

***OVERVIEW OF THE  
ACCREDITATION PROCESS  
IN THE  
CENTRAL PACIFIC DISTRICT  
OF THE C&MA***

## TABLE OF CONTENTS

INTRODUCTION	2
APPLICATION PROCEDURES	2
ALLIANCE STANDARDS OF CREDENTIALING	2
ASSESSMENT INTERVIEW	4
WHAT TO EXPECT IN THE INTERVIEW	7
APPENDIX I: SELF-CHECK FOR CORE CHARACTERISTICS OF AN ALLIANCE LEADER	11
APPENDIX II: CORE CHARACTERISTICS OF AN ALLIANCE LEADER	14

## INTRODUCTION

Welcome to the process in the Emerging Leadership Pathway which leads to accreditation in the Christian and Missionary Alliance. Accreditation is the first step which may result in licensure and ultimately ordination / consecration.

### I. APPLICATION PROCEDURES

Making Application for Alliance Ministry: All emerging leaders, including college or seminary students in their senior year, may apply for accreditation at the Central Pacific District. To initiate the application, the emerging leaders shall first contact Rick Mann at [Rick@cpdistrict.org](mailto:Rick@cpdistrict.org) or call the district office at 530-662-2500. After the initial contact, the emerging leaders may submit their completed Application for Alliance Ministry online.

### II. ALLIANCE STANDARDS OF CREDENTIALING

Taken from the *Manual of the Christian and Missionary Alliance*, Section E-3-1:

*It was He who gave some to be apostles, some to be prophets, some to be evangelists, and some to be pastors and teachers, to prepare God's people for works of service, so that the body of Christ may be built up . . . (Ephesians 4:11,12). No one takes this honor upon himself; he must be called by God, just as Aaron was (Hebrews 5:4).*

Persons appointed to Christian 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 of walking with the Spirit in the process of sanctification by living a godly lifestyle as prescribed in 1 Timothy 3:1–7.
3. Display a growing walk with God by developing the disciplines of prayer, worship, participating in community, reading God's Word, 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 (serving communities, multiplying church networks and developing people), vision, and distinctives of the C&MA and submit to constituted authority as defined by the Board of Directors of the C&MA.
7. Comply with the intent of the [Statement on Lifestyle and Conduct of C&MA Official Workers](#) in the LO&CC Handbook as well as the [Statements on Sexuality, Sanctity of Life](#) and [Women in Ministry](#).

Academic Requirements: All persons who seek to be licensed as official workers must have a minimum of thirty (30) semester credit hours of study in Bible, theology, and ministry with a minimum of 18 of these credits being in Bible and/or theology from an Alliance college or graduate school or a fully accredited graduate or undergraduate institution which affirms the authority of Scripture as the only rule of Christian faith and practice. The district LO&CC has the authority to waive or adjust these academic requirements when applicants for licensed ministry demonstrate an equivalent level of academic training in biblical, theological, and practical ministry preparation for ministry. This academic requirement may be fulfilled through alternative study programs which offer a program of study equivalent to 30 semester credit hours of academic study in Bible, theology, and ministry and that are approved by Church Ministries.

Individuals who otherwise qualify for licensing as an official worker and who have not completed a minimum of thirty (30) hours of study in Bible, theology, and ministry, may be issued a provisional official worker license upon acceptance as a student in the Ministerial Study Program (MSP) provided by Church Ministries on condition that they intend to pursue ordained and consecrated ministry.

Individuals who otherwise qualify for licensing as an official worker and who have not completed a minimum of thirty (30) hours of study in Bible, theology, and ministry, may be issued a provisional official worker license upon completion of a minimum of fifteen (15) hours of study in Bible, theology, and ministry from an Alliance college or graduate school or a fully accredited graduate or undergraduate institution on condition that they agree to complete minimum of thirty (30) hours of study in Bible, theology, and ministry in the next two years and to pursue ordained and consecrated ministry.

