

Ordination Mentor's Manual

License, Ordination and Consecration Council

Central Pacific District
Of the
Christian and Missionary Alliance



715 Lincoln Avenue
Woodland, CA 95695



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Dear Colleagues in Ministry:

The emphasis in the ordination/consecration process is primarily a relationship between the ordinand/consecrand and mentor—NOT the district service center/moderator. As you know all too well, the ministry is a self-starting, self-regulating, and self-disciplined profession. Those qualities should be long established in the one seeking the affirmation of our committee. If a minister is sloppy in the use of time and undisciplined in doing the tedious work of ministry, he or she will not represent the Lord or the Alliance in a commendable way. Though a pastor may be tired of book reviews and reading, the role of a life-long learner requires a minister of the gospel to keep at the task. This is especially true with the massive changes in culture and technology confronting us, plus the challenges of doing a better job in understanding the Scripture and presenting its life-transforming truths. I'm asking you to keep this challenge before the people you are mentoring.

The second level of emphasis is on you the mentor. That means timely phone calls to see how they are doing, questions they may have, where they are getting bogged down, etc. It only makes sense that the ordinand/consecrand takes advantage of the material and finds a way to use it in ministry so they aren't doubling in preparation. Encourage them in this. Your interaction with them should also provide opportunity to hone in on personal and spiritual growth issues.

The last person to interact with those in process should be me. I will help as much as I can and as part-time allows. This is a high and holy calling and the motivation to cover the bases ought to be in place. Ordination is a highly honored status, and certainly shouldn't take a second seat to the bar lawyers must cross or the stringent process a physician or other professionals experience.

Thanks for your involvement. Please don't hesitate to contact me. It is my hope that this challenging discipline will be balanced with satisfaction and joy as you watch your new colleague in ministry develop and mature in knowledge and skill—this will be part of your eternal joy.

For the sake of the Gospel,

Roy C. Price, DMin, DPhil
Director of Leadership Development
Moderator, LO&CC
rcp35@pacbell.net or royprice@cpdistrict.org
530-417-2370 [cell]

GUIDELINES FOR THE MENTORING RELATIONSHIP

THE ORDINATION/CONSECRATION PROGRAM

The District License, Ordination and Consecration Council will assign a mentor to each candidate. The mentor shall seek to establish a relationship with the intent of being a friend, confidante, prayer partner and guide. The mentor should introduce his/her candidate to others in the district at every opportunity, especially if the candidate is new to the Central Pacific District.

The following suggestions are given to assist the mentor in supervising the candidate's progress

and providing adequate counsel and encouragement:

1. **Meet regularly:** The goal is to meet at least four times a year. If schedules or distance make this impractical, some sessions use the telephone and email.

If the candidate is married, his/ her spouse should be included on occasion. The mentor's spouse can be of tremendous value in these meetings to hear, understand and assist the spouse.

A meeting in the candidate's home is encouraged when that is possible.

A great resource is the workbook we received at the Pastors' Leadership Conference in 09 in Pleasanton developed by Dr. Steve Ogne and Dr. Tim Roehl: *TransforMissional Coaching*. If you don't have the book or the workbook, let me know and I will email a copy to you.

2. **Observe in ministry:** Observe the candidate in his/ her area of ministry if possible.
3. **Schedule:** Work with the candidate to complete the "Completion Schedule," (found in the *Candidate Handbook* section, at the back of the *Mentor Handbook*). Keep a copy of the schedule and monitor the candidate's progress in his/her ordination/consecration work. Encourage a disciplined schedule of reading, writing, and reporting. A time-line of completion is available on the website.
4. **Integration:** Help the candidate discover ways to integrate the ordination/ consecration work into their ministry responsibilities. This facilitates the reading and writing exercises to be used. The position papers, with their supporting scriptures, are a part of the practical preparation for the oral examination.
5. **Ministry Reports:** Review: and discuss the monthly ministry reports, using them as a springboard for discussion of schedules, use of time, matters for prayer, family and peer relationships, etc.
6. **Reading Reports:** Review and discuss the books and reading reports, especially anything the candidate did not understand or with which he/she did not agree.
7. **Bible:** Monitor the candidate's progress in the requirement to read the Bible through in a version different from what he/she commonly uses.
8. **Position Papers:** Read and carefully review the candidate's position papers. If possible, critique manuscripts prior to the final draft. Be sure that the candidate has covered all the points for each paper mentioned on the list of position papers (in the *Candidate Handbook* section). Discuss any areas of weakness or lack of understanding that you detect.
9. **Sermon Tapes:** Annually review an audio tape/CD or DVD/video tape of a full-length sermon preached by the candidate at any regular church service. If a woman in ministry does not have preaching opportunities in her church, arrange for her to preach in a different church or substitute a teaching situation.
10. **Discussion:** Discuss practical areas of ministry with the candidate. See the

information provided on the sheet entitled, "Suggested Subject Matter for a Pastoral Mentoring Relationship" for topics dealing with spiritual discipline, relationships with family, peers, members of the opposite sex, moral purity, use of money and time, etc.

11. **District Responsibilities:** Clearly communicate the expectations for the candidate's involvement in appropriate district functions, including District Conference, Workers' Retreats, Ordination Seminars, continuing education, etc.
12. **Communicate Concerns:** Be in contact with the moderator of the LO&CC or the district superintendent about any concerns you have concerning the readiness of the candidate for ordination or consecration.
13. **Alliance Polity Course:** Some candidates will need to complete the Alliance Polity Course. If you need to supervise this, please refer to that section in this handbook.
14. **Final Preparation:** Go over the oral exam questions and drill the candidate as thoroughly as possible. Make sure he/she can back up theological statements with Scripture.
15. **Timeline for Oral Exam:** There is an important timeline for submitting completed work in order to schedule the candidate's oral exam with the LO&CC. When assignments are nearing completion, review with the candidate the "Planning Schedule for the Ordination/Consecration Oral Exam" in the *Candidate Handbook* Section.

The time line requires the following:

- From the candidate: A Letter of Intent to the Moderator of the LO&CC requesting a date for the oral examination.
- From the elders of the candidate's local church: A Letter of Request to the Moderator of the LO&CC requesting his ordination or her consecration by the Central Pacific District.
In certain instances, the district superintendent may recommend consecration without local church recommendation. (*Manual*)
- From the elders: The Elders Evaluation. A template is available on line.

Preparation for Oral Exam: When assignments are nearing completion, give special attention to preparing the candidate for the ordination/ consecration examination. A list of questions is in the Appendix of the *Candidate Handbook* section. Your help in preparing the candidate to answer questions thoroughly in an examination setting will be invaluable.

16. **Ordination Service:** Your presence, while not mandatory, is warmly encouraged at the ordination or consecration service if at all possible. You will have developed a good relationship with the candidate and your presence at this special service is a powerful affirmation to him/her and to the family. Please notify the presiding pastor and the district superintendent if you can be there so that your presence may be noted.

