence.	Each listed theme is covered adequately.	Most listed themes are covered adequately.	Inadequate sub-theme development.	8
Theological Clarity	The emerging leader's theological perspective is very obvious.	The emerging leader's theological perspective is fairly obvious.	The emerging leader's theological perspective is unclear.	The emerging leader's theological perspective is lacking.	8
Cogency	The paper presents a convincing argument.	The paper presents a well-developed argument.	The paper presents a weak argument.	The paper's argument falls apart.	9
Scripture	Texts are very well utilized to support the thesis and argument.	Texts adequately support the thesis and argument.	Texts inadequately support the thesis and argument.	Texts fail to support the thesis and argument.	7
Theological Soundness	The position admirably aligns with Alliance theology.	The position adequately aligns with Alliance theology.	The position differs somewhat with Alliance Theology.	The position differs significantly with Alliance theology.	8
Applicability	The paper pointedly applies the subject to life and ministry.	The paper adequately applies the subject to life and ministry.	The paper lacks application to life and ministry.	Inadequate application.	8
Research and Study	The paper was obviously well researched.	The paper was apparently well researched.	The paper was probably researched.	Research?	7
Mechanics	MLA format perfect. No grammatical, spelling, or punctuation errors.	MLA format very good. Almost no grammatical, spelling, or punctuation errors.	MLA format adequate. A few grammatical, spelling, or punctuation errors.	MLA format lacking. Many grammatical, spelling, or punctuation errors.	6
Organization	Table of Contents, Outline, and Bibliography are done with excellence. The paper is 8 to 10 pages in length.	Table of Contents, Outline, and Bibliography are done well. The paper is too short or too long.	Table of Contents, Outline, and Bibliography are present. The paper is very short or very long.	Table of Contents, Outline, and Bibliography are lacking. The paper is excessively short or long.	8
Total Score					76

Additional Comments:

Appendix VII

SERMON EVALUATION RUBRIC

(Sample)

CATEGORY	10 - 9	8 - 7	6 - 5	4 - 0	SCORE
Introduction	Audience is grabbed, main theme clear, Bible text is very apparent.	Audience is caught, main theme somewhat clear, Bible text is apparent.	Audience is here, main theme almost clear, Bible text is somewhat apparent.	Audience is wandering, main theme unclear, Bible text is unclear.	7
Topic/ Proposition	Key word and topic sentence very clear and very easily discernible.	Key word and topic sentence clear and easily discernible.	Key word and topic sentence somewhat discernible.	Key word and topic sentence un-discernible.	8
Scripture	Text(s) are at the very center of the message. Main points are obviously derived from the text(s).	Text(s) are at the center of the message. Main points are derived from the text(s).	Text(s) are present in the message. Main points are somewhat derived from the text(s).	Text(s) are not the center of the message. Main points are not derived from the text(s).	7
Application	The application was very clear and obviously derived from the text(s).	The application was clear and derived from the text(s).	The application was somewhat clear and maybe came from the text(s).	The application was not clear or loosely connected to the text(s).	9
Illustrations	The points were illustrated with creative excellence.	The points were illustrated with creativity.	The points were illustrated.	The points were not illustrated.	9
Mechanics	No grammatical errors. No umms, ahs, or other awkward hesitations.	Few grammatical errors, umms, ahs, or other awkward hesitations.	Many grammatical errors or umms, ahs, or other awkward hesitations.	Grammatical errors or umms, ahs, other awkward hesitations were very distracting.	8
Delivery	Passion and flow is smooth, vocal variety was very helpful.	Passion and flow is fairly smooth, vocal variety was helpful.	Passion and flow is rough, vocal variety was lacking.	Passion and flow is lacking, vocal variety missing.	8
Conclusion	The point is summed up clearly, concisely; and the challenge is clear.	The point is summed up concisely and there was a challenge.	The conclusion is unclear or there was little challenge.	The point is left hanging or no challenge.	9
Overall	Evidence of integrity, creativity, and preparedness excellent.	Evidence of integrity, creativity, and preparedness very good.	Evidence of integrity, creativity, and preparedness good.	Evidence of integrity, creativity, and preparedness inadequate.	8
Length of Sermon	Sermon length was appropriate.	Sermon was somewhat long or short.	Sermon was long or short.	Sermon was very long or short.	9
Total Score					82

Sermon Length:

Appendix VIII

QUESTIONS FOR ORDINATION/CONSECRATION INTERVIEW

PERSONAL HISTORY

1. Please give us a brief summary of your spiritual journey, including your experience of determining God's call to ministry.
2. What is your personal pattern of devotional prayer and Bible study?
3. What particular strengths/weaknesses have emerged in your first years of ministry?

The Holy Scriptures

4. Define and distinguish between revelation, inspiration, and illumination.
5. What does Scripture teach about extra-biblical revelation?
6. What is the relationship between Scripture and divine guidance?
7. What does the term "scriptural inerrancy" mean to you?
8. What criteria was used for determining which books were included/excluded in the canon of Scripture?
9. Explain the relationship between the Word of God and Scripture.
10. Explain how Scripture is relevant to the average person in your church.