8. Alliance Polity: All candidates for licensed ministry must provide evidence that they have successfully completed a course in Alliance Polity and distinctives as approved by Church Ministries.
9. Transfer from another Denomination: Persons seeking ministry in the C&MA who have been previously licensed and/or ordained or consecrated by another recognized Christian denomination or by an independent or non-denominational church body, must fulfill the General and Academic requirements for licensing as an official worker. They may apply to serve with the C&MA as follows:
  - a. Submit a completed Application for Alliance Ministry to the district superintendent of the district in which they seek to serve.

- b. Provide a copy of their service history and ordination/consecration certificate from the ordaining body.
- c. Commit to the mission, vision, core values and distinctives of the C&MA and indicate their willingness to submit to constituted authority as defined by the Board of Directors of the C&MA.
- d. Secure approval of the LO&CC through an assessment interview to determine suitability for their intended ministry role and their understanding and agreement with the doctrinal distinctives, history, and polity of the C&MA.
- e. Complete a course in Alliance Polity and distinctives as approved by Church Ministries. The LO&CC may require additional readings or papers at its discretion.

Everyone who transfers to Alliance ministry from another denomination is required to attend a New Official Workers Forum (Resonate) provided by Church Ministries or the district in which they are licensed, as a condition of licensing. The LO&CC shall determine if an applicant who has been ordained by another recognized body meets qualifications for ordination/consecration in the C&MA by means of an oral examination. If so, the LO&CC may sustain the actions of the former body to ordain/consecrate the individual and issue an appropriate certificate indicating that the ordination/consecration has been sustained by the C&MA. Individuals who have not been ordained or consecrated previously shall be issued a provisional official worker license if they intend to pursue ordained or consecrated ministry with the C&MA. If they do not intend to do so, they may be issued a Church Ministry Worker license.

10. Persons Ordained by C&MA National Churches outside the United States: Men who have been ordained by another C&MA national church may be licensed as ordained official workers upon their placement in local church ministry by the district superintendent and upon providing documentation of their ordination. Their ordination may be recognized after the Licensing, Ordination, and Consecration Council has determined that they have met suitable requirements for ordination by the C&MA in the United States and have completed the Alliance Polity Course. Women who have been ordained or consecrated by another C&MA national church may be licensed as consecrated official workers upon their placement by the district superintendent and upon providing documentation of their ordination or consecration. Their ordination/consecration need not be sustained. Women may be recognized as Consecrated Official Workers after the Licensing, Ordination, and Consecration Council has determined that they have met suitable requirements for consecration by the C&MA in the United States and have completed the Alliance Polity Course.
11. Divorce and Remarriage: The C&MA does not license persons who have been divorced and remarried, except when the divorce was prior to conversion or when there were sufficient biblical grounds. Individuals who have been divorced and remarried within these conditions may be eligible to serve as licensed official workers (General Bylaws, Article XII, Section 12.2). Following a preliminary interview with the district's superintendent, and upon his recommendation, applicants for licensed ministry who have been divorced and remarried, or whose spouse has been divorced, may appeal to the district License, Ordination, and Consecration Council for a review of conditions, to determine if they meet the guidelines adopted by the Board of Directors of the C&MA. If approved, the candidate may continue the licensing process through the district LO&CC.

### III. ASSESSMENT INTERVIEW

Upon receiving the completed Application for Alliance Ministry from an applicant, the district superintendent will arrange for an assessment interview. If the applicant is married, the spouse is also expected to participate in the interview. Applicants who are approved by LO&CC are eligible for placement in ministry with the C&MA. An appropriate official worker license will be issued only upon appointment to a place of ministry by the district superintendent. An approved candidate for placement will have up to two years from the date of his/her approval to find placement through the district superintendent, after that time candidates may be subject to re-interview at the discretion of the superintendent and the Licensing, Ordination and Consecration Council (LO&CC).

#### A. Introduction to the Accreditation Interview

In the accreditation interview, we want to gain a wholistic sense of your readiness for ministry generally and in the C&MA specifically. Additionally, we want to gain an understanding of your sanctification process and theological beliefs, as well as affirm your call to ministry. While you have already completed the Application for Alliance Ministry and have given us your written responses to these matters, the interview gives you an opportunity to meet with Alliance ministry leaders 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. They will be asked to share their journey and their calling to join with you in ministry.