Guidelines for the Ordination Mentor

Discussion Subjects for a Mentoring Relationship

A. Personal Life

1. Devotional practices
2. Marriage nurturing
3. Family priorities
4. Spiritual gifts
5. Career goals
6. Work schedule and leisure time activities
7. Reading habits
8. Personal and family finances
9. Dealing with feelings of fulfillment and feelings of disappointment

B. Church Relationships

1. Members of the congregation—children, youth, adults, married couples, singles, etc.
2. Governing Board, Elders and other committees
3. Pastoral staff
4. Christian education staff
5. Secretarial and custodial personnel

C. Pulpit Ministry

1. Sermon preparation schedule
2. Subject matter and types of sermons
3. Annual calendar—special days and events

D. Church Administration:

1. Church goals and objectives—mission statement
2. Function as Governing Board chairman
3. Knowledge of church constitution and bylaws, incorporation, tax exemptions, etc.
4. Church finances and budget
5. Sunday bulletins, newsletters and other publications
6. Church publicity - media, yellow pages, etc.
7. Keeping accurate statistics

E. Ministry Programs:

1. Worship services - structure and planning
2. Music and worship styles, instruments, soloists, choirs, etc.
3. Missions emphasis—missions conference and faith pledge
4. Evangelism, public and personal
5. Special occasions—weddings, funerals, dedications, baptisms, etc.
6. Communion services

F. Personal Ministries:

1. Visitation—hospital, congregational, evangelistic, newcomers, etc.
2. Counseling—principles, referrals, etc.
3. Discipleship—individual, small group

G. District and Denomination:

1. Alliance Manual and Official Directory [a source for prayer]
2. The Alliance retirement program or another approach
3. District bylaws and policies
4. District budget
5. Camping programs
6. Extension strategies and churches
7. How to candidate and resign
8. In-service training—life-long learning

H. Pastoral Ethics:

1. Personal finances
2. Church finances
3. Sexual temptation including Internet pornography
4. Attitudes toward local church history, former pastors, etc.
5. Leaving a congregation and community
- 6.
- 7.
- 8.

I. Community Relations:

1. Church and ministerial organizations
2. Non-church organizations

PREPARATION PROCEDURES FOR ORDINATION

Responsibilities of the Candidate: (Follow procedures listed in *Manual*)

1. Arrange for regular meetings with your mentor, at least quarterly.
2. Develop a schedule for completing the reading program within two years. A time-line is available on line.
3. Submit book reports and position papers in triplicate: to your mentor and the service center/moderator.
4. Complete the Alliance Polity Course, if required.
5. Attend four ordinand/consecrand workshops.
6. When newly licensed you will be expected to attend the "New Official Worker's Seminar" the first or second year of licensing. The National Office will provide food and lodging. (NOTE: For senior pastors all expenses will be paid the first year, including travel. During the second year travel will be at your own expense. Staff pastors will have to pay for travel. The local church should cover expenses not covered by the national office.)
7. Notify your mentor and the LO&CC moderator when you have completed your requirements and are ready for an examination to sustain your ordination.

Ministerial Study Program

Responsibilities of the Candidate:

1. Arrange for regular meetings with your mentor, at least quarterly.
2. Develop a schedule for completing your requirements for the Ministerial Study Program (three years) and the additional requirements for ordination (an additional 1-2 years).
3. Send your lessons on schedule to the Office of Alternative Education in Colorado Springs.

4. Attend four ordinand/consecrand workshops.
5. When newly licensed you will be expected to attend the "New Worker's Seminar" the first or second year of licensing. The National Office will provide food and lodging. (NOTE: For senior pastors all expenses will be paid the first year, including travel. During the second year travel will be at your own expense. Assistant Pastors will have to pay for travel. The local church should cover expenses not covered by the national office.)
6. Notify the Ordaining Council Chairman when you have completed the Ministerial Study Program and are ready to enter the Ordination Track.
7. Notify your Mentor and the Ordaining chairman when you have completed your requirements and are ready for your ordination examination.

Requirements for Ordination

Central Pacific District

The following is the summary of requirements for the program of ordination in the Central Pacific District. It is expected that they be completed within two years.

1. The candidate must be in full time ministry (*Manual*).
2. A transcript of the candidate's academic credits shall be forwarded to the district superintendent (*Manual*).
3. Books on the current reading list shall be read and reported on the forms provided (*Manual*).
4. Position papers on the indicated topics of doctrine and ministry shall be written, following the outlines provided (*Manual*).
5. Meetings (and other personal contacts) shall be held at regular intervals with a Mentor, assigned by the License Ordination and Consecration Council. Areas of discussion will include personal Christian life, relationships, ministry and other appropriate topics. These meetings should take place at least quarterly (CPD LO&CC requirement).
6. A monthly report of ministry must be submitted to the mentor and the District Superintendent on the report forms provided (CPD LO&CC requirement).
7. Two years of licensed ministry under The Christian & Missionary Alliance are required, along with the approval of the Candidate's immediate supervisor (*Manual*). "A seminary graduate may be considered for ordination after one year of serving acceptably in licensed ministry as a pastor, provided that he has been licensed for at least one year during seminary training" (*Manual*).
8. The candidate shall attend an approved evangelism training seminar and apply it to the local church and report it on the form provided (*Manual*).
9. The candidate should attend the "New Workers Orientation" sponsored by the National Office in Colorado. It is expected that he attend the first year of licensed ministry and at least by the second year (*Manual*).
10. Each year at least one audio or videotape of a full-length sermon preached at a regular church service shall be submitted to your mentor for review (*Manual*).
11. The candidate must attend the "Ordination Workshops" conducted by the district ordaining council during his preparation for the ordination process. (*Manual*)
12. It is also expected that the candidate will be familiar with the most recent *Manual of the Christian and Missionary Alliance* (found only on-line) and understand Alliance polity including government, constituted authority and positional statements.
13. An oral examination by the Ordaining Council shall be held upon completion of other requirements, with Ordination to Ministry to be approved by that Council (*Manual*).

Statement on Ordination

Ordination is defined in the *Manual of The Christian and Missionary Alliance* as "...the church's public recognition of the call from God, distinct from human vocational choice, to men for a lifetime ministry, through speech and exemplary lifestyle, of preaching and teaching the Word of God, protecting God's people from spiritual enemies and doctrinal heresies, overseeing and promoting the spiritual development of God's people, and equipping God's people to fulfill the Great Commission to 'make disciples of all nations' for the purpose of knowing and glorifying God by obeying His will and building His Kingdom. The occasion for setting men apart for such ministry is the church's affirmation of the candidate's faithful completion of preparation for ordination through approved education, in-service training, field experience with mentoring for a minimum of two years, and examination by a qualified council of peers."

The practice of ordination is more than that. It involves not only public recognition of God's call, but also an authoritative affirmation of competence to be a public spokesman for God.

The church's formulation of ordination, as such, is not explicitly biblical, but its function is biblical in at least the following ways:

1. The existence of designated voices for God is found in lives of individuals like Noah, the patriarchs, Moses and Joshua, as well as in the Old Testament institutions of the Levitical priesthood, judges and prophets. The New Testament also records similar examples of individuals along with its institutions of apostles, prophets, pastor teachers, elders and others.
2. The necessity of distinguishing such public voices is equally clear in the Scriptures. "Is Saul among the prophets?" was a natural and necessary question that required an answer. Not anyone or everyone who could prophesy was a prophet. Therefore, a range of practices, such as anointing, consecration, dress and even miraculous signs were used to mark out those called to speak for God.
3. The means of identifying those who spoke for God were varied. For the Old Testament priesthood, it required proper bloodlines. For the ancient Jewish prophets, it required strict compliance with the Law as well as accuracy in prophetic predictions. For the New Testament leaders, it meant calling, training and gifting of the Holy Spirit, along with demonstrated competence and public exercise of ministry.
4. While the above standard differed according to the particular kind of spokesman, one standard remained constant for all spokesmen for God in both testaments. That standard was a Godly character and a holy life and behavior. Character qualities such as those enumerated in 1 Timothy 3 and Titus 1 were constant requirements for one who would be a public spokesman for God.
5. Finally, the critical importance of fulfilling in some manner this biblical function to mark out public voices for God is written large in two Scriptural themes.
 - The first is God's choice to make public the revelation of Himself and His salvation. This character of the Gospel makes public voices imperative. The Bible itself is the record of such public voices, whether those of individuals or of institutions.
 - Second, the critical importance of this Biblical function is found, negatively, in the pervasive existence and persistence of false voices. From the Garden of Eden to Satan's final deception of nations, other public voices mimic the voice of God. The ongoing task of distinguishing one from the other is, at least in part, the responsibility of the people of God.

The practice of ordination by the Central Pacific District, through the fulfilling of requirements, the satisfactory completion of an oral examination and the public service of ordination, is an attempt on the District level to fulfill those Biblical functions within the policies and guidelines of the larger denomination.

Alliance Polity Course

Information & Instructions (see page 45)

New Workers

The *Manual of The Christian and Missionary Alliance* reads:

“Academic Requirements for Licensed Ministry.

- a. Options for academic preparation for licensed ministry:
 - (1) Graduation from Alliance Theological Seminary in the master-level program including thirty hours of Bible/theology/ministry.
 - (2) Graduation from an Alliance college or graduate school with a vocational ministry major including thirty hours of Bible/theology/ministry.
 - (3) Graduation from a non-Alliance college, seminary, or graduate school with a vocational ministry major including thirty hours of Bible/theology/ministry.
 - (4) Completion of the approved Ministerial Study Program.
- b. Completion of an Alliance doctrine and polity course as approved by NCM.

“The LO&CC has the authority to waive or adjust the academic requirements in cases where the candidate demonstrates an equivalent level of biblical, theological, and practical preparation.”

This means all new workers who have not attended an Alliance school, where he or she has completed an *Alliance Polity Course*, must enroll in the course and complete it before the end of their first year of ministry.

Denominational Transfers

The Uniform Policy on Ordination of The Christian and Missionary Alliance sets up requirements for ordained ministers of other recognized denominations who are joining the Alliance. One of these requirements is that “approved applicants will complete an Alliance doctrine and polity course as provided by NCM” (*Manual*). This means workers from other denominations who wish to seek placement with the C&MA must complete the course before approval as an accredited candidate.

Materials Needed

The following materials are necessary for a worker to complete this course.

- Programmed textbook 1, *Backgrounds of the Alliance*, by D. R. Wetzel
- Programmed textbook 2, *Alliance Distinctives and Government*, by D. R. Wetzel
- Textbook, *Bringing Back the King*, by Keith Bailey
- Biography of A. B. Simpson, *Wingspread*, by A. W. Tozer
- Doctrinal book, *Four-fold Gospel*, by A. B. Simpson
- Current edition of *The Manual of the C&MA* (on line)

Enrollment in the MSP begins with an application to the District Service Center.

Design & Format

The polity course was originally designed in a single course, 18-lesson format. Due to the difficulty many pastors experienced with certain lessons, the materials were revised into two sections of eleven lessons each. These two sections are sometimes referred to as individual courses, the first called *Backgrounds of the C&MA* (after it's programmed text) and the second named *Alliance Distinctives & Government*. The course is designed to be completed in 24 weeks, following the attached schedule. However, the District Superintendent or Ordination Council may want to modify this schedule.

Oversight

The course is completed under the guidance of the District Superintendent. The superintendent will appoint a mentor or have one appointed by the District License, Ordination and Consecration Council to supervise new workers. In as much as we use the polity course materials for training leaders and pastors in other Alternative Education programs, we have developed an optional leader's guide. The district can purchase this guide, which includes suggested discussion questions and answers to the self-tests for the mentor. It is structured for weekly meetings between the mentor and one or more persons studying the course. The manuals refer to these as "group discussion" meetings. However, the meeting may consist of just the mentor and one worker. Due to the nature of pastoral ministry, the mentor may adjust this schedule to an extended meeting (4-6 hours) once a month. During the meeting the mentor answers questions raised by the materials, receives and evaluates reports and special projects completed by the worker. The mentor and student should follow the instructions given in the programmed texts.

Ordering Materials

Begin the process of enrolling by having the ordinand contact the district service center to receive a packet of materials for application into the program.

Projects & Assignments

Completed assignments and papers may be retained by the district or returned to the worker. These include a Sunday school lesson outline on the life of Dr. Simpson, a calendar of one year's mission promotion in the local church, and a sermon on one aspect of the Four-fold Gospel. (See attached course schedule.)

Testing

The course does not require a test. However, written tests covering each of the two sections are available from our office for districts that desire to use them. The mentor will grade them and forward the results to the District Ordination Council.

UNIFORM POLICY ON LICENSING

PREAMBLE

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. Such persons 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.

For the purpose of this Uniform Policy on Licensing, "ordination" refers to a male official worker and "consecration" refers to a female official worker.

All licensing, except for that of National Office personnel, national evangelists, and federal

chaplains, will be done by the district License, Ordination, and Consecration Council (LO&CC). The LO&CC will be constituted according to the Uniform Constitution for Districts of The Christian and Missionary Alliance (see page A4, Article II, Section 5).

All licenses and certificates are issued for one year and are subject to revocation (see page E8, Uniform Policy on Discipline, Restoration, and Appeal).

All persons desiring a license as an official worker (see page B1, Definition of an Official Worker) with The Christian and Missionary Alliance (C&MA) will adhere to this Policy.

LICENSING REGULATIONS

General Requirements for Licensed Ministry

Articulate a specific divine call to serve God in vocational Christian ministry. Evidence a godly and exemplary lifestyle as prescribed in 1 Timothy 3:1–7. Display a growing walk with God by developing the disciplines of prayer, worship, personal devotions, and the application of the Word to daily life and committing to lifelong learning.

Demonstrate a passion for the lost in personal life and an ability to train others to reach the lost.

Reflect a working knowledge of the Bible, biblical theology, hermeneutical principles, and Great Commission ministry.

Understand and commit to the mission, vision, and distinctives of the C&MA and submit to constituted authority as defined by the C&MA.

Abstain from alcohol and tobacco.*

Abstain from any addictive practices (e.g., gambling, illegal drugs, and pornography). Submit a completed C&MA application for licensed ministry and a doctrinal questionnaire.

Acquire approval for ministry through a national or district accreditation interview as administered by National Church Ministries (NCM).

Maintain active current membership in a C&MA church. Any exception must have the approval of the district superintendent and the LO&CC.

* *Abstinence by an official worker is a standard of personal conduct he/she sets as an example to others, in a culture where the abuse of alcohol and tobacco takes a heavy toll on individuals, families, and the larger community. A fuller rationale for this position is available from National Church Ministries.*

Academic Requirements for Licensed Ministry

Options for academic preparation for licensed ministry:

- Graduation from Alliance Theological Seminary in the master-level program including thirty hours of Bible/theology/ministry.

- Graduation from an Alliance college or graduate school with a vocational ministry major including thirty hours of Bible/theology/ministry.
- Graduation from an accredited non-Alliance college, seminary, or graduate school with a vocational ministry major including thirty hours of Bible/theology/ministry.
- Completion of the approved Ministerial Study Program or approved Theological Education by Extension Program.
- Completion of an Alliance doctrinal distinctives and polity course as approved by NCM.

The LO&CC has the authority to waive or adjust the academic requirements in cases where the candidate demonstrates an equivalent level of biblical, theological, and practical preparation.

Application Procedure. College/seminary students in their senior year will submit their applications directly to the director for Candidate Development at the C&MA National Office or to the district superintendent of the district in which the college/seminary they attend is located or the district in which they desire to minister. Other applicants will submit their application to the district superintendent in the district in which they intend to minister.

Accreditation Interview Procedure. The Office of Candidate Development or the district superintendent will arrange for the accreditation interview. If the applicant is married, the spouse will be expected to participate in the interview. Approved applicants are eligible for placement and issuance of license by the district superintendent.

Transfer from another denomination. The steps below outline the process for ordained/consecrated workers from another recognized denomination to become licensed workers with the C&MA.

Applicants will submit a completed application for ministry and a doctrinal questionnaire to the district superintendent of the district in which they seek to serve.

Applicants will provide three personal references and a copy of their service history and ordination/consecration certificate from their former denomination.

Applicants will demonstrate a commitment to the mission, vision, and distinctives of the C&MA and submission to constituted authority as defined by the C&MA.

The district superintendent will arrange for an interview with the LO&CC. Applicants will be examined orally on the doctrinal distinctives, history, and polity of the C&MA and other matters the LO&CC may require.

Approved applicants will complete an Alliance doctrinal distinctives and polity course as provided by NCM. The LO&CC may require additional readings or papers at their discretion.

If the LO&CC considers the qualifications and statements satisfactory, it may sustain the ordination/consecration.

All transferring persons who are issued a license shall attend a New Official Workers

Forum (NOWF).

If applicants are not ordained/consecrated, they must agree to work toward ordination/consecration according to the requirements in the Uniform Policy on Ordination and Consecration.

Any expense associated with the application process will be borne by the applicants.

Divorce and Remarriage. Applicants who have been divorced and remarried may be eligible for licensure. Following a preliminary interview with the district superintendent, and upon his recommendation, an applicant may initiate the required appeal process to determine eligibility for license.

Types of Licenses/Certificates

Ordained/Consecrated Official Worker License Personnel meeting all general and academic requirements as stated above, and having been approved for ordination/consecration, will be issued an ordained/consecrated official worker license. This license will be issued to ordained/consecrated evangelists, workers in educational institutions, NCM cross-cultural workers, chaplains, retired personnel, persons serving in special ministries, and persons who are unassigned or on an approved leave of absence. Within the polity of the C&MA, personnel issued this license are considered spiritual leaders having certain rights and privileges including but not limited to the authority to administer the sacraments, conduct worship services, and perform service(s) in the control, conduct, and maintenance of designated entities of the C&MA. Licensed personnel are entitled to be accredited delegates to General Council and District Conference.

Unordained/Non-Consecrated Official Worker License Personnel meeting all general and academic requirements as stated above will be issued an unordained/non-consecrated official worker license upon appointment to a ministry position. This license may be issued for two consecutive years for the purpose of preparing for ordination/consecration. Any exceptions or extensions must be approved by the district superintendent and the LO&CC. In order to receive an ordained/consecrated official worker license, individuals must successfully complete the ordination/consecration process. Persons seeking to have their previous ordination/consecration sustained may complete this procedure in less than two years. Licensed personnel are entitled to be accredited delegates to General Council and District Conference.

Provisional Official Worker License Personnel who are full-time students in a recognized Bible college/seminary or who are enrolled in the Ministerial Study Program provided by NCM, and who have met all general requirements as stated above will be issued a provisional official worker license upon appointment to a ministry position. This license is not transferable. These individuals must be re-interviewed at the time they transition to a new ministry, prior to renewal of their license. Within the polity of the C&MA, personnel issued this license are considered spiritual leaders having certain rights and privileges including but not limited to the authority to administer the sacraments, conduct worship services, and perform service(s) in the control, conduct, and maintenance of designated entities of the C&MA. Licensed personnel are entitled to be accredited delegates to General Council and District Conference. Ministerial Study Program students holding a provisional official worker license and transferring to another district must be interviewed by the LO&CC of the new district, prior to appointment.

Lay Minister License. Lay personnel meeting all general requirements as stated above will be issued a lay minister license upon appointment to a ministry position. This license is for secularly employed or retired persons who do not intend to become full-time Christian ministers. Within the polity of the C&MA, personnel issued this license are considered spiritual leaders having certain rights and privileges including but not limited to the authority to administer the ordinances, conduct worship services, and perform service(s) in the control, conduct, and maintenance of designated entities of the C&MA. These rights and privileges are limited to those serving in a local church pastoral assignment. Licensed personnel are entitled to be accredited delegates to General Council and District Conference.

Minister-at-Large License. C&MA retired official workers may be issued a minister-at-large license by the vice president for NCM with approval of the Board of Directors. Official workers eligible for this license must conduct a widely recognized ministry. The title and the license are honorary.

Vocational Certificate. Unordained personnel who are members of a local Alliance church and serving full time in non-clergy positions (i.e., director/administrator, music director, professional counselor, headmaster of a day school, and nursery school administrator/teacher) at the C&MA National Office, district offices, officially recognized auxiliaries, camping/conference centers, and local churches may be issued a vocational certificate. Personnel receiving this certificate will meet the following requirements of the General Requirements for Licensed Ministry: b, c, d, f, g, and h. They do not automatically qualify as accredited delegates to General Council and District Conference.

Christian Worker Certificate. Districts or local churches may issue a Christian worker certificate to qualified persons in accordance with the guidelines established by NCM.

Clergy Privileges. The following licenses may entitle the holder to clergy privileges under IRS regulations:

- Ordained/Consecrated Official Worker
- Unordained/Non-Consecrated Official Worker
- Provisional Official Worker
- Lay Minister

CATEGORIES OF LICENSE

Evangelists.

Upon approval of the LO&CC, the district superintendent will issue an ordained/consecrated official worker license to any ordained/consecrated evangelists residing in the district.

District evangelists will submit an annual ministry report to the district superintendent.

Evangelists holding credentials with another recognized denomination will not be granted an official worker license.

Licenses will be issued only to evangelists who commit a majority of their time to evangelistic ministry.

NCM may recommend to the Board of Directors the licensing of national evangelists who are in an official relationship with the C&MA and whose field of service is national or international.

Lay Ministers

Upon appointment, lay ministers may be required by the district superintendent to complete one or more courses in the Ministerial Study Program provided by NCM.

The annual issuance of this license is contingent upon satisfactory service in an appointed ministry.

Personnel holding this license will not receive credit toward time served in the ordination/consecration process.

Lay ministers may become “inactive” for a period of up to one year without loss of license for the following reasons:

Ill health which has prevented the continuance of ministry.

Relocation because of secular vocation.

Awaiting appointment after completing an assignment in good standing.

Lay ministers will be subject to the same regulations of General Council on divorce and remarriage as required of official workers.

Official Workers Serving in Non-Alliance Churches. Alliance personnel serving in non-Alliance churches may be issued an official worker license provided the church is in compliance with the *Manual of The Christian and Missionary Alliance*, page E9-2, Article V, or the worker actively participates in the work of the district as defined by the LO&CC. Licenses are not issued to individuals who hold current licenses with another denomination.

Workers in C&MA Educational Institutions Persons who are administrative officers of official Christian and Missionary Alliance post-secondary educational institutions, or whose primary teaching position in those institutions is within the area of Bible, theology, missions, sacred music, Christian education, or others, all of whom meet the requirements for licensing and are recommended by the president of the institution, and who are members of a Christian and Missionary Alliance church, may be licensed as an official worker.

Chaplains

Federal

Alliance personnel desiring national endorsement for active duty military or federal prison chaplain ministry must have first been licensed as an Alliance official worker, have served a minimum of one year in a local church ministry, and have completed the prescribed ordination/consecration process. They also must meet the minimum requirements established by the Department of Defense and/or the Federal Bureau of Prisons for chaplain ministry.

At any time following fulfillment of the above requirements, an application for endorsement may be submitted to the denominational federal endorser for consideration.

Once the endorsement process is complete and the chaplain is accepted for a federal assignment, the denominational federal endorser may license the person as an official worker-military chaplain or official worker-prison chaplain. The chaplain will be responsible to the federal endorser for all matters of license, discipline,

appeal, chaplain functions, and employment relationships. The chaplain also will attend General Council as often as his/her responsibilities will permit, file required reports, and perform other duties as required by the endorser.

Initial and continued endorsement is contingent upon satisfactory service to the federal agency concerned and regular participation in the denominational endorsement cost-sharing plan.

Non-federal

Alliance personnel desiring to serve in nonfederal chaplain ministries must be accredited by a district LO&CC for ministry.

At any time following fulfillment of the above requirements, an application for chaplain ministry may be submitted to the institution of their choice. The candidate must also meet the criteria established by the respective institution. The ministry assignment may be full time, part time (salaried or non-salaried), or contract.

Once the application process is complete and the chaplain is accepted for an institutional assignment, the respective district superintendent may license the person as an official worker—institutional chaplain. The chaplain will be responsible to the district superintendent for all matters of license, discipline, appeal, chaplain functions, and employment relationships. The chaplain also will attend General Council and District Conference as often as his/her responsibilities will permit, file required reports, participate in district continuing education, and perform other duties as required by the superintendent consistent with the availability of time by his/her employer.

The district superintendent is delegated the authority to issue letters of endorsement or any other required documentation on behalf of the denomination for chaplains in this category except those desiring to serve with the Department of Veteran Affairs, Civil Air Patrol, or National Guard/Reserves. Separate endorsing procedures for those in these categories are contained the National Church Ministries *Policy and Procedure Manual*.

Unassigned Workers Unassigned workers, with the approval of the LO&CC, may retain an official worker license and continue on unassigned status for the balance of the current calendar year and one additional year. No further extension of time will be granted except by special recommendation of the LO&CC and approval by the District Executive Committee (DEXCOM).

College/Seminary Students

Students enrolled in college/seminary-level ministerial programs may be issued a provisional official worker license by the district superintendent of the district in which they serve as pastors or staff members in full- or part-time ministerial positions. Individuals in internship programs of less than nine months do not qualify for licensing.

Students receiving provisional licensing before completing their formal college/seminary work must be interviewed again at the end of their studies by the district in which they hold their provisional license.

Ministerial Study Program Students A Ministerial Study Program provided by NCM will serve as an alternative to in-residence training.

Students will be recommended to the Ministerial Student Program by their local church governing board and approved by the respective district superintendent.

The respective district superintendent will appoint a mentor to work with the student during the program. Where possible the mentor will also serve as the LO&CC sponsor (see pages E4-6 and E5-6).

Students in the Ministerial Study Program may be issued a provisional official worker license on the condition that they complete the program and are placed in a church ministry by the district superintendent.

Students will be expected to meet all general requirements for licensed ministry.

Annually the vice president for NCM, or his designee, will report the progress of the students' studies to their district superintendents.

This program should be completed within three years of the starting date but may be extended at the discretion of the LO&CC for a maximum of two additional years.

Workers in Special Ministries Ordained/consecrated workers serving in special ministries not included in the above categories will be issued an appropriate license by the district in which they minister, provided they participate in the district as determined by the LO&CC.

Permanently Disabled Official Workers Official workers who become permanently disabled, or their legal representatives, may apply to the LO&CC for continued licensing as an official worker. Documentation of the disabling condition must be provided.

Retired Workers Retired workers will receive their license from the district in which they reside.

LICENSE/CERTIFICATE RENEWAL

All licenses/certificates are valid for a maximum of one year.

The LO&CC will consider for renewal all personnel licensed/certified for the current year in addition to all new workers added during the year.

It is expected that all licensed workers will complete a minimum of twenty-four hours annually of continuing education, in accordance with the guidelines of NCM.

The district superintendent will provide the names of all persons who have transferred to another district, retired, died, severed their relationship with the denomination, were dismissed for cause, or are currently under disciplinary investigation.

A suitable explanation will be recorded for persons being dropped from the list. A written explanation of the action taken will be furnished to the respective workers. This notification will outline the appeal process available to them.

Persons who are not reissued a license/certification may make an appeal for review and reconsideration to the vice president for NCM, or his designee, within thirty days of notification. The vice president's decision will be final.

LEAVE OF ABSENCE

A leave of absence from licensed ministry in the C&MA will be granted to official workers who are:

- Unable to continue in active service for health reasons
- Engaged in a full-time educational program approved by the district
- Temporarily engaged in secular work to regain financial stability

Upon recommendation of the district superintendent, personnel desiring a leave of absence will apply to the LO&CC.

A leave of absence may be granted for one year and, at the discretion of the LO&CC, may be extended for one additional year at a time.

Service credit will not be applied toward ordination/consecration or special recognition during the time spent on leave of absence.

An official worker-leave of absence license will be issued to persons granted a leave of absence.

SUSPENSION/REVOCAION OF LICENSE/certificate

All licenses/certificates for ministry in the C&MA are subject to revocation and/or suspension as follows.

The district superintendent, with prior approval of the DEXCOM, will have the authority to remove or transfer pastoral staff members when the Governing Board is in disagreement or when circumstances make removal or transfer advisable.

The district superintendent will have the authority to suspend the public ministry of any licensed/certified worker who is the subject of a charge or disciplinary proceeding. This action will be reported immediately to the LO&CC and the DEXCOM.

The district superintendent, with the approval of the LO&CC, will revoke the provisional official worker license of a Ministerial Study Program student for failure to make progress toward completing the program in three years unless an extension has been granted.

The district superintendent, with the approval of the LO&CC, has the authority to suspend the license/certificate of any church staff member when circumstances make removal or transfer advisable.

Supplementary Matters

Re-examination: Personnel involved in a U.S. inter-district transfer will not be subject to reexamination. Reexamination will be required for personnel transferring from an Alliance World Fellowship-member church that maintains a different statement of faith.

Transfer to a Non-Alliance Church: Official workers holding a license in one district and moving to a non-Alliance church in another district will not receive transfer or recognition of their license unless the transfer has been approved by the district superintendents of both districts.

Official Workers in Secular Work: Personnel engaged in secular work will not be licensed

except as approved by the LO&CC. This does not apply to workers who, in negotiation with the district superintendent, undertake appointments that require supplementary income on a temporary basis.

District Actions: A U.S. district of the C&MA will recognize the actions of another U.S. Alliance district as equal to its own in matters of licensing, ordination/consecration, and discipline.

Reporting

All changes in licenses/certificates must be reported monthly to the C&MA National Office Data Management Office.

Official workers transferring to another district must be reported as a “transfer” rather than a new worker. The workers will be reported as “transferring in” by the new district, and as “transferring out” by the releasing district to complete its records.

Disputes. Any dispute arising out of the application of this Policy will be resolved before an ecclesiastical tribunal as opposed to a court of law.

EXCEPTIONS

The vice president for NCM may make exceptions to this Policy when considered wise.

AMENDMENTS

Amendments to this document may be made by the Board of Directors of the C&MA.

Last Revision Board of Directors Oct 2003

UNIFORM POLICY ON ORDINATION

PREAMBLE

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

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

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

In accordance with the Uniform Constitution for Accredited Churches which identifies that “elders shall be male members” and that all pastors are understood to be “elders,” the ordination process is

applicable only to male candidates. The consecration process, which acknowledges a woman's call to serve the Lord's Church in other equally important roles, will apply to female candidates.

Ordination is the Church's public recognition of the call from God, distinct from human vocational choice, to men for a lifetime ministry, through speech and exemplary lifestyle, of preaching and teaching the Word of God, protecting God's people from spiritual enemies and doctrinal heresies, overseeing and promoting the spiritual development of God's people, and equipping God's people to fulfill the Great Commission to "make disciples of all nations" for the purpose of knowing and glorifying God by obeying His will and building His Kingdom. The occasion for setting men apart for such ministry is the Church's affirmation of the candidate's faithful completion of preparation for ordination through approved education, in-service training, field experience with mentoring for a minimum of two years, and examination by a qualified council of peers.

I. COMMITTEE ON EXAMINATION FOR ORDINATION

1. The examining and ordaining body shall be constituted according to the Uniform Constitution for Districts.
2. The questions which have been prepared and approved by National Church Ministries are to be used as a guide in the examination of candidates. Other questions may be asked.
3. The candidates should be examined under a system of rotation of examiners.

II. ELIGIBILITY GUIDELINES FOR EXAMINATION FOR ORDINATION

1. Candidates who are called of God to pastoral or theological ministries shall be eligible for ordination.
2. Candidates without formal theological training shall, in order to be eligible for ordination, first complete a training program through the Church Leadership Academy as approved by National Church Ministries.
3. Candidates for ordination shall give full time to the ministry of the church. Any exception must have the approval of the district superintendent and the License, Ordination, and Consecration Council (LO&CC).
4. Candidates for ordination must serve acceptably in licensed ministry for at least two years in The Christian and Missionary Alliance.
5. A candidate's ordination shall be recommended by the local church elders to the district superintendent, who shall request the candidate's ordination to the LO&CC. In certain instances, the district superintendent may recommend ordination without local church recommendation.
6. A seminary graduate may be considered for ordination after one year of serving acceptably in licensed ministry as a pastor, provided that he has been licensed for at least one year during seminary training.

III. REQUIREMENTS FOR ORDINATION/CONSECRATION

ORDINATION/CONSECRATION READING LIST AND REQUIRED PROJECTS (BOD 8/00, rev. 3/03, 10/04, 3/09)

REQUIREMENTS FOR ORDINATION/CONSECRATION

- I. Required Reading:
 - A. The candidate shall read through the entire Bible twice, using two different translations where available.
 - B. A reading course shall be part of the preparation of the candidate for ordination/consecration. The candidate shall read all of the books on the official reading list for ordination/consecration which is prepared by Church Ministries, approved by the

District Leadership Forum, and ratified by the Board of Directors of The Christian and Missionary Alliance. This reading list shall be reviewed annually.

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

- *The Fourfold Gospel*—A. B. Simpson
- *Wholly Sanctified*—A. B. Simpson
- *Children’s Bread*—Keith Bailey
- *A Basic Guide to Eschatology – Millard Erickson*
- *The Pursuit of God*—A. W. Tozer
- *All for Jesus*—Robert L. Niklaus, John S. Sawin, and Samuel J. Stoesz
- “Statement on Sanctification”—*Manual of The Christian and Missionary Alliance*, H8

Other suggested books for consideration when deemed appropriate by the LO&CC:

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

- *Power Through Prayer*—E. M. Bounds
- *Touch The World Through Prayer*—Dewel
- *Spiritual Leadership*—Sanders
- *A Concise History of the Christian World Mission*—J. Herbert Kane
- *A Biblical Theology of Missions*—George W. Peters
- *The Church is Bigger Than You Think*—Patrick Johnstone
- *Growing a Healthy Church*—Dann Spader
- *Wingspread*—A. W. Tozer
- *Crisis of the Deeper Life*—George Pardington
- *Sanctification: An Alliance Distinctive*—Samuel J. Stoesz

II. Verification of Education

A transcript of the candidate’s academic credits shall be forwarded to the district superintendent.

III. Required Position Papers:

Position papers shall be written by the candidate on the following subjects.

Candidates shall submit six position papers as listed below, including but not limited to the items listed under each theme. Each paper shall be an original, comprehensive treatment of

the subject that includes the items listed under each theme, and should be no less than eight pages in length. The paper is to be a statement of the candidate's personal theological position.

a. Christ our Savior

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

b. Christ our Sanctifier

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

c. Christ our Healer

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

d. Christ our Coming King

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

e. Christ's Body: the Church

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

f. Completing Christ's Mission

- The lostness of mankind
- The Great Commission passages: Matthew 28:18-20 and Acts 1:8
- Interaction with the "Growing a Healthy Church" philosophy
- Demonstrate a strategy that implements this philosophy in one's personal life
- The local church commitment to world missions

- The leader's role in mobilizing the local church in Great Commission Completion (evangelism, church multiplication, world missions)

IV. Missions Awareness

Candidates may fulfill the missions awareness requirement in one of the following ways:

1. Provide a certified transcript from an approved C&MA educational institution indicating that they have completed at least one introductory college level course on world missions.
2. Audit (as a minimum requirement) an approved "Perspectives on the World Christian Movement" class OR complete the online Perspectives program. (www.perspectives.org)
3. Read the "Certificate Level" reading requirements in the textbook, "Perspectives on the World Christian Movement" and complete the appropriate interactive worksheets.

V. Evangelism Training

The candidate shall provide evidence of having completed training in personal evangelism or be required to attend an evangelism training seminar approved by the district superintendent and the LO&CC.

The candidate shall complete "Growing a Healthy Church" training, either by attending a training event, or by completing the online class available at <http://www.growingahealthychurch.com/>

VI. Preaching/Teaching

During each year of preparation for ordination the candidate shall present to his mentor at least one audio or videotape of a full-length sermon, preached at a regular church service, for the mentor's review of both content and delivery of biblical material. Candidates for consecration shall similarly present to her mentor at least one full-length audio or videotape of her teaching at the church for the mentor's review of both content and delivery of biblical material.

VII. Oral Examination

The candidate shall satisfactorily complete an oral examination by the District Licensing, Ordination and Consecration Council.

VIII. Denominational Orientation

Candidates shall be required to attend a New Official Workers Forum as a requirement for ordination/consecration or for the sustaining of the candidate's ordination/consecration if with another denomination.

IX. Additional Recommended Projects:

The following projects may be required at the discretion of the Licensing Ordination and Consecration Council.

A. Lifelong Learning

Develop a five-year learning plan to serve as a basis for lifelong learning. Identify the areas and delivery systems in which the learning will take place. Review the plan with your mentor.

Listed below are some suggested topics for lifelong learners:

- Devotional/Spiritual Disciplines

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

B. Self-Understanding

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

- C. The candidate shall be required to attend an evangelism training seminar approved by the district superintendent and the LO&CC. This training shall be applied in the candidate's local church.
- D. The candidate shall attend a "Growing a Healthy Church I" training event.
- E. Each year the ordination candidate shall present to his mentor at least one audio or videotape of a full-length sermon, preached at a regular church service, for the mentor's review of both content and delivery of biblical material. The consecration candidate shall present to her mentor at least one full-length audio or videotape of her teaching at the church for the mentor's review of both content and delivery of biblical material.
- F. The candidate shall be given an oral examination.
- G. The candidate shall be required to complete an in-service training program under the oversight of the LO&CC.
- H. The candidate shall be required to attend a New Official Workers Forum as a requirement for ordination/consecration or for the sustaining of the candidate's ordination/consecration if with another denomination.

Recommended Projects:

1. Life-long Learning
Develop a five-year learning plan to serve as a basis for lifelong learning. Identify the areas and delivery systems in which the learning will take place. Review the plan

with your mentor.

Listed below are some suggested topics for lifelong learners:

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

2. Self-Understanding

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

IV. CREDIT TOWARD ORDINATION

- Upon receipt of his unordained official worker license, the candidate shall begin preparation for ordination. He shall be under the direction of the LO&CC.
- Seminary students who serve one or two years in a pastorate as an unordained official worker while attending school shall receive only one year of credit toward ordination.
- A student engaged in a seminary internship program of nine months or more may receive one year of service credit toward ordination if he meets the qualifications stipulated by the LO&CC.
- When a pastor at the beginning of his ministry finds it necessary to supplement his income by secular work, the matter of full- or partial-service credit toward ordination shall be left to the discretion of the district superintendent and the LO&CC.

V. FRATERNAL ORGANIZATIONS

Requests from fraternal organizations that do not ordain their pastors and desire ordination for them by The Christian and Missionary Alliance shall be directed to the LO&CC of the districts in which the candidates reside. Each request shall be considered on its own merit.

VI. EXCEPTIONS

National Church Ministries may make exceptions to this policy when it shall be considered wise. If circumstances warrant, International Ministries may request the ordination of a candidate who has not fulfilled the necessary two-year requirement for ordination.

VII. ORDINATION MENTORS

A mentor shall be assigned for each candidate by the LO&CC in accordance with the guidelines provided by National Church Ministries.

VIII. AMENDMENTS

Amendments to this document may be made by the Board of Directors of The Christian and Missionary Alliance.

Last Revision Board of Directors Mar 2009

UNIFORM POLICY ON CONSECRATION

PREAMBLE

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

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

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

In accordance with the Uniform Constitution for Accredited Churches which identifies that "elders shall be male members" and that all pastors are understood to be "elders," the ordination process is applicable only to male candidates. The consecration process, which acknowledges a woman's call to serve the Lord's Church in other equally important roles, will apply to female candidates. Women who are called, gifted, and qualified are consecrated for gospel ministry and commended for service in the Church. Such persons have successfully completed the requirements of education, in-service training, and a minimum of two years of ministry experience and have been duly examined by the district License, Ordination, and Consecration Council (LO&CC).

I. COMMITTEE ON EXAMINATION FOR CONSECRATION

- A. The examining and consecrating body shall be constituted according to the Uniform Constitution for Districts.
- B. The questions which have been prepared and approved by National Church Ministries are to be used as a guide in the examination of candidates. Other questions may be asked. The candidates should be examined under a system of rotation of examiners.

II. ELIGIBILITY GUIDELINES FOR EXAMINATION FOR CONSECRATION

- A. Candidates who are called of God to vocational or theological ministries shall be considered eligible for consecration.
- B. Candidates without formal theological training shall, in order to be eligible for consecration, first complete a training program through the Church Leadership Academy as approved by National Church Ministries.
- C. Candidates for consecration, except missionary candidates, shall give full time to the ministry of the church. Missionary candidates shall be assigned duties commensurate with available time as determined by the district superintendent. All other exceptions must have the approval of the district superintendent and the LO&CC.
- D. Candidates for consecration must serve acceptably in licensed vocational ministry for at least two years in The Christian and Missionary Alliance.
- E. A candidate's consecration shall be recommended by the local church to the district superintendent, who shall request the candidate's consecration to the LO&CC. In certain instances, the district superintendent may recommend consecration without local church recommendation.
- F. A seminary graduate may be considered for consecration after one year of serving acceptably in licensed vocational ministry, provided that she has been licensed for at least one year during seminary training.

III. REQUIREMENTS FOR CONSECRATION

- A. The candidate shall read through the entire Bible twice, using two translations where available.
- B. A reading course shall be part of the preparation of the candidate for consecration. The candidate shall read all of the books on the official reading list for consecration which is prepared by National Church Ministries, approved by the District Leadership Forum, and ratified by the Board of Directors of The Christian and Missionary Alliance. This reading list shall be reviewed annually.
- C. A transcript of the candidate's academic credits shall be forwarded to the district superintendent.
- D. Position papers shall be written by the candidate on the following subjects:
 - a. Christ Our Savior
 - b. Christ Our Sanctifier
 - c. Christ Our Healer
 - d. Christ Our Coming King
 - e. Christ's Body: the Church
 - f. Completing Christ's Mission
- E. The candidate shall be required to attend an evangelism training seminar approved

by the district superintendent and the LO&CC. This training shall be applied in her local church.

- F. The candidate shall attend a “*Growing a Healthy Church I*” training event.
- G. Each year the candidate shall present to her mentor at least one full-length audio or videotape of her teaching at the church for the mentor’s review of content and delivery of biblical material.
- H. The candidate shall be given an oral examination.
- I. The candidate shall be required to complete an in-service training program under the oversight of the LO&CC.
- J. The candidate shall be required to attend a New Official Workers Forum as a requirement for consecration or for the sustaining of the candidate’s consecration if with another denomination.

IV. CREDIT TOWARD CONSECRATION

- A. Upon receipt of her non-consecrated official worker license, the candidate shall begin preparation for consecration. She shall be under the direction of the LO&CC.
- B. Seminary students who serve one or two years in a vocational ministry as a non-consecrated official worker while attending school shall receive only one year of credit toward consecration.
- C. A student engaged in a seminary internship program of nine months or more may receive one year of service credit toward consecration if she meets the qualifications stipulated by the LO&CC.
- D. When a woman at the beginning of her ministry finds it necessary to supplement her income by secular work, the matter of full or partial service credit toward consecration shall be left to the discretion of the district superintendent and the LO&CC.

V. FRATERNAL ORGANIZATIONS

Requests from fraternal organizations that do not consecrate their licensed women and desire consecration for them by The Christian and Missionary Alliance shall be directed to the LO&CC of the districts in which the candidates reside. Each request shall be considered on its own merit.

VI. EXCEPTIONS

National Church Ministries may make exceptions to this policy when it shall be considered wise.

VII. CONSECRATION MENTORS

A mentor shall be assigned for each candidate by the LO&CC in accordance with the guidelines provided by National Church Ministries.

VIII. AMENDMENTS

Amendments to this document may be made by the Board of Directors of The Christian and Missionary Alliance.

Last Revision Board of Directors Mar 2009

UNIFORM POLICY ON CERTIFICATION OF NONCLERGY CHURCH PROFESSIONS

Certification of non-clergy church professions such as music director, church administrator,

professional counselor, headmaster of day school, nursery school administrator or teacher, or other such church staff positions shall be as follows.

I. INITIAL CERTIFICATION

Candidates for these ministries who have completed their formal professional training or have qualifying experience shall declare their purpose to enter local church service by making application to the vice president for National Church Ministries and/or the district superintendent of the district in which the applicant resides or desires to serve.

Candidates shall set forth, on forms provided, their professional qualifications, spiritual experience, sense of godly direction to this church-related vocation, and agreement with and acceptance of the doctrinal statement and form of government within The Christian and Missionary Alliance. Candidates shall express their willingness to honor the constituted authority of The Christian and Missionary Alliance.

The Office of Candidate Development shall interview applicants who approach National Church Ministries for placement. The interview, oral in nature, shall concern itself with the professional qualifications, spiritual life and experience of the candidate, knowledge of biblical doctrine, call to this vocation, and acceptance of the form of government and objectives of The Christian and Missionary Alliance. Results of such interviews shall be released by National Church Ministries to the district superintendents to facilitate appointment. When an approach is made by a candidate to a district superintendent, an interview shall be arranged with the License, Ordination, and Consecration Committee. Upon its recommendation to the district superintendent, the applicant shall be eligible for placement and certification. The district superintendent shall file a complete report of the interview with the vice president for National Church Ministries.

II. TRANSFER FROM OTHER DENOMINATIONS

Persons who are serving in other denominations in similar capacities shall follow the same procedures as set forth for initial certification

III. RENEWAL OF CERTIFICATION

All certificates for local church workers shall be renewed annually in keeping with the general license renewal procedures of the district in which they are serving.

IV. OFFICIAL WORKER LICENSE

Persons serving in nonclergy capacities shall not be eligible to hold an official worker license within The Christian and Missionary Alliance. Certification will not, in and of itself, qualify an individual for credentials at either a District Conference or the General Council.

V. ORDINATION

These applicants shall not be eligible for ordination unless they otherwise meet the requirements for licensing and ordination or consecration as ministers.

VI. APPOINTMENT TO A LOCAL CHURCH

Persons who are to be officially recognized and certified shall be called by the governance authority and appointed by the district superintendent after consultation with the pastor and governance authority. The governance authority shall not consider any person for a certifiable position without the prior approval of the district superintendent and pastor. A person called and appointed by a pastor and governance authority without observing the provisions of this section shall not be entitled to official recognition or certification.

VII. OTHER REGULATIONS

All other regulations with regard to termination of service, discipline, etc., that are incumbent upon official workers within The Christian and Missionary Alliance and are not in conflict with the above-stipulated regulations, shall be in effect with regard to the above-mentioned certified categories of service.

VIII. AMENDMENTS

Amendments to this document may be made by the Board of Directors of The Christian and Missionary Alliance.

Last Revision Board of Directors 1990

Mission Statement

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 congregations,*
- *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 communications purposes:

Knowing Christ and Completing His great Commission!

(Adopted by Council 1996)

STATEMENT OF FAITH

The Christian and Missionary Alliance

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

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

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

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.¹⁵

Man was originally created in the image and likeness of God.¹⁶ He fell through disobedience, thus incurring both physical and spiritual death. All men are born with a sinful nature,¹⁷ are separated from the life of God, and can be saved only through the atoning work of the Lord Jesus Christ.¹⁸ The portion of the impenitent and unbelieving is existence forever in conscious torment;¹⁹ and that of the believer, in everlasting joy and bliss.²⁰

¹ Deuteronomy 6:4

² Matthew 5:48

³ Matthew 28:19

⁴ Philippians 2:6-11

⁵ Luke 1:36-38

⁶ I Peter 3:18

⁷ Hebrews 2:9

⁸ Romans 5:9

⁹ Acts 2:23-24

¹⁰ Hebrews 8:1

¹¹ Matthew 26:64

¹² John 14:15-18

¹³ John 16:13, Acts 1:8

¹⁴ John 16:7-11

¹⁵ II Peter 1:20-21, 2 Timothy 3:15-16

¹⁶ Genesis 1:27

¹⁷ Romans 3:23

¹⁸ I Corinthians 15:20-23

¹⁹ Revelation 21:8

²⁰ Revelation 21:1-4

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.²¹

It is the will of God that each believer should be filled with the Holy Spirit and be sanctified wholly,²² being separated from sin and the world and fully dedicated to the will of God, thereby receiving power for holy living and effective service.²³ This is both a crisis and progressive experience wrought in the life of the believer subsequent to conversion.²⁴

Provision is made in the redemptive work of the Lord Jesus Christ for the healing of the mortal body.²⁵ Prayer for the sick and anointing with oil are taught in the Scriptures and are privileges for the Church in this present age.²⁶

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,²⁷ which has been commissioned by Him to go into all the world as a witness, preaching the Gospel to all nations.²⁸

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.²⁹

There shall be a bodily resurrection of the just and of the unjust; for the former, a resurrection unto life;³⁰ for the latter, a resurrection unto judgment.³¹

The Second Coming of the Lord Jesus Christ is imminent³² and will be personal, visible, and premillennial.³³ This is the believer's blessed hope and is vital truth that is an incentive to holy living and faithful service.³⁴

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

²¹ Titus 3:4-7

²² I Thessalonians 5:23

²³ Acts 1:8

²⁴ Romans 6:1-14

²⁵ Matthew 8:16-17

²⁶ James 5:13-16

²⁷ Ephesians 1:22-23

²⁸ Matthew 28:19-20

²⁹ Acts 2:41-47

³⁰ I Corinthians 15:20-23

³¹ John 5:28-29

³² Hebrews 10:37

³³ Luke 21:27

³⁴ Titus 2:11-14

Questions for Ordination / Consecration

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 wife 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; 1 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 of man's condition made the atonement necessary? Explain.
62. How could God justly put man'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 the 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, post-millennialism 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 MAN

127. What does the Bible teach concerning the lostness of man 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 incorporated 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 towards 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?

COMPLETION SCHEDULE

For Men Working toward Ordination

Please send a completed copy of this schedule to the district superintendent and to your mentor. It would also be advisable to give a copy to the senior pastor or any other overseer within the church.

Reading Reports

Title	Projected Completion Date	Actual Completion
First Tier (required)		
<i>The Fourfold Gospel</i> —A. B. Simpson		
<i>Wholly Sanctified</i> —A. B. Simpson		
<i>Divine Healing, the Children’s Bread</i> —Keith Bailey		
<i>A Basic Guide to Eschatology</i> – Millard Erickson		
“Statement on Sanctification” <i>Manual of the Christian and Missionary Alliance</i> H8		
<i>The Pursuit of God</i> —A. W. Tozer		
<i>All for Jesus</i> —Robert L. Niklaus, John S. Sawin, and Samuel J. Stoesz		
Second Tier (required* and optional)		
* <i>Power Through Prayer</i> —E. M. Bounds		
* <i>Spiritual Leadership</i> —Sanders		
* <i>The Church is Bigger Than You Think</i> —Patrick Johnstone		
* <i>Sanctification an Alliance Distinctive</i> —Samuel J. Stoesz		
* books required by CPD LO&CC (3/2004)		
<i>A Concise History of the Christian World Mission</i> —J. Herbert Kane		
<i>A Biblical Theology of Missions</i> —George W. Peters		
<i>Growing a Healthy Church</i> —Dann Spader		
<i>Wingspread</i> —A. W. Tozer		
<i>Crisis of the Deeper Life</i> —George Pardington		

Position Papