

Welcome to the

**SOUTHERN DISTRICT**

***CANDIDATE HANDBOOK:  
ORDINATION and  
CONSECRATION PROGRAM***

**Revised August 2003**

# **SOUTHERN DISTRICT**

## ***CANDIDATE HANDBOOK: ORDINATION and CONSECRATION PROGRAM***

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## A LETTER FROM THE DISTRICT SUPERINTENDENT

Dear Consecration or Ordination Candidate,

This handbook is an excellent guide as you move through the various requirements of Consecration or Ordination. I urge you to read it very carefully and place on your long range planning calendar the various milestones and requirements found herein.

The required books along with the position papers will be of great help to you as a believer and a pastor. Your ministry of preaching and teaching will be substantially enhanced during this process.

As you meet with your mentor, his experience and wise counsel will be a valuable experience. Never hesitate to call or visit your mentor. He is there to help and advise in many ways.

The District Office is here to serve you. Please phone, write, email or fax at any time. We are your friends and desire to assist you throughout this preparation time and the years following your Consecration or Ordination. Be certain to send copies of your schedule, monthly reports, book reports and papers to your mentor and to this office.

May you experience the joy of The Lord as you diligently move through this wonderful process.

In the joy of Christ,



Fred G. King  
District Superintendent  
Southern District

## **A LETTER FROM THE MODERATOR**

Dear Colleague,

I want to express my appreciation to you in your obedience to God's will in pursuing ordination. It is my prayer that you will be a servant well pleasing in His sight. Servant-hood attests to our calling both as an ordinand and as a member of the License, Ordination and Consecration Council.

I would like to encourage you to subject yourself to the task that is involved in being ordained in the gospel ministry. You will be assigned a mentor who will supervise your progress and give guidance as needed. It will be your personal responsibility to complete all requirements. It is important to think not only of yourself during this process, but also what it will mean to the Church of Christ worldwide.

In your spiritual journey the application of oneself to the ordination process, enhances your understanding of ministry but also enriches one's experience of the presence of God. Your attitude and application to this process over the next two years will measure your commitment and dedication to His service. May the Lord give you the grace and discipline to faithfully complete this task in a timely manner.

Sincerely,

Clarence Hager  
License, Ordination and Consecration Council Moderator

## WELCOME TO THE ORDINATION/CONSECRATION PROGRAM!

We are thankful to God that He has led you to join us in this challenging venture to bring the knowledge of salvation in Christ to the people in the states of Tennessee, Alabama, Mississippi, Florida and Louisiana. We pray that He will empower you for the ministry to which you have been called and that you will experience great joy in your service for Him.

When licensed as an Official Worker you were automatically “enrolled” in the C&MA Ordination and Consecration program (the O/C program). This is a uniform requirement for ministry preparation of all Official Workers, in every Alliance district. The Southern District, Ordination and Consecration Council (LO&CC) welcomes you to this opportunity. We pledge to be your advocates and supporters.

We also want you to know that our expectations are high that you will commit to completing the work in a timely and thorough manner. With you we anticipate the joy that will come when your call, your giftedness, and your competency in ministry are all affirmed in a service of ordination or consecration in celebration of what God has done in your life.

This *Handbook* will provide all the information you need to successfully complete your program. Please read carefully through each document . Contact the District Office if something is unclear or if you have questions that have not been answered. We want to help you.

### FIRST THINGS FIRST

After you have read through the documents the next step is to develop a plan for how you will do the work. Included is a record so you can see how we track your progress. Each time you submit work to LO&CC the information is recorded in your record on the date when we receive it. That’s why it’s called a Completion Record! However, it is also your Completion Schedule--your working plan for how you will complete the requirements.

There is no “right” or “wrong” order in which to complete the elements of the program. However, there are a few practical suggestions that you may want to review before you begin. They are in [APPENDIX I Suggestions for the Process](#)

When you’ve looked at those suggestions it’s time to make decisions. Outline a tentative plan. Discuss it with your spouse, if married, and with your mentor. Then write your target dates in the “Projected” columns of the “Completion Schedule and Record.”

Send copies to: your mentor and the LO&CC at the District Office.

Give a copy to your senior pastor if you are on a church staff and perhaps to your Elders.

Keep your own copy in a prominent place!

**This is your commitment to the district.**

### SUBMITTING YOUR WORK

You’ll notice that there are various report forms. Use them as templates. We’d prefer that you send all your written work as attachments to email (address on the next page). If possible, please send material as Word for Windows-compatible “.doc” attachments to email. .. *Please* keep a hard copy or backup of everything you send.

May God bless you and deepen your commitment to His service as you complete this work for His glory.

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of the  
Christian and Missionary Alliance  
License, Ordination and Consecration Council  
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# OVERVIEW OF THE ORDINATION/ CONSECRATION PROGRAM

## THE ORDINATION/CONSECRATION PROGRAM IS A DENOMINATIONAL REQUIREMENT

Your participation in this denominational program is not optional. All persons licensed as Official Workers in the C&MA, except lay ministers, are required to complete the ordination (for men) or consecration (for women) program as part of their preparation for vocational ministry. We believe that you will find it helpful and a blessing and we pray that you will enter into it with enthusiasm.

**Annual license renewal for workers who are not yet ordained or consecrated is conditional upon consistent progress toward completing the requirements described below, within the specified time.**

The program is established by National Church Ministries and approved by the Board of Directors of The C&MA. The governing documents are the “Uniform Policy on Ordination,” and “Uniform Policy on Consecration,” found in sections E-4 and E-5 of the *C&MA Manual* (available on the Internet—see section #14 for instructions). The Southern District License, Ordination and Consecration Council (LO&CC) which administers the O/C program in the district may add other requirements at its discretion.