The interview is a time where we will celebrate what God is doing in your life and confirm the direction where you feel He is leading. It is the culmination of the developmental process of accreditation. We want to ensure 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 depend on the Holy Spirit. 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 core characteristics of an Alliance worker: Kingdom-Minded, Biblically Grounded, Spirit Dependent, Competently Skilled, Self-Aware and Self-Disciplined. We will uphold the Alliance standards of credentialing as found in Section E-3 of *The C&MA Manual* while confirming and recommending the next steps in your leadership development.

#### Definitions:

- ☐ Accreditation: the act of being officially recognized by The Christian & Missionary Alliance as qualified to serve in Alliance ministry.
- ☐ Licensing: when a man or a woman are appointed by the district superintendent to serve in pastoral ministries and provide leadership to the church.

#### B. The Core Characteristics of an Alliance Worker

Diverse leaders from The Alliance family have recognized six core characteristics that are foundational for effective ministry: Kingdom-Minded, Biblically Grounded, Spirit Dependent, Competently Skilled, Self-Aware and Self-Disciplined. 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 Core Characteristics of an Alliance Worker that you can use to evaluate yourself or give to a mentor to help you assess these areas in your life prior to the interview. This is to give you a general understanding of what topics will be addressed in the interview. Note the Core Characteristics below:

## 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.*

<ul style="list-style-type: none"> <li>• An ability to articulate a salvation story.</li> <li>• Submission to believer’s baptism in a local church.</li> <li>• Active membership in a local church.</li> <li>• Active service in the local church.</li> <li>• A demonstrated ability to lead others to Christ</li> </ul>	<ul style="list-style-type: none"> <li>• The active practice of Biblical stewardship including Tithing and Responsible debt management.</li> <li>• An ability to work with people who are different than you.</li> <li>• Sacrificial living for the sake of others</li> </ul>
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**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.*

<ul style="list-style-type: none"> <li>• The conviction that the Bible is God’s inerrant Word.</li> <li>• An ability to articulate the core tenants of the historic Christian faith.</li> <li>• The display of basic biblical literacy.</li> <li>• An ability to articulate the unique theological distinctives of the C&amp;MA</li> </ul>	<ul style="list-style-type: none"> <li>• An ability to articulate a basic understanding of ministry calling and ministry offices (Eph 5).</li> <li>• A demonstrated ability to read and adapt to specific cultures in order to effectively minister the Gospel of Jesus Christ.</li> </ul>
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**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.*

<ul style="list-style-type: none"> <li>• The practice of the spiritual disciplines.</li> <li>• The ability to articulate a moment of spiritual crisis and resolution</li> <li>• The ability to hear, understand, and obey the voice of the Holy Spirit.</li> </ul>	<ul style="list-style-type: none"> <li>• A growing demonstration of Christ-like Character</li> <li>• The ability to live in the power of the Holy Spirit</li> <li>• The active display of humility.</li> </ul>
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**Competently Skilled** - *An Alliance Worker has and is constantly developing a holistic set of skills that will catalyze a lifetime of leadership.*

<ul style="list-style-type: none"> <li>• A growing proficiency in basic pastoral skills (preaching, shepherding, etc.)</li> <li>• A growing proficiency in organizational leadership skills (budgeting, strategy planning, change management, etc.)</li> </ul>	<ul style="list-style-type: none"> <li>• A growing proficiency in basic ministry skills (evangelism disciple making, etc.)</li> <li>• A growing proficiency in the soft skills of people management (conflict resolution, communication, etc.)</li> </ul>
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**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.*

<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> </ul>	<ul style="list-style-type: none"> <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>
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**Self-Disciplined** - *An Alliance Worker displays Kingdom-oriented rhythms which lead to greater Kingdom awareness, receptivity, and productivity.*

