

Alliance Licensed Ministry Experience/International Apprentice Program

Candidate Development Plan Guidelines

Alliance Licensed Ministry Experience (ALME) is a two-year time of preparation for potential international workers interested in the International Worker Clergy (IWC) track. During this season of preparation, the participants gain church ministry experience and are coached in the key competencies needed for effective cross-cultural ministry. The **International Apprentice Program (IAP)** is a program designed to provide an opportunity for accredited AM candidates to obtain hands-on ministry experience in an overseas setting while completing the qualification for appointment as in the International Worker Clergy track (IWC). It is the desired outcome of these programs that participating candidates develop across the (6) Core Characteristics of an Alliance Leader (see attached). These guidelines will help ensure that proper candidate development occurs and that the ALME/IAP is deemed as a success.

- Before starting, each candidate will **submit a job description** to the International Placement Office (IPO) for approval.
- Each candidate should have a team of people walking alongside them throughout this process. These include:
 - a **representative from the district** to assist with the prescribed ordination/consecration requirements
 - a **supervisor** from the site where you are serving for personal and professional development
 - a **spiritual mentor** for accountability and spiritual development (in some instances this may also be the supervisor, but it is preferable that this is a separate person)
 - a **representative from the IPO** to track the progress along the candidating process. And to help with networking, future IW placement, and to ensure qualifications are being met.
- Yearly the ALME candidate will **submit a Personal Development Growth Plan (PDGP)** to his/her supervisor and the the IPO. This will state his/her ministry, personal and spiritual goals for that year and expected outcomes from his/her ministry experience. The plan should include practices and assessments from this document. The personal development growth plan must be approved by his/her work supervisor and the IPO (**for a sample, visit <https://www.cru.org/content/dam/cru/legacy/2012/03/Personal-Development-Plan.pdf>**).
- The role of the work supervisor and the IPO is to assess whether they have met the expected outcomes and evaluate whether they have completed their goals from their personal development growth plan.
- The list of potential assignments are a useful list of tools that can be used to help a candidate meet the expected outcomes. A candidate does not need to do all the assignments; they are only suggestions to help a ministry supervisor coach the candidate in meeting the expected outcomes. **Only the assignments highlighted need to be completed. The rest are possible assignments if the ministry supervisor needs help in helping him/her grow in these areas.**

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

Christ Centered Character - *Candidates show they have an ever-deepening walk with God that reveals itself as a godly lifestyle as described in 1 Timothy 3:1-7. They are wise stewards of their resources.*

Year 1:

1. Complete Spiritual Growth Assessment

- http://blog.lifeway.com/growingdisciples/files/2013/08/Spiritual_Growth_Assessment.pdf
- 2. Create a Rule of Life using examples from the following sites:
 - bit.ly/developing-a-rule-of-life
 - bit.ly/rule-of-life-podcast
 - bit.ly/rule-of-life-paul-clark

Weekly practice spiritual disciplines (Personal Developmental Growth Plan)

- Learn more about spiritual disciplines. See here:
<https://renovare.org/about/ideas/spiritual-disciplines>

Missional: *Alliance International workers, as a result of training, experience, and passion, are expected to demonstrate confidence, ease, and even boldness in engaging lost people both in relationship and verbal witness to the gospel. Driven by a passion to see people reached where there is little or no access to the gospel, we will seek to develop in our prospective workers the skills, knowledge, and character sets that will let us recapture a pioneer church planting focus.*

Year 1:

1. **1st month of ALME:** Share the **key components of gospel** (including scripture references) with ministry supervisor.
2. **1st month of ALME:** Share personal testimony with ministry supervisor.
3. Create a target list of at least 3 people that you are praying for on a weekly basis and actively sharing your faith with.

Yearly:

1. Participate in your church's missions conference.
2. Be involved in an outreach ministry to local community (either through secular job, church outreach, etc.). This is TBD by ministry supervisor.
3. If you have little experience overseas, participate in a mission/vision trip during your ALME.

Biblically Grounded

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

Biblical Foundation and Alliance Alignment - The candidate has a working knowledge of the Bible and can articulate an integrated theology that is aligned with The Christian and Missionary Alliance. He/she is able to apply and communicate the Word of God with authority while living out the core values of The C&MA.

1. Take Bible Knowledge Exam and score at least an 80%.
2. Share gospel on a **monthly basis with at least 1 person.**

Monthly self-evaluation and discussion with mentor/accountability partner about living out core values of C&MA

- <https://legacy.cmalliance.org/about/beliefs/values>

Quarterly Evaluation Questions about Ordination/Consecration:

- Where are you currently in the ordination/consecration process?
- What have you worked on in this past 3 months for ordination/consecration?
- What scriptures have you memorized in this past 3 months?
- Where do you need help?