The Trinity

11. Where would you go in Scripture for support of the doctrine of the Trinity?
12. What is the biblical basis for the confession, "There is one God"?
13. What is the biblical basis for the belief that God exists "in three persons: Father, Son and Holy Spirit"?
14. Distinguish between Jesus as "begotten not made" and the Holy Spirit as proceeding from the Father and Son.
15. What contemporary theological positions raise serious questions for the traditional doctrine of the Trinity?

Person of God

16. How does Scripture describe God?
17. What is the basis for the Christian belief that God is a person?
18. Name some of the attributes of God and give a few scriptural incidents that reveal these attributes.
19. Explain the meaning of "holy" in reference to God and explain why it underlies all else in the character of God.

20. Explain the terms theism, deism, atheism, humanism, and agnosticism?
21. What are some of the evidences and arguments for the existence of God?
22. What is your belief concerning God, creationism and evolution?

Person of Christ

23. What are some of the names of Christ given in Scripture?
24. Do you believe that Jesus is Lord? Why?
25. Is Christ eternal? (Does He have beginning or end; was there a time when He was not?)
26. Give examples of the person of Christ in the Old Testament?
27. What biblical evidence is there that Christ was conscious of his divinity?
28. What is the Scriptural foundation for believing that Christ had both a divine nature and a human nature?
29. Why are both natures essential to the person of Christ?

The Person of the Holy Spirit

30. What qualities and ministries, possible only for a person, are attributed to the Holy Spirit?
31. How is the personal nature of the Holy Spirit demonstrated in the Old and New Testaments?
32. Give us a brief explanation of the Scriptural teaching on the gifts of the Spirit.
33. How would you differentiate between the fruit of the Spirit and the gifts of the Spirit?
34. What does Scripture teach concerning the baptism of the Holy Spirit and the filling with the Holy Spirit?

The Atonement

35. Give a brief explanation of the teaching of Scripture on the atonement.
36. Is there any limitation concerning who may benefit from the atonement of Christ?
37. Is the atonement effective in human lives where the gospel is unknown?
38. What aspects of man's condition made the atonement necessary?
39. Could anyone other than Christ have made an acceptable offering?
40. What assurance do we have that the offering was acceptable to God?

Justification and Regeneration

41. Define and contrast justification and regeneration, and give a brief explanation of the teaching of Scripture on the two.
42. Who performs the work of regeneration?

43. What is the nature of the change brought about by regeneration?
44. What is the continuing purpose of regeneration in one's personal life?

Sanctification

45. Define sanctification.
46. What is the relationship between justification and sanctification?
47. What is the relationship between regeneration and sanctification?
48. In what way is progression connected with experiential sanctification?
49. In what way is the believer "dead to sin and alive to God?"
50. What is the practical significance of sanctification to the Christ-follower's lifestyle?
51. What is meant by positional sanctification and progressive sanctification, and how is "crisis" connected to the two?
52. What does the Scriptural phrase "dead to sin and alive to God" mean?
53. What is meant by the phrase "the indwelling Christ?"
54. What are scriptural evidences of a sanctified life?

Healing

55. Explain the biblical basis for healing and its relationship to the redemptive work of Christ.
56. What instruction does James 5 teach in relation to healing?
57. Explain the difference between the "gift of healing" and healing prayer as described in James 5.
58. How would you counsel a believer who has followed the instructions of James 5 and is still seeking a miraculous healing?
59. In the anointing and prayer ministry for the sick by the elders, what does "the prayer of faith" mean?
60. How is the problem of sin related to the problem of sickness?
61. What is the difference between miraculous healing and divine life for the believer?

The Return of the Lord

62. What biblical passages have been major factors in developing your convictions concerning the second coming of Christ and related events?
63. How will the second coming of Christ differ from His first coming?
64. What are the differences between the doctrines of premillennialism, post-millennialism, and amillennialism?
65. Which of the views do you hold? Why?

66. What major events will occur during and after the millennium?
67. Describe the basic tribulation positions and what is your position?
68. What does the term “the imminent return of Christ” mean to you and what Scriptural foundation do you have for your understanding?
69. What is the relationship between Israel and the Church?

The Resurrection

70. What does the term resurrection mean?
71. Do you believe in the resurrection of Jesus Christ? Why?
72. How important is the doctrine of the resurrection to the Christian faith?
73. What are the essential points of Paul’s teaching on the resurrection in I Corinthians 15?
74. What happens to the believer when he is resurrected? To the unbeliever?
75. What is the biblical doctrine of heaven?

The Lostness of Man

76. According to Scripture, what is the inevitable result of lostness?
77. What is the destiny of those who die outside of Christ having never heard the gospel?
78. What does the Bible teach about hell? Is it literal?
79. Is there any possibility of salvation after death?