1. **ACADEMIC REQUIREMENTS FOR LICENSE:** If you lacked academic credits at licensing, please pay special attention to the document [Academic Requirements](#) (including the NOTE). All academic requirements are to be completed within three years of first license (unless the district superintendent grants an extension of time). When you have completed all academic work you must proceed immediately into the full O/C program.
2. **TIME FRAME FOR COMPLETION OF O/C WORK:** The ordination/consecration requirements should be completed within two years of first license (or no longer than 5 years for those completing academic requirements first). This time frame is not optional. However, on receipt of a written request, the district superintendent, considering extenuating circumstances on a case by case basis, may grant an extension of up to one year.
3. **TRANSCRIPTS:** Official transcripts of all academic work after high school are required for your Personnel File. You should have arranged for official transcripts when you first applied for license. However, if you earn additional academic credit later, please be sure that the District Office has updated official transcripts for your file.
4. **COMPLETION SCHEDULE AND RECORD:** Your first step in the O/C program, after you have read through all the documents, is to plan how to complete the work in a timely fashion. The method you use to accomplish this is up to you. However, there are some suggestions for you to consider in the document [Appendix I: Suggestions for the Process](#)
5. Enclosed with this Handbook you will receive a printout of the personalized Completion Schedule and Record that we maintain at The District Office. Discuss your plan of completion with your spouse if you are married, with your mentor and with your senior pastor or Elders (so they can be supportive). Then write the target dates for each item in the “Projected” columns. Keep a copy, give one to your mentor, and send one to the LO&CC Moderator right away.

Please give this prayerful thought. **Your Completion Schedule is your commitment to take this work seriously and make it a priority.** It is important that you keep a consistent schedule. The LO&CC looks for that.

6. **MEETINGS WITH MENTOR:** Arrange at least nine meetings each year with your assigned mentor. Topics of discussion will include personal Christian life, relationships, ministry and other appropriate matters. Spouses of married candidates should attend some sessions. If distance prohibits frequent meetings in person, some may be by telephone. Your mentor will help you prepare for the oral exam taken at the conclusion of the written work. The mentoring relationship is one of the most important components of the O/C program.

7. **MINISTRY REPORTS:** Everyone not yet ordained or consecrated, who is completing academic credits or specific ordination work, must submit a ministry report every month until the month of the oral exam. Copies of this report should be sent to your mentor and LO&CC on the report form in the *Handbook*. Please remember that **ministry reports should be received by the LO&CC no later than the 10<sup>th</sup> of the following month.**  
[Monthly Ministry Report Form](#) ; [Monthly Ministry Report Form--Provisional License](#)
8. **READING REPORTS:** The current reading list and report forms are in this *Handbook*. Submit reports regularly as you complete the reading requirements. [Reading Report Form](#)
9. **BIBLE READING:** Read through the Bible in a version different from what you normally read. When you have finished, send a signed statement of completion to the LO&CC. Begin this immediately so that you will complete the reading within the two years.
10. **ALLIANCE POLITY COURSE:** Everyone who has not taken this course or a similar course in college is required to complete it for the O/C program. Refer to the document "Alliance Polity Course" to see how this coordinates with the required Position Papers. [Alliance Polity Course](#)
11. **POSITION PAPERS/PROJECTS:** Required position papers with instructions are listed in this *Handbook*. [Papers and Projects](#)  
**Important note: Paper #5 requires a prerequisite of GHC I or Eternal CPR.**
12. **EVANGELISM TRAINING:** Attend an approved evangelism training seminar and apply the training to your local church, reporting on the form provided in the *Handbook*. Please check with the Moderator of the LO&CC before taking an evangelism course to be sure it is approved.
13. **AUDIO/VIDEO TAPE:** Prepare at least one audio or (preferably) videotape **each year** of a full-length sermon preached at a regular church service and give this to your mentor to review for both content and delivery. If you do not have opportunities to preach in your church, your mentor will help you find a suitable alternative.
14. **C&MA MANUAL:** Become familiar with the most recent published *Manual of The Christian and Missionary Alliance* and understand Alliance polity including government, constituted authority and positional statements

**Note:** The C&MA Manual is available through the C&MA website: [www.cmalliance.org](http://www.cmalliance.org). Click on "Alliance Resources" in the upper right corner of the home page and then choose "C&MA Manual." This access information is correct as of 2/2002. However, if the website changes or if you have any difficulty please contact the LO&CC.

15. **NEW OFFICIAL WORKERS FORUM:** In compliance with the Board of Directors directive, all new Official Workers, both men and women, are required to attend the NOWF (in Colorado Springs) in the first year of their ministry with the C&MA. This is also a requirement for ordination and consecration.

Eligible workers will receive invitations from National Church Ministries (NCM). All costs, except for the registration fee, including transportation, room and board are fully paid by NCM for senior pastors in their first year of ministry. Room and board will be paid by NCM for other church staff in their first year of ministry. Churches (when possible) should pay the transportation costs (and registration fee) for church staff persons.

NOWF is traditionally held the last weekend of July each year. Please notify your Governing Board and/or senior pastor of this requirement and keep that weekend free to attend NOWF **in the first year of your ministry**. If this is not possible you must inform the district superintendent of your reason. If you are invited to attend and choose not to go in your first year of ministry the subsidy will not be available but attendance is still a requirement for ordination and consecration.

16. **MINISTRY REQUIREMENT:** Two years of licensed ministry with The C&MA and the approval of your immediate supervisor are necessary before you may be ordained or consecrated. You must be in full time ministry unless the district superintendent grants an exception.
17. **ORAL EXAM:** When you near completion of your program, carefully follow the planning schedule in the *Handbook* to prepare for the oral examination with the LO&CC. [Planning Schedule--Oral Exam](#). You (and your mentor) are responsible to meet the dates for submitting final work. Send copies as indicated on the chart. Discuss your plans with the LO&CC moderator and your mentor.

Study the sample questions furnished in APPENDIX IV. [APPENDIX IV Sample Questions for Oral Exam](#)  
Support your answers with scripture and memorize 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.

The District Office, through the moderator of the LO&CC, will schedule your oral examination at one of the quarterly meetings. Your ordination or consecration to ministry must be approved by the LO&CC.

### **ORDINATION OR CONSECRATION SERVICE**

The Service of Ordination or Consecration is a special service when the call of God on your life is affirmed, and recognition is given that you have successfully met the O/C requirements established by The Christian and Missionary Alliance. We will begin to plan the service as soon as you have passed the oral exam. Your ordination or consecration process is complete at the time when you are “set apart for ministry” by the laying on of the hands of your colleagues in ministry. If at all possible, your mentor should participate in the service.

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

## **ACADEMIC REQUIREMENTS FOR LICENSE**

Applicants for license as an Official Worker of The C&MA are expected to have met certain academic requirements (*Manual* of the C&MA, section E3). However, at its discretion, the LO&CC may license some individuals in a temporary classification.