<ul style="list-style-type: none"> <li>• A healthy work/life balance.</li> <li>• Emotional well-being (the ability to grieve/celebrate/and have fun)</li> <li>• The demonstration of biblically healthy personal relationships (marriage/single)</li> </ul>	<ul style="list-style-type: none"> <li>• The demonstration of covenant relationships (accountability)</li> <li>• An appreciation for physical and mental health</li> <li>• The demonstration of a willingness to pursue personal restoration when necessary.</li> </ul>
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#### IV. WHAT TO EXPECT IN THE INTERVIEW

Our recommendation is to be as prepared as you can prior to the interview. Reviewing your Application for Alliance Ministry, studying your Doctrinal Questionnaire, memorizing key Bible passages, and taking the Core Characteristics Inventory will give you a great start for the interview. We recommend that you also review the [Alliance Web site, www.cmalliance.org](http://www.cmalliance.org)—and review our history, core values, and distinctives. If at all possible, it is helpful to ask for a mock interview with your District, pastor or mentor before you go into the interview.

In the interview, we will be asking you to share your personal story and then proceed through each of the core characteristics. Please answer the personal questions with honesty and transparency. The theological understanding questions will be woven throughout the interview under each core characteristics of an Alliance leader (see sample questions below.) You will need biblical support for each one of these questions. 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, but please refrain from using notes.

The following are sample questions.

#### Beginning of Interview -

1. 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.
2. Why do you want to be accredited with The Christian & Missionary Alliance?
3. Can you be passionate about the three strategic themes of the Alliance of serving communities, multiplying church networks and developing people? Which one do you see yourself fitting into the most?

#### Kingdom Minded

1. How have you shared the gospel with someone recently?
2. Who is one person you are investing in right now for the kingdom?
3. **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?
4. **Theological Understanding: Jesus** - Most Christological heresies deny either the deity or humanity of Jesus. Where in Scripture do we see evidence of both of Jesus as fully man and fully God?

#### Biblically Grounded

1. What spiritual disciplines do you have in your life to help you stay connected to God in his Word?
2. What is one verse or passage that God has used in your life lately to help shape you as his follower?
3. What biblical principles shape your philosophy of ministry (how you do ministry)?
4. What does God's word say about Spiritual warfare? What is the role scripture plays?
5. **Theological Understanding: 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 salvation of men and as a guide for your Christian faith? What role should scripture play in your own life?
6. **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."
7. **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?

#### Spirit Dependent

1. In the past, how have you experienced the Holy Spirit communicating with you?
2. How have you responded to the promptings of the Holy Spirit in the past?
3. Is there an area of your life where you are quenching the voice of the Spirit?
4. **Theological Understanding: Sanctification** - 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?

5. **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?

#### Competently Skilled

1. What area of ministry or life, have others recognized and affirmed in you?
2. What is it that you do, that brings life to yourself and others? Please give examples.
3. How do you define success?
4. Share one story from your ministry experience where something was successful and one that was not and why.
5. **Theological Understanding: Church** Do you believe in the establishment of the local church? Why or why not? What are the essential corporate functions of the Church and why are they important?
6. **Theological Understanding: Bodily Resurrection** - Explain what a bodily resurrection is.

#### Self-Aware

1. What area(s) in your life (i.e.: identity, competency, character, integrity) keep coming up? 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.
2. What has been your biggest struggle in life?
3. What is the deepest craving of your heart right now?
4. **Theological Understanding: Healing** - What is the scriptural basis for the position that physical healing is provided in the redemptive work of Christ? How would you walk someone in your church through prayer for physical healing? Give the steps you would take someone through.

#### Self-Disciplined

1. 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.
2. What are the lessons you have learned about time management? What area are you weak in managing your time?

#### Health

1. Physical
2. Relational
3. Emotional

### V. RESULT OF THE INTERVIEW

When the interview is concluded, the emerging leader will be asked to step out of the room or off of an internet call while the interviewers share notes and each interviewer will fill out the evaluation form as documented in pp. 34 – 36 of the *Interview Guidelines for the C&MA Accreditation Interview*. The interviewers will determine their recommendation. All evaluation forms need to be sent to Shanon Lee for filing. Shanon will also prepare a summary of evaluation and be kept in the emerging leader's file.