The Doctrine of the Church

80. What Is the Church?
81. What are some of the metaphors used in Scripture to describe the Church?
82. What is the Scriptural mission of the Church?
83. What is the purpose and function of the local church assembly?
84. What is the biblical basis for reproducing/growing the church?
85. What is the Scriptural procedure for church discipline?
86. What is the role of the pastor in church leadership?
87. What are the Scriptural qualifications and functions of elders/church leaders?

Mission and Vision

88. Give a brief overview of Alliance history and distinctives.
89. What is the mission of The Christian and Missionary Alliance?
90. How do you reflect this mission in the life of your congregation?

91. What are the practical implications of the philosophy of ministry represented by the words “win,” “build,” “equip,” “multiply,” and “send”?
92. What is the overall objective of Alliance international church planting and missionary work?
93. In what way is the task of Alliance missions also your personal responsibility?
94. What is the responsibility of the local church to the global vision of The Christian and Missionary Alliance?
95. How have you included the missionary emphasis in your regular preaching and church programming?
96. In what ways do you encourage the sending out of “called ones” to participate either short term or long term in missions?
97. What is the importance of an annual missionary conference to your local church and to The Christian and Missionary Alliance?
98. How have you implemented in your congregation intercession for international workers?

Alliance Church Government

99. What is the form of local church government in The Christian and Missionary Alliance?
100. In what way is the local church subordinate to General Council and District Conference?
101. What is the role and function of the district superintendent as it relates to you and your church?
102. What would your attitude and anticipated action be if your superintendent suggested that you make a change in your place of ministry?
103. If the majority of your governing board desired your resignation and you felt otherwise, what would you do?
104. What is the proper procedure for submitting a pastoral resignation?
105. What procedure should be followed in seeking an opportunity to emerging leader in another church?

Constituted Authority in the C&MA

106. What is the Scriptural basis for the concept of “constituted authority” as understood in The Christian and Missionary Alliance?
107. If you should become personally involved in doctrines contrary to the “Statement of Faith of The Christian and Missionary Alliance,” what would you do?
108. Are you willing to serve under the leadership of a district superintendent?

109. What difference is there in being led by the Spirit and being subject to recognized authority in the church?
110. Why is it important for the pastor to attend General Council and District Conference?

Pastoral Ministry and Personal Relationships

111. Give a Scriptural definition of shepherding.
112. What is the relationship between the pastor and the governance authority of the local church?
113. How would you deal with a conflict between you and a member of the governance authority?
114. What is your attitude about your personal convictions that may conflict with the church you serve?
115. What is your procedure in counseling or working with persons of the opposite sex?
116. How do you cope with criticism? What if it becomes personal?
117. How do you manage your time as it relates to both personal and work?
118. What does the Scripture mean when it says to “avoid all appearance of evil?”
119. What is your attitude about stewardship and the personal use of money?
120. What is your attitude and current status toward personal financial indebtedness?
121. Have you had any involvement with pornography in any form since your accreditation interview?
122. Do you have any controls on the use of your personal and office computers?
123. Do you have an active personal accountability relationship with one or more persons? What is the nature of that relationship?
124. What is a biblical understanding of marriage?
125. Explain your involvement in personal and corporate prayer.
126. What is the relationship between prayer and pastoral ministry?

Doctrinal Statement of the Christian and Missionary Alliance

127. Have you read and are you in full support of the “Statement of Faith” as found in the current Manual of The Christian and Missionary Alliance?
128. How will you deal with controversial theological issues within the evangelical community in your church?
129. Have you read all of the statements found in the Section H of the Manual of The Christian and Missionary Alliance?
130. What is your position related to these statements?

Appendix IX

ELDER EVALUATION FOR ORDINATION/CONSECRATION

(To be completed by each Elder)

_____ District's Licensing, Ordination, and Consecration Council would request your careful assistance in responding to the following questionnaire. Your response to these questions will greatly assist the council in its evaluation of the emerging leader as he/she completes his / her requirements for ordination / consecration. Please include your comments as indicated. You may or may not sign the form. Please return to the secretary of the Board, who will in turn forward, unopened, all evaluations to the superintendent.

1. Name _____
2. His/her service commenced in your church _____ (day)
(month) (year)
3. Please put a check in the box that best indicates the worker's performance in the following:

	Excellent	Good	Fair	Poor
A. Relationship with the Congregation				
B. Relationship to the Community				
C. Content of Preaching/Teaching Material				
D. Delivery of Sermon or Lesson				
E. Administrative Ability				
F. Counseling Ability				
G. Family Relationships				
H. Demonstrates Spirit-filled Life				
I. Self-starter and Well Disciplined				
J. Demonstrates a Teachable Spirit				

Comments on A - J:

4. Do you believe that this person shows by his/her life and service that God has called him/her to ministry? _____ , _____ , _____ .
(yes) (no) (unsure)

5. Do you recommend that he/she be ordained / consecrated to the ministry?
_____ , _____ .
(yes) (no)