### **1. Provisional Official Worker License**

An applicant who is otherwise well qualified but whose academic preparation in Bible, Theology and Ministry subjects is considered inadequate after examination by the district LO&CC, may be issued a “Provisional” Official Worker License. A worker thus licensed must enroll in a district-approved study program and is expected to give his/her studies highest priority. Please note that, since this is in exception to the normal license requirements, it is not acceptable to complete only one or two courses a year to remedy the deficiency. The worker may receive a Provisional License for a maximum of three years (depending on the amount of credit to be earned). By the end of three years all academic credits should be completed. Any extensions must be approved by the LO&CC. A worker who does not keep a satisfactory pace of study may lose his or her license until the deficiency is remedied.

### **2. Church Leadership Academy**

One acceptable path to acquiring the necessary academic credits is through the Ministerial Study Program (MSP) provided by the C&MA Church Leadership Academy at the C&MA National Office in Colorado. Applications for the MSP program may be obtained from the District Office.

The full MSP is to be completed within three years. A candidate may complete the program more quickly than this, but may not take longer without specific approval from the LO&CC.

### **3. Alternative Study Programs**

An individual may know of a different study program or may already be enrolled in another academic program. Such persons must have their study program approved by the LO&CC before it will be accepted as adequate to fulfill Alliance academic requirements.

### **4. Worker’s Responsibilities While Holding A Provisional Official Worker License.**

1. Work diligently to complete the program of study within the prescribed time.
2. Report academic progress quarterly to the district office by means of transcripts and grade reports.
3. Meet regularly with a coach or mentor to review progress.
4. Submit a ministry report **monthly** on the “Monthly Ministry Report form for workers with Provisional License.”

**Note:** Normally, a worker holding a Provisional Official Worker License should focus his/her attention on completing academic pre-requisites as quickly as possible before beginning the work specific to the O/C program. However, if time permits, books on the required O/C reading list may be read and reported during this period. Students in the MSP program will actually complete four of the O/C Position Papers as they work through a course that covers Alliance doctrine and polity.

## ALLIANCE POLITY COURSE

All new workers who have not completed an Alliance Doctrine and Polity Course, must do so when licensed by The C&MA.

Examples of those who need to do the course:

- A graduate from an Alliance school in a major that did not include the Polity course (or equivalent).
- A graduate from a non-Alliance school.
- All workers (ordained or not-ordained) transferring from another denomination.

The Alliance Polity Course (or equivalent) is a component of the ordination and consecration program. If you have already done equivalent work it will be recorded on your transcript. Otherwise, you will need to do it.

The APC is comprised of eleven lessons on a compact disk in Adobe Acrobat format (read only). Textbooks for the course include: *A Movement for God*, (formerly entitled “Bringing Back The King”), *The Fourfold Gospel* and *The Manual of The Christian and Missionary Alliance*.

You are asked to read specified material and then to respond to what you have read through “interactive logging.” Four of the lessons require a paper. As an encouragement, these are four of the five papers required for the O/C program—so the same paper does “double duty.”

You will notice that one of the textbooks for the APC is also listed on the reading list (“The Fourfold Gospel”). It is recommended that one defers reading this book until doing the polity course.

Information about purchasing the Polity Course may be obtained from the District Office. Check to see if your church already has a copy you can use before purchasing a new set of materials.

When the Polity course has been completed, the candidate should complete the Statement of Completion (included in this *Handbook*) and send a copy both to his/her mentor and to the District.

**Note:** Persons enrolled in the Ministerial Study Program complete an equivalent to the Alliance Polity Course in their course entitled “Alliance Distinctives.”

## READING LIST FOR ORDINATION/CONSECRATION

Effective January 1, 2001

1. Niklaus, Robert, et al., All for Jesus, (The first 100 years of The C&MA.)
2. Greenway, Roger S., Go and Make Disciples, An Introduction to Christian Missions
3. “Essays on the Pre-Millennial View & Eschatology”
4. Bailey, Keith M., Divine Healing, The Children’s Bread
5. Simpson, A. B., Wholly Sanctified
6. Simpson, A. B., The Fourfold Gospel (This book is also a textbook for “The Alliance Polity Course.” It should be read by those required to do the APC at the time the course is done.)
7. Tozer, A. W., The Pursuit of God
8. **One of**      Bounds, E. M., Power Through Prayer,  
                    Dewel, Wesley L. Touch the World Through Prayer
9. The Bible (In a version or translation different from the one usually read)

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**Books and Essays from the Reading List may be purchased from  
Christian Publications Inc., 1-800-233-4443**

## POSITION PAPERS AND PROJECTS

### Required Position Papers

The five required position papers are listed below. A comprehensive treatment is expected, including, but not limited to, the items listed under each theme. The position papers are to be statements of your personal theology supported by scripture. They will be a valuable review of doctrinal themes and helpful in preparing for the oral exam. Each paper is to be approved by your mentor before being submitted.

The papers shall be no less than eight pages in length (if printed out), double-spaced and in good form. They should be identified by a “cover page” with title, your name and date. **Include a statement on the “cover sheet” of the date when your mentor approved your paper.**

Completed position papers will be reviewed by readers designated by the LO&CC who will evaluate your work and assure that all the listed points are covered and supported with scripture. If a reader discovers a deficiency in a paper, you may be asked to rewrite parts of your work in order to remedy the problem. Please remember that the readers are familiar with the requirements of the examining committee and that they will ask for revisions only if they believe it is in your best interest as preparation for the exam or because, in their judgment, you have not been sufficiently clear.

#### **Paper #1 - *Christ Our Savior***

- a. The nature and final destiny of mankind
- b. The plan and purpose of the atonement
- c. The means and results of justification
- d. Your personal experience of Christ as Savior

#### **Paper #2 - *Christ Our Sanctifier***

- a. The crisis and progression of sanctification
- b. Identification of the believer with Christ's death and resurrection
- c. The ministry of the Holy Spirit in sanctification
- d. Your personal experience of Christ as Sanctifier
- e. Your personal ethics and strategy for establishing boundaries, maintaining sexual purity, integrity, healthy finances, etc.

#### **Paper #3 - *Christ Our Healer***

- a. The relationship of divine healing and the atonement
- b. The significance of anointing with oil
- c. The ministry of healing in the local church
- d. Your personal experience of Christ as our Healer

#### **Paper #4 - *Christ Our Coming King***

- a. Defend the pre-millennial coming of Christ
- b. Trace the events surrounding the rapture of the Church
- c. Relationship between the imminence of Christ's coming and world missions
- d. Your personal understanding of Christ our coming King

#### **Paper #5 - *The Biblical Basis of Outreach***

- a. **Prerequisite: Attendance at a GHC I or an Eternal CPR seminar (report place and dates).**
- b. The lostness of humankind. Defend the need for evangelism and mission as opposed to a Universalist position.
- c. How does church multiplication fulfill the Great Commission?