Spirit Dependent

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

Empowered Ministry - Alliance International Workers have a high capacity for effectiveness on a team. Through reliance on the Holy Spirit, they demonstrate strong interpersonal skills and experience in building trust and resolving conflict. They are flexible, sacrificial, and dependable. They are learning to be self-aware through interaction with community and assessments. Leading with excellence requires the candidate to serve his/her team through sacrifice, effective decision making, organization, and empowering others. He/she manages stress and anxiety well and resolves conflict that leads toward reconciliation.

Monthly:

1. **Missional engagement** evaluation questions:

- Who are you currently praying for?
- What non-Christian friends have you spent time with this month?
- Who have you shared the gospel with this past month?

Year 1:

1. Assessments

- SDI
- Strength Finders
- IPSAT
- Enneagram

2. Develop a disciple-making philosophy and share with ministry supervisor.

- Disciple at least 1 person/per year.

3. Read a book on Biblical peacemaking

Year 2:

- Complete Conflict Styles Assessment.
 - **Assessment:** bit.ly/conflict-management-styles-assessment
 - **Descriptions:** bit.ly/conflict-management-style-descriptions
- Attend a peacemaking conference.

Competently Skilled

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

Developing cross-cultural competence - Alliance International workers are aware of cultural differences and are able to adapt to new situations with appropriate ease. They are intentionally putting themselves in situations where they may have cross-cultural experiences and/or relationships. They show the ability to acquire fluency in other languages.

Year 1:

1. Exegete your community and develop a strategy for engaging community with the gospel: Tools for exegeting culture:
 - a. <http://thev3movement.org/2013/11/20/exegeting-a-neighborhood-within-the-city/>
 - b. <http://www.brigada.org/wp-content/uploads/2017/04/Exegete-Your-Culture-Final.pdf>
2. Read and do activities from **Field Projects in Anthropology: A Student Handbook**.

Year 2:

- Write a 3-5-page reflective paper on how what you learned from doing the community exegesis and the effectiveness of your plan for engaging the community with the gospel.
- CQ or IDI assessment (online)
- Take MLAT-O assessment (sent by IPO).
- Read a book on world religions.

Innovative: Alliance International Workers are able to initiate plans and programs in order to fulfill a common vision. They are self-starters, creative, resilient, and motivated to make things happen. They can work with others to develop strategic vision, cast vision, and then implement that vision through a team.

4. Start a new ministry or further develop current ministry (completed by end of ALME experience - evaluated by ministry supervisor).

Self-Disciplined

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

Developing Discipline - Alliance International Workers - to thrive overseas - need to be emotionally and physically healthy. They practice discipline in physical, emotional, spiritual, and family health which is essential for the rigors of cross-cultural ministry. They will work on physical health by exercising, eating correctly, making sure their BMI is under 32, and visiting a doctor regularly. They will do the tough work of dealing with past issues or

woundings that they have not addressed and/or work on issues where it is noted that they need more healing by talking with a counselor, pastor, qualified mentor, or spiritual director. They will seek help for any addictions and come to a place of freedom where they are not practicing these and living a disciplined lifestyle. They will demonstrate strong marriage and family health and seek help for their marriages and/or children when applicable.

Monthly:

1. Review these holistic health questions with spiritual mentor or supervisor.
 - How have you practiced good physical health this past month? (patterns of exercise? healthy eating? sleep patterns?)
 - What areas of your emotional health are you currently addressing?
 - What personal relationships have you been investing in recently? What does that investment look like?
 - How have you been practicing hospitality?
 - How are you currently feeling about your own life, ministry assignment, work patterns? Describe.
 - If you had to evaluate your marriage/parenting/singleness health on a scale of 1-10, what score would you give it? Why did you give it that score? What areas would you like to grow in?
2. Take the online health assessment at www.energyprofile.perfprog.com/free/.
 - List your top ten health insights and discuss them with your mentor.

Self-Aware

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

Developing Spiritual and Soul Awareness - Candidates maintain a healthy, balanced life. They appropriately process past pains and losses. They have a positive and realistic outlook on life and are aware how their emotions affect others. They find contentment in their current stages in life (single, married, or engaged) and their households are fully committed to a ministry lifestyle.

Year 1:

1. Take a weekend spiritual retreat
2. Read a book on singleness, engagement, parenting, or marriage depending on your life circumstance

Year 2:

1. Take a weekend spiritual retreat.
2. Read **Soul Care** by Rob Reimer.
 - a. If possible, attend a Soul Care conference or small group.
3. Take personality assessment administered by the IPO.

Core Characteristics of an Alliance Leader

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

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

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

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

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

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

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

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

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

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

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

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