When the emerging leader returns, the interview team will share with him / her their observations of strengths and areas of growth in his / her life and ministry. Their assessment is based on the material provided in the application, references, and the interview. They will also provide their official recommendations as to the next steps in Alliance ministry concerning accreditation. Here are the following recommendations they may choose:

- **Accredited** - This candidate shows evidence of walking with the Spirit in the process of sanctification by living a godly lifestyle as prescribed in 1 Timothy 3:1–7, a specific call to serve God in vocational Christian ministry, has an accurate biblical and theological understanding, a growing walk with God, and alignment with the values and vision of the C&MA. We are accrediting this candidate and recommend placement in Alliance ministry.
- **Conditionally Accredited** - This candidate needs to complete additional steps before finalizing accreditation, but they show high potential for effective ministry, strong character, and confirmed calling, so we are accrediting this candidate and recommend placement in Alliance ministry upon the completion of the required steps. After successfully addressing the areas outlined by the interview team and through communication with their case manager that they have completed these steps, we believe the candidate will grow in their ministry effectiveness.
- **Continuing Accreditation** - At this time it is unclear whether this candidate is suitable for Alliance ministry. However, we do see ministry potential after the candidate adequately addresses the issues outlined under conditions in this report. When these areas are addressed, we believe the candidate will be ready to be reassessed for Alliance ministry.
- **Ministry Apprentice Certification** - We affirm this candidate's journey toward Alliance ministry and recommend he/she serve as a ministry apprentice to confirm God's call and gifting for vocational ministry. The ministry apprentice will serve within a church under the guidance of experienced licensed official worker(s) for no more than two years
- **Redirected** - We are not recommending this candidate for vocational Alliance ministry. We recognize the candidate has strengths that can advance God's Kingdom and encourage the candidate to explore those opportunities.

# APPENDIX I

## SELF-CHECK FOR CORE CHARACTERISTICS OF AN ALLIANCE LEADER

Please score yourself on each of the following characteristics.

### 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.*

I attend a local Alliance church and I am involved on a weekly basis.

☐ Excel ☐ Solid ☐ Growing ☐ Needs Development ☐ Not Practicing

I can articulate my salvation story and can also share the Gospel with others.

☐ Excel ☐ Solid ☐ Growing ☐ Needs Development ☐ Not Practicing

I practice Biblical stewardship regarding tithing, debt reduction, time and talents.

☐ Excel ☐ Solid ☐ Growing ☐ Needs Development ☐ Not Practicing

I can work with people who are different than me.

☐ Excel ☐ Solid ☐ Growing ☐ Needs Development ☐ Not Practicing

I can live sacrificially for the sake of others.

☐ Excel ☐ Solid ☐ Growing ☐ Needs Development ☐ Not Practicing

### Biblically Grounded

*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.*

I hold to the conviction that the Bible is God's inerrant Word and I have good biblical literacy.

☐ Excel ☐ Solid ☐ Growing ☐ Needs Development ☐ Not Practicing

I have an ability to articulate the unique theological distinctives of the C&MA

☐ Excel ☐ Solid ☐ Growing ☐ Needs Development ☐ Not Practicing

I have an ability to articulate a basic understanding of ministry calling and ministry offices (Eph 5).

☐ Excel ☐ Solid ☐ Growing ☐ Needs Development ☐ Not Practicing

I demonstrate an ability to read and adapt to specific cultures in order to effectively minister the Gospel of Jesus Christ.

☐ Excel ☐ Solid ☐ Growing ☐ Needs Development ☐ Not Practicing

### Spirit Dependent

*An Alliance 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.*

I have had a time (or times) in my life where I surrendered to the filling and guidance of the Holy Spirit

☐ Excel ☐ Solid ☐ Growing ☐ Needs Development ☐ Not Practicing

I am free from any addictions and have been for at least 6 months.

☐ Excel ☐ Solid ☐ Growing ☐ Needs Development

I practice spiritual disciplines consistently.

☐ Excel ☐ Solid ☐ Growing ☐ Needs Development ☐ Not Practicing

I hear, understand, and obey the voice of the Holy Spirit and am empowered by him.

☐ Excel ☐ Solid ☐ Growing ☐ Needs Development ☐ Not Practicing

Others would note that I display humility and Christ-like character.

☐ Excel ☐ Solid ☐ Growing ☐ Needs Development ☐ Not Practicing

### **Competently Skilled**

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

I have growing proficiency in basic pastoral skills (preaching, shepherding, etc.)

☐ Excel ☐ Solid ☐ Growing ☐ Needs Development ☐ Not Practicing

I have a growing proficiency in organizational leadership skills (budgeting, strategy planning, change management, etc.)

☐ Excel ☐ Solid ☐ Growing ☐ Needs Development ☐ Not Practicing

I have a growing proficiency in basic ministry skills (evangelism disciple making, etc.)

☐ Excel ☐ Solid ☐ Growing ☐ Needs Development ☐ Not Practicing

I have a growing proficiency in the soft skills of people management (conflict resolution, communication, etc.)

☐ Excel ☐ Solid ☐ Growing ☐ Needs Development ☐ Not Practicing

### **Self-Aware**

*An Alliance 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.*

I know and can explain how my identity is found in Christ.

☐ Excel ☐ Solid ☐ Growing ☐ Needs Development ☐ Not Practicing

I know what my spiritual gifts are and how they are used in ministry for God's kingdom.

☐ Excel ☐ Solid ☐ Growing ☐ Needs Development ☐ Not Practicing

I am aware of my personality, motivations and leadership style and am working on my blind spots.

☐ Excel ☐ Solid ☐ Growing ☐ Needs Development ☐ Not Practicing

I can explain my calling and journey into ministry and understand their importance

☐ Excel ☐ Solid ☐ Growing ☐ Needs Development ☐ Not Practicing

I can develop vision and values statements as a leader in ministry.

☐ Excel ☐ Solid ☐ Growing ☐ Needs Development ☐ Not Practicing

## Self-Disciplined

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

I am practicing physical and mental health.

☐ Excel      ☐ Solid      ☐ Growing      ☐ Needs Development      ☐ Not Practicing

Others would say I have a healthy life/home and work balance

☐ Excel      ☐ Solid      ☐ Growing      ☐ Needs Development      ☐ Not Practicing

I am emotionally healthy and show signs of this health.

☐ Excel      ☐ Solid      ☐ Growing      ☐ Needs Development      ☐ Not Practicing

I have healthy biblical relationships (marriage/single.)

☐ Excel      ☐ Solid      ☐ Growing      ☐ Needs Development      ☐ Not Practicing

I live in accountable relationships.

☐ Excel      ☐ Solid      ☐ Growing      ☐ Needs Development      ☐ Not Practicing

I demonstrate a willingness to pursue personal restoration and peace keeping when necessary

☐ Excel      ☐ Solid      ☐ Growing      ☐ Needs Development      ☐ Not Practicing

## APPENDIX II

# CORE CHARACTERISTICS OF AN ALLIANCE LEADER

**For Mentor: please score this candidate on each of the following characteristics.**

### 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.*

Attends a local Alliance church and is involved on a weekly basis.

☐ Excel ☐ Solid ☐ Growing ☐ Needs Development ☐ Not Practicing

Can articulate salvation story and can also share the Gospel with others.

☐ Excel ☐ Solid ☐ Growing ☐ Needs Development ☐ Not Practicing

Practices Biblical stewardship regarding tithing, debt reduction, time and talents.

☐ Excel ☐ Solid ☐ Growing ☐ Needs Development ☐ Not Practicing

Can work with people who are different than them.

☐ Excel ☐ Solid ☐ Growing ☐ Needs Development ☐ Not Practicing

Can live sacrificially for the sake of others.

☐ Excel ☐ Solid ☐ Growing ☐ Needs Development ☐ Not Practicing

### 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.*

Holds to the conviction that the Bible is God's inerrant Word and has good biblical literacy.

☐ Excel ☐ Solid ☐ Growing ☐ Needs Development ☐ Not Practicing

Has an ability to articulate the unique theological distinctives of the C&MA

☐ Excel ☐ Solid ☐ Growing ☐ Needs Development ☐ Not Practicing

Has an ability to articulate a basic understanding of ministry calling and ministry offices (Eph 5).

☐ Excel ☐ Solid ☐ Growing ☐ Needs Development ☐ Not Practicing

Demonstrates an ability to read and adapt to specific cultures in order to effectively minister the Gospel of Jesus Christ.

☐ Excel ☐ Solid ☐ Growing ☐ Needs Development ☐ Not Practicing



### Spirit Dependent

*An Alliance 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.*

Has a time (or times) in their life where they surrendered to the filling and guidance of the Holy Spirit

☐ Excel ☐ Solid ☐ Growing ☐ Needs Development ☐ Not Practicing

Is free from any addictions and has been for at least 6 months.

☐ Excel ☐ Solid ☐ Growing ☐ Needs Development

Practices spiritual disciplines consistently.

☐ Excel ☐ Solid ☐ Growing ☐ Needs Development ☐ Not Practicing

Can hear, understand, and obey the voice of the Holy Spirit and is empowered by him.

☐ Excel ☐ Solid ☐ Growing ☐ Needs Development ☐ Not Practicing

Others note that they display humility and Christ-like character.

☐ Excel ☐ Solid ☐ Growing ☐ Needs Development ☐ Not Practicing

### Competently Skilled

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

Has growing proficiency in basic pastoral skills (preaching, shepherding, etc.)

☐ Excel ☐ Solid ☐ Growing ☐ Needs Development ☐ Not Practicing

Has a growing proficiency in organizational leadership skills (budgeting, strategy planning, change management, etc.)

☐ Excel ☐ Solid ☐ Growing ☐ Needs Development ☐ Not Practicing

Has a growing proficiency in basic ministry skills (evangelism disciple making, etc.)

☐ Excel ☐ Solid ☐ Growing ☐ Needs Development ☐ Not Practicing

Has a growing proficiency in the soft skills of people management (conflict resolution, communication, etc.)

☐ Excel ☐ Solid ☐ Growing ☐ Needs Development ☐ Not Practicing

### Self-Aware

*An Alliance 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.*

Knows and can explain how their identity is found in Christ.

☐ Excel ☐ Solid ☐ Growing ☐ Needs Development ☐ Not Practicing

Knows what their spiritual gifts are and how they are used in ministry for God's kingdom.

☐ Excel ☐ Solid ☐ Growing ☐ Needs Development ☐ Not Practicing

Is aware of personality, motivations and leadership style and is working on blind spots.

☐ Excel ☐ Solid ☐ Growing ☐ Needs Development ☐ Not Practicing

Can explain their calling and journey into ministry and understands their importance

☐ Excel ☐ Solid ☐ Growing ☐ Needs Development ☐ Not Practicing

Can develop a vision and values statements as a leader in ministry.

☐ Excel ☐ Solid ☐ Growing ☐ Needs Development ☐ Not Practicing

## Self-Disciplined

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

Is practicing physical and mental health.

☐ Excel      ☐ Solid      ☐ Growing      ☐ Needs Development      ☐ Not Practicing

Has a healthy life/home and work balance

☐ Excel      ☐ Solid      ☐ Growing      ☐ Needs Development      ☐ Not Practicing

Is emotionally healthy and show signs of this health.

☐ Excel      ☐ Solid      ☐ Growing      ☐ Needs Development      ☐ Not Practicing

Has healthy biblical relationships (marriage/single.)

☐ Excel      ☐ Solid      ☐ Growing      ☐ Needs Development      ☐ Not Practicing

Lives in accountable relationships.

☐ Excel      ☐ Solid      ☐ Growing      ☐ Needs Development      ☐ Not Practicing

Demonstrates a willingness to pursue personal restoration and peace keeping when necessary

☐ Excel      ☐ Solid      ☐ Growing      ☐ Needs Development      ☐ Not Practicing