- d. How should your church be involved and support church multiplication?
- e. Describe your personal relationship to worldwide missions

## **Required Projects**

### **1. Self-Understanding**

- Prepare a written analysis (at least 2 pages) of your self-understanding (identify strengths, non-strengths, spiritual gifts, natural leadership style, work preferences, and related issues)
- NOTE: If you have previously completed a self-assessment tool using a different program please discuss this with the District. You may not have to repeat that part of the work.
- Outline a strategy (at least 2-3 pages) to bring strength and adequacy to your person and ministry.
- Discuss your findings with your mentor and submit copies of your report to the district superintendent through the LO&CC desk.

### **2. Lifelong Learning**

- Develop a five-year learning plan to serve as a basis for lifelong learning. Identify possible areas of study and delivery systems in which the learning will take place. Review the plan with your mentor and submit it to the LO&CC.
- 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

### **3. Other**

Attendance at a New Official Workers Forum prior to ordination/consecration. (Note: Attendance at this Forum is by invitation from the C&MA National Office each year.)

# READING REPORT

NAME (Type/Print):

BOOK TITLE:

DATE READ:

AUTHOR:

REPORT NUMBER:

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.

*\* Use the form as a template. Be sure it is clearly identified. Use as much space as needed. Reading reports are usually one or two pages in length.*

*\* One report for each book on the Reading List. Send one copy to your mentor and one to the LO&CC Moderator.*

# MONTHLY MINISTRY REPORT

## Ordination/Consecration Program

Reports are due no later than **the 10th of the month following the month being reported.**

**NAME:**

**REPORT MONTH:**

**YEAR:**

1. Describe what you have accomplished this month toward Ordination/Consecration requirements.
  
2. Books and periodicals read:
  
3. Bible passages/topics used for preaching/ teaching:
  
4. Visitation, counseling, other personal contacts:
  
5. Family relationships, achievements, etc.:
  
6. Blessings, accomplishments, and special events in your ministry:
  
7. Difficulties and needs in your ministry:
  
8. Specific matters for which those receiving this report may be praying for you:

*\* Use the form as a template. Be sure it is clearly identified. Use as much space as needed. Reading reports are usually one or two pages in length.*

*\*Send copies to your Mentor and to the LO&CC Moderator*

## **MONTHLY MINISTRY REPORT**

**For workers with PROVISIONAL LICENSE\***

Reports are due no later than **the 10th of the month following the month being reported.**

**NAME:**

**REPORT MONTH:**

**YEAR:**

1. Describe what you have accomplished this month toward your academic requirements.
  
2. Books and periodicals read:
  
3. Bible passages/topics used for preaching/ teaching:
  
4. Visitation, counseling, other personal contacts:
  
5. Family relationships, achievements, etc.:
  
6. Blessings, accomplishments, and special events in your ministry:
  
7. Difficulties and needs in your ministry:
  
8. Specific matters for which those receiving this report may be praying for you:

*\* Use the form as a template. Be sure it is clearly identified. Use as much space as needed. Reading reports are usually one or two pages in length.*

*\*Send copies to your Mentor and to the LO&CC Moderator.*



# ALLIANCE POLITY COURSE

## COMPLETION REPORT

Name: \_\_\_\_\_

Candidates who are enrolled in the Ministerial Study Program offered by the Church Leadership Academy, will complete an equivalent to the Polity Course in their second year of the program with the course “Alliance Distinctives.” Return this completion statement at the end of that course. The ministerial program offered by the Church Leadership Academy is located at the Alliance Headquarters in Colorado Springs, CO. The Polity Course can be purchased from that office.

Please return this statement to the LO&CC Moderator with a copy to the district:

- When you have completed 11 lessons of the Polity Course (or have completed the course “Alliance Distinctives” in the MSP).
- When you have completed all the assignments.
- When your Mentor has reviewed your work.

***Please note: The papers required for the Alliance Polity Course are four of the papers required for Ordination/Consecration and the same paper counts for both.***

***You may choose either:***

- ***to submit the papers to the LO&CC as you complete them for the Polity Course***
- ***or keep them for possible revision until after you have completed all the reading for Ordination/Consecration.***

## STATEMENT OF COMPLETION

I have completed all the requirements of the Alliance Polity Course.

Name: \_\_\_\_\_ Date Completed: \_\_\_\_\_

My mentor reviewed my work and found it acceptable on (Date): \_\_\_\_\_

## PLANNING SCHEDULE

### ORAL ORDINATION/CONSECRATION EXAM

About six months before the end of your second year in the O/C program it is time to plan for the oral examination and review of your work by the LO&CC. You and your Mentor should discuss your readiness and agree on a detailed plan for completion.

**You must follow the timeline below.** This gives adequate notice to the LO&CC moderator of your intention, and ensures that your written work is completed in time for a final review. Plan backwards from the month you want to be examined. The LO&CC generally meets in March, August and November.

**Candidate Letter of Intent:** Your letter asking to be examined at the LO&CC meeting in \_\_\_ month. The LO&CC moderator will confirm your plan and set up your interview time.

**Position Papers Due:** Your position papers will be given for review prior to your exam to readers designated by the LO&CC. They may accept your paper as it was submitted or ask for clarification or even rewriting. Please remember that the motive for any requests for revision is to help you be better prepared for your examination and for ministry.

**Other Unfinished Work:** Any work remaining must be received at the LO&CC moderator no later than six weeks before your scheduled interview.

**Elder Evaluation:** Your Elders must evaluate your ministry and readiness for ordination/consecration using a form in your mentor's Handbook. Your mentor should be the one to request that the Elders do this. Discuss this with your mentor.

**Elder Letter of Request:** The Elders of your Church must request that you be ordained/consecrated. (Your Mentor should request this. Discuss it with him/her).

**Mentor Checklist:** Ask your Mentor to review and sign off on a copy of your Completion Record that shows the dates when you have completed each task..

**Exam:** Work with your Mentor to prepare for the exam. There is a list of review questions in this *Handbook*. The LO&CC is not limited to only these questions but they serve as a guide. It is very important that you be able to support your doctrinal views with Scripture. Be familiar with relevant sections of *The Manual of The Christian and Missionary Alliance*. You will be expected to explain your positions concisely with clarity and confidence.

**PLEASE REVIEW THE CHART THAT FOLLOWS.**

## SCHEDULE TO PREPARE FOR ORAL EXAMINATION

### ORDINATION and CONSECRATION PROGRAM (Sample)

MATERIAL DUE	SEND TO	MONTH SCHEDULED FOR ORAL EXAM	
		August	November
Candidate Letter of Intent	<ul style="list-style-type: none"> <li>• LO&amp;CC Moderator</li> </ul>	March	June
Elder Letter of Request	<ul style="list-style-type: none"> <li>• District Superintendent</li> <li>• LO&amp;CC Moderator</li> </ul>	March	June
Final Position Papers	<ul style="list-style-type: none"> <li>• LO&amp;CC Moderator</li> <li>• Final review by Mentor</li> </ul>	April	July
All Unfinished Work	<ul style="list-style-type: none"> <li>• LO&amp;CC Moderator</li> </ul>	June	September
Elder Evaluation	<ul style="list-style-type: none"> <li>• LO&amp;CC Moderator</li> <li>• District Superintendent</li> </ul>	June	September
<b>Mentor Checklist</b> - Mentor sign-off on Completion Record	<ul style="list-style-type: none"> <li>• LO&amp;CC Moderator</li> </ul>	July	October

## Appendix I

### SUGGESTIONS FOR THE PROCESS

#### A Spiritual and Philosophical Perspective

Men and women in ministry have many responsibilities to juggle as well as (often the case) meeting the needs of a young family. It's a temptation to feel that since you are doing "real" ministry you shouldn't have to spend time doing other requirements. However, as far as the Alliance is concerned, until you have completed this program and passed the oral exam, this work is not an "extra." It is a major part of your ministry as you "show yourself approved, a worker who is not ashamed..." Therefore, choose a positive attitude and do this work for the glory of God!

You will not be the only one spending time with your O/C process: district personnel invest time in you, too. From the hours your mentor spends with you, through seminars and retreats, DEXCOM and LO&CC meetings and the prayers on your behalf, your colleagues invest a great deal of time and effort to support you in ways both visible and unseen. Not only do we consider this a spiritual service, it is also part of our moral, ethical and even legal responsibility as we endorse you as a worker of The Christian and Missionary Alliance. Through that endorsement the district, and the denomination say to the world that you have met the standard of excellence required for this vocation and that you are worthy to be trusted as a spiritual leader of the people in C&MA congregations. We take that responsibility very seriously and for that reason we want you to take your part seriously as well.

#### Time

Because the O/C program is a denominational mandate it is eminently reasonable that you should spend part of your weekly "work" hours to meet the requirements of the program. Discuss this with your senior pastor if you are a staff person, and with your Board if you are a senior pastor. We hope they will agree that you need a minimum of one morning or afternoon free each week for O/C work. However, even if your church gives you this gift of time, it is up to **you** to "protect" it. No one else can, or will, do that for you. Turn off your phones, use the answering machine, shut down the web, open your books and do **only** the ordination or consecration work during that period of time. Consistency is the secret to finishing and on time.

Maximize your time. "Think pragmatically" as you work. To use your time well integrate the program requirements into your ministry by using the readings and papers etc., as resources for (e.g.) Sunday School or membership classes, sermons, or youth group devotionals. Additionally, the O/C work is intended to help you prepare for the oral exam. Read the books and write your papers with that in mind. Memorize the scriptures. Don't wait until the last moment.

#### Process

##### **Uniformity.....**

It should be obvious that some components of the program must be done in a fairly uniform manner. Reading the Bible in a different version or translation, recording and reporting your ministry through monthly reports, meeting with your mentor—these things will continue on a daily or monthly basis throughout the entire two-year period and there is not much flexibility in how they are done.

Other requirements are also “standard”--the New Workers Forum in Colorado Springs during your first year, evangelism training and Growing a Healthy Church I Seminar for paper #5).

**.....as well as freedom of choice.**

The way you schedule the reading, position papers and the Alliance Polity Course (if required) is up to you. In other words, you don't have to read the books in the order they are listed nor write the papers in order, if you'd prefer not to.

While there is no “right” way to do these parts of the program, experience tells us that some things just make good sense. So here are some optional approaches for you to consider:

1. You could spend the first year reading and reporting on one book a month and doing some of the “other” requirements such as the Self-Assessment project. Then the second year you could focus on writing the position papers, doing the polity course, if required, and doing the Lifelong Learning project.
2. Or, you could integrate the reading with writing the position papers. For example you could write the Sanctification paper after reading “Wholly Sanctified” and “Empowered;” the Healing paper after reading “Divine Healing;” the Coming King paper after reading “Living In The Shadow;” the Outreach paper after reading “Go and Make Disciples” and “The Church is Bigger Than You Think.”
3. If you are required to do the Alliance Polity Course you may choose to do it all at once as a “stand-alone” course, or integrate it with other work. It is probably better, however, not to do the Polity Course before you have done some of the required reading because parts of the APC require you to write the position papers and you might as well have the advantage of having read the relevant books before writing the papers.

The first part of the APC covers Alliance history and background information. So, you could read “All For Jesus,” and then work through the first five lessons of the APC. Lessons 6, 7, 8, 9, each deal with one aspect of Christ our Savior, Sanctifier, Healer and Coming King. You could complete each of these lessons in conjunction with the readings and papers as suggested in #2 above.

Take joy in this journey. Leave room to be surprised by God as you submit to these requirements for His sake.

## Appendix II

# STATEMENT OF FAITH

### *The Christian and Missionary Alliance*

There is one God,<sup>1</sup> who is infinitely perfect,<sup>2</sup> existing eternally in three persons: Father, Son and Holy Spirit.<sup>3</sup>

Jesus Christ is true God and true man.<sup>4</sup> He was conceived by the Holy Spirit and born of the Virgin Mary.<sup>5</sup> He died upon the cross, the Just for the unjust,<sup>6</sup> as a substitutional sacrifice,<sup>7</sup> and all who believe in Him are justified on the ground of His shed blood.<sup>8</sup> He arose from the dead according to the Scriptures.<sup>9</sup> He is now at the right hand of the majesty on high as our great High Priest.<sup>10</sup> He will come again to establish His Kingdom of righteousness and peace.<sup>11</sup>

The Holy Spirit is a divine person,<sup>12</sup> sent to indwell, guide, teach, empower the believer,<sup>13</sup> and to convince the world of sin, of righteousness, and of judgment.<sup>14</sup>

The Old and New Testaments, inerrant as originally given, were verbally inspired by God and are a complete revelation of His will for the salvation of men. They constitute the divine and only rule of Christian faith and practice.<sup>15</sup>

Man was originally created in the image and likeness of God.<sup>16</sup> He fell through disobedience, thus incurring both physical and spiritual death. All men are born with a sinful nature,<sup>17</sup> are separated from the life of God, and can be saved only through the atoning work of the Lord Jesus Christ.<sup>18</sup> The portion of the impenitent and unbelieving is existence forever in conscious torment;<sup>19</sup> and that of the believer, in everlasting joy and bliss. Salvation has been provided through Jesus Christ for all men; and those who repent and believe in Him are born again of the Holy Spirit, receive the gift of eternal life and become the children of God.<sup>20</sup>

It is the will of God that each believer should be filled with the Holy Spirit and be sanctified wholly,<sup>21</sup> being separated from sin and the world and fully dedicated to the will of God, thereby receiving power for holy living and effective service.<sup>22</sup> This is both a crisis and progressive experience wrought in the life of the believer

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<sup>1</sup> Deuteronomy 6:4

<sup>2</sup> Matthew 5:48

<sup>3</sup> Matthew 28:19

<sup>4</sup> Philippians 2:6-11

<sup>5</sup> Luke 1:36-38

<sup>6</sup> I Peter 3:18

<sup>7</sup> Hebrews 2:9

<sup>8</sup> Romans 5:9

<sup>9</sup> Acts 2:23-24

<sup>10</sup> Hebrews 8:1

<sup>11</sup> Matthew 26:64

<sup>12</sup> John 14:15-18

<sup>13</sup> John 16:13, Acts 1:8

<sup>14</sup> John 16:7-11

<sup>15</sup> II Peter 1:20-21, 2 Timothy 3:15-16

<sup>16</sup> Genesis 1:27

<sup>17</sup> Romans 3:23

<sup>18</sup> I Corinthians 15:20-23

<sup>19</sup> Revelation 21:8

<sup>20</sup> Titus 3:4-7

<sup>21</sup> I Thessalonians 5:23

<sup>22</sup> Titus 3:4-7

<sup>22</sup> I Thessalonians 5:23

subsequent to conversion.<sup>23</sup>

Provision is made in the redemptive work of the Lord Jesus Christ for the healing of the mortal body.<sup>24</sup> Prayer for the sick and anointing with oil are taught in the Scriptures and are privileges for the Church in this present age.<sup>25</sup>

The church consists of all those who believe on the Lord Jesus Christ, are redeemed through His blood, and are born again of the Holy Spirit. Christ is the Head of the Body, the Church,<sup>26</sup> which has been commissioned by Him to go into all the world as a witness, preaching the Gospel to all nations.<sup>27</sup>

The local church is a body of believers in Christ who are joined together for the worship of God, for edification through the Word of God, for prayer, fellowship, the proclamation of the Gospel, and observance of the ordinances of baptism and the Lord's Supper.<sup>28</sup>

There shall be a bodily resurrection of the just and of the unjust; for the former, a resurrection unto life;<sup>29</sup> for the latter, a resurrection unto judgment.<sup>30</sup>

The Second Coming of the Lord Jesus Christ is imminent<sup>31</sup> and will be personal, visible, and premillennial.<sup>32</sup> This is the believer's blessed hope and is vital truth that is an incentive to holy living and faithful service.<sup>33</sup>

C&MA Statement of Faith - (General Councils 1965, 1966, 1974)

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<sup>22</sup> Acts 1:8

<sup>23</sup> Romans 6:1-14

<sup>24</sup> Matthew 8:16-17

<sup>25</sup> James 5:13-16

<sup>26</sup> Ephesians 1:22-23

<sup>27</sup> Matthew 28:19-20

<sup>28</sup> Acts 2:41-47

<sup>29</sup> I Corinthians 15:20-23

<sup>30</sup> John 5:28-29

<sup>31</sup> Hebrews 10:37

<sup>32</sup> Luke 21:27

<sup>33</sup> Titus 2:11-14

## Appendix III



### **MISSION STATEMENT** ***THE CHRISTIAN AND MISSIONARY ALLIANCE***

The following statement was adopted as the official mission statement of The Christian and Missionary Alliance to be utilized as the basic strategic-planning instrument for the evaluation of both existing and future ministries, programs, and activities of The Christian and Missionary Alliance.

**Our mission is to know Jesus Christ;  
exalt Him as Savior, Sanctifier, Healer and Coming King;  
and complete His great commission.**

- Evangelizing and discipling persons throughout the United States, and
- Incorporating them into Christ-centered, community-focused congregation,
- Mobilizing them for active involvement in a missionary effort designed to plant Great Commission churches among both unreached and responsive peoples worldwide.

The following condensed version of the mission statement was adopted as the logo statement for advertising and communication purposes:

**Knowing Christ and Completing His Great Commission.**

(Adopted by General Council, 1996)

## **VISION STATEMENT**

### **THE CHRISTIAN AND MISSIONARY ALLIANCE**

*The Christian and Missionary Alliance will be  
a movement of Great Commission Christians  
who are glorifying God by building Christ's Church worldwide*

For more information please see the website of The Christian and Missionary Alliance:  
[www.cmalliance.org](http://www.cmalliance.org)

SOUTHERN DISTRICT  
*Ordination/Consecration Candidate Handbook Revised 8/2003*

## **QUESTIONS FOR THE ORDINATION/CONSECRATION ORAL EXAM**

### **PERSONAL HISTORY**

1. State your family background, your father's and mother's vocation and relationship with you.
2. Share your experience of conversion, baptism, and any subsequent significant spiritual experience.
3. What is your personal pattern of devotional prayer and Bible study?
4. What is your family devotional pattern related to your spouse and family?
5. Relate your experience in determining "God's call" to the ministry.
6. What evidence have you seen of God's blessing on your ministry?
7. What particular strengths/weaknesses have emerged in your first years of ministry?
8. Do you, as a general rule, find it easy to get along with other people?  
How do you evaluate yourself in relationships with other people?
9. What is your attitude about stewardship and the personal use of money?
10. How do you define success in ministry?

### **THE HOLY SCRIPTURES**

11. Define and distinguish between revelation, inspiration, and illumination.
12. Explain the relationship between the Word of God and Scripture.
13. What is your opinion of extra-biblical revelation?
14. How do revelation and divine guidance relate?
15. What is your position and understanding of scriptural inerrancy?
16. What does the concept "canon" mean?
17. What is your understanding of the criteria used for determining which books were included/excluded in the canon?

18. How would you respond to the charge that the doctrine of the inspiration of Scripture is irrelevant since "all we possess are very faulty copies and translations of the original documents of biblical authors?"
19. How necessary is Scripture to correct church practice and doctrine?
20. Explain how Scripture is relevant to the average person in your church.

### **THE TRINITY**

21. List several biblical passages, which give basis for the doctrine of the Trinity and indicate why you feel they are significant.
22. Why do we confess "there is one God?"
23. Why do we confess that God exists "in three persons: Father, Son and Holy Spirit?"
24. List three attributes of God and show from Scripture how they are evident in each person of the Trinity.
25. Are there any particular attributes truly unique to each person?
26. How do the three persons relate to creation? revelation? salvation? the Church?
27. What contemporary theological positions raise serious questions for the traditional doctrine of the Trinity?
28. What contemporary cultic groups evidence deviation from the traditional doctrine of the Trinity?

### **PERSON OF GOD**

29. Give a biblical definition of "God." (John 4:24; Hebrews 12:29; I John 1:5; I John 4:8).
30. What is the basis for the Christian belief that God is a person?
31. Name some of the attributes of God.
32. Give a few scriptural incidents that reveal these attributes.
33. Explain the meaning of "holy" in reference to God and tell why it underlies all else in the character of God.
34. Explain the terms theism, deism, atheism, humanism.
35. What are some of the evidences and arguments for the existence of God?
36. How does God maintain a personal relationship with His creatures?

37. What is your belief concerning God, creationism and evolution?

### **PERSON OF CHRIST**

38. State some of the names referring to Christ (Messiah, Lord, Jesus, etc.) and explain their meanings.
39. Why do you believe Christ is Lord?
40. What is meant by the preexistence of Christ? Is He eternal? Does He have beginning or end?
41. What are the fundamental characteristics of His person?
42. Explain how the historic Christ was conscious of His divinity.
43. How is the person of Christ dealt with in the Old Testament?
44. How may it be proved that Christ was really a man?
45. How do you account for the fact that Christ had both a divine nature and human nature?
46. Why are both natures essential to the person of Christ?
47. How do you know that Christ is alive today?

### **THE PERSON OF THE HOLY SPIRIT**

48. How does our Lord's teaching concerning the Holy Spirit indicate that He is a person?
49. What qualities and ministries, possible only for a person, are attributed to Him?
50. How is the personality of the Holy Spirit expressed by His activity in the early Church? In the Old Testament?
51. Why is belief in the personality of the Holy Spirit essential to orthodoxy?
52. What are the gifts of the Holy Spirit?
53. How are these gifts given to the Church?
54. Differentiate between the fruit and the gifts of the Spirit.
55. In what measure are the gifts that were exercised by the Apostles manifest today?
56. What is the relationship between the baptism with the Holy Spirit and the filling with the Holy Spirit? Give biblical support to your answer.

57. What are the lessons to be learned and the errors to be shunned by the evangelical church in light of the charismatic movement and its emphasis on the baptism and gifts of the Spirit?

### **THE ATONEMENT**

58. Give a definition of atonement.
59. Where did the plan of the atonement originate?
60. What attributes of God moved Him to provide for the atonement? Explain from Scripture.
61. What aspects the condition of mankind made the atonement necessary? Explain.
62. How could God justly put mankind's sin upon an innocent victim?
63. What qualified Christ for being such an offering?
64. Could anyone other than Christ have made an acceptable offering?
65. What assurance do we have that the offering was acceptable to God?
66. Is there any limitation concerning who may benefit from the atonement of Christ?
67. Can the atonement in any way be effective in human lives where the gospel is unknown?

### **JUSTIFICATION**

68. Give a definition of justification.
69. What is the basis on which God justifies the sinner?
70. Identify and discuss the primary Scripture passages which teach the concept of justification.
71. What is the nature of the change brought about by justification?
72. Describe the relationship between justification and regeneration.

### **REGENERATION**

73. Give a definition of regeneration.
74. Identify and discuss some Scripture passages which teach about regeneration.
75. Who performs the work of regeneration?
76. What attitudes must be present in the individual before regeneration can take place?
77. What is the nature of the change brought about by regeneration?

78. What is the continuing purpose of regeneration in one's personal life?

### **SANCTIFICATION**

79. Give a definition of the term sanctification.

80. What has sanctification meant in your personal life?

81. What is the relationship between justification and sanctification?

82. What significance does sanctification have to your lifestyle?

83. Why must holiness be a characteristic of God's people?

84. What is meant by positional sanctification?

85. What is meant by experiential sanctification?

86. Explain why there is a crisis connected with experiential sanctification.

87. In what way is progression connected with experiential sanctification?

88. In what way is the believer "dead to sin and alive to God?"

89. What steps would you develop through discipleship to lead your people into sanctification?

90. What relationship does sanctification have to Christian service?

91. What is meant by the phrase "the indwelling Christ?"

92. What are scriptural evidences of a sanctified life?

93. How does sanctification relate to the Lordship of Christ?

### **HEALING**

94. Explain the phrase "healing in the atonement."

95. What do you believe concerning the healing ministry of your church for this day?

96. What procedure should be followed to minister to the sick who request prayer for healing?

97. Is the "gift of healing" manifest in the Church today?

98. In the church body, who is scripturally obligated to take the initiative in the ministry of anointing and praying for the sick?

99. In the anointing and prayer ministry for the sick by the elders, what does "the prayer of faith" mean?
100. What is your theology of suffering?
101. How would you counsel a believer who has followed the instructions of James 5 and is still seeking a miraculous healing?
102. How does the obedience of the believer relate to the ministry of healing?
103. How is the problem of sin related to the problem of sickness?
104. What is the difference between miraculous healing and divine life for the believer?
105. What is your understanding of the difference between faith healing and divine healing?

### **THE RETURN OF THE LORD**

106. What biblical passages have been major factors in developing your convictions concerning the second coming of Christ and related events?
107. On what basis do you believe that the Lord Jesus Christ will personally and physically return to earth?
108. How will the second coming of Christ differ from His first coming?
109. What are the differences between the doctrines of premillennialism, postmillennialism and amillennialism?
110. Do you hold a premillennial view? Why?
111. When do you believe I Thessalonians 4:16 will occur? What is the ministry of the Church before and after the described event? Substantiate your particular view with additional Scripture.
112. What scriptural terminology is used to describe the Great Tribulation?
113. Define and give scriptural evidences of the imminence of Christ's return.
114. In what ways will Christ be manifest as judge to the believer and to the unbeliever?
115. What is the relationship between Israel and the Church?
116. What will be the status of Israel in the kingdom that Christ will set up?
117. What events will occur during the millennium and after the millennium?

## **THE RESURRECTION**

118. What does the term resurrection mean?
119. Is it possible for a resurrection to occur without a physical body?
120. What is the basis for your belief in the resurrection of Jesus Christ?
121. How important is the doctrine of the resurrection to the Christian faith?
122. What is the relationship between the resurrection of Jesus Christ and future resurrection?
123. What does the Apostle Paul have to say about resurrection in I Corinthians 15?
124. What happens to the believer when he is resurrected? to the unbeliever?
125. What does the Bible mean by the "first resurrection?"
126. What is the biblical doctrine of heaven?

## **THE LOSTNESS OF MANKIND**

127. What does the Bible teach concerning the lostness of mankind and the inevitable result of lostness?
128. What is the future destiny of those who die without ever hearing the gospel?
129. What does the Bible teach about hell? Is it literal?
130. What does eternal punishment involve?
131. Is there any possibility of salvation after death?

## **DOCTRINAL STATEMENT OF THE CHRISTIAN AND MISSIONARY ALLIANCE**

132. 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?
133. How do you purpose to evangelize the lost at home and abroad?
134. In what way will you teach and preach the doctrine of eschatology?
135. How will you deal with controversial theological issues within the evangelical community in your church?

## **THE DOCTRINE OF THE CHURCH**

136. What Is the Church?
137. What is the purpose and function of the local church assembly?
138. What is the scriptural mission of the Church? Relate your answer to our understanding of the Great Commission.
139. What does it mean to "make followers of Christ" and what is the process to accomplish that purpose?
140. What are you doing in your church to "win" lost people to Christ?
141. What are you doing in your church to "build" believers up in their faith?
142. What are you doing in the church to "equip" people in your church to care for and share their faith with their peers?
143. What are you doing in your church to "multiply" and train leaders to oversee the disciple-making mission of the church and its ministries?
144. What are you doing to "send" called ones to plant churches in a neighboring community or city and internationally?
145. What is your understanding of the church as an organism, and as an organization?
146. What is the biblical basis for a reproducing church?
147. Why is it necessary for the church to grow?
148. What is the future of the church?
149. What is the procedure for church discipline?
150. What is the function of the pastor in church leadership?
151. What are the qualifications and functions of elders?
152. State several requirements for church leadership from Scripture.

## **ALLIANCE MISSION AND VISION**

153. What is the mission of The Christian and Missionary Alliance?
154. How do you reflect this mission in the life of your congregation?

155. What is the vision of the President of The Christian and Missionary Alliance?
156. How are you as a congregation or leader incorporating the "themes" of this vision into what you are trying to accomplish?

### **ALLIANCE CHURCH GOVERNMENT**

157. What is the form of local church government in The Christian and Missionary Alliance?
158. In what way is the local church related to General Council and District Conference?
159. What is the role and function of the district superintendent as it relates to you and your church?

### **ALLIANCE INTERNATIONAL MINISTRIES**

160. What is the overall objective of Alliance international church planting and missionary work?
161. In what way is the task of Alliance missions also your personal responsibility?
162. How have you included the missionary emphasis in your regular preaching and church programming?
163. In what sense does the Christian calling involve a missionary obligation for every believer and every church?
164. In what ways do you encourage the sending out of "called ones" to participate either short term or long term in missions?
165. What is the importance of an annual missionary conference to your local church and to The Christian and Missionary Alliance?
166. In what other ways do you promote missions to your congregation?
167. Why do we use the Faith Promise concept for giving to the Great Commission Fund?
168. What is the primary role of Alliance missionaries overseas?
169. How do you plan to instill in your congregation the necessity of missionary intercession?

### **ALLIANCE NATIONAL CHURCH MINISTRIES**

170. What resources have you used from National Church Ministries that have been helpful to you?
171. Can you articulate the philosophy of ministry embraced by National Church Ministries and The Christian and Missionary Alliance?

172. What impact is the national and district church planting emphasis having on you and your congregation?
173. How will you lead your church to reproduce itself by planting a daughter congregation?
174. What is your specific understanding of the district's church planting process?
175. What specific actions will you take to impact your Jerusalem, Judea, Samaria, and earth's unreached people groups?
176. Are you willing to release workers as the Lord would call them to be part of a new church plant?

### **CONSTITUTED AUTHORITY IN THE C&MA**

177. Define "constituted authority" as understood in the Alliance. Give a biblical basis for constituted authority.
178. What is your relationship with your district superintendent?
179. Are you willing to serve under the leadership of a district superintendent?
180. What difference is there in being led by the Spirit and being subject to recognized authority in the Church?
181. In New Testament terminology, what is your attitude toward those over you in the Lord?
182. Do you regard the legislation of General Council and District Conference as binding upon you, even though your opinions and desires may be otherwise?
183. Why is it important for the pastor to attend General Council and District Conference?
184. What would your attitude and anticipated action be if your superintendent suggested that you make a change in your place of ministry?
185. If the majority of your governing board desired your resignation and you felt otherwise, what would you do?
186. What is the proper procedure for submitting a pastoral resignation?
187. What procedure should be followed in seeking opportunity to candidate in another church?
188. If you should become personally involved in doctrines contrary to Alliance teaching, what would be your procedure?
189. Is your desire to be identified with the work of The Christian and Missionary Alliance a settled, God-given conviction?

## **PASTORAL ETHICS AND PERSONAL RELATIONSHIPS**

190. In what sense is the pastor called to be a shepherd?
191. What is servant leadership as described in Scripture?
192. What is the relationship between the pastor and the governing board?
193. How would you begin to deal with a conflict between you and a board member?
194. Describe the procedure you would follow if you had a conflict with a church member.
195. What is your procedure in counseling with persons of the opposite sex?
196. How do you manage your work commitments?
197. What is your attitude toward financial indebtedness?
198. What is your feeling about developing personal friendships in ministry?
199. What is your attitude about your personal convictions that may conflict with those of the church you serve?
200. What does the Scripture mean when it says to "avoid all appearance of evil?"
201. When you leave a particular church would you continue contact and relationships with people in the church for the purpose of giving advice and/or counsel?
202. Have you and are you still maintaining a personal accountability relationship? Who is that person(s)? What is that relationship like?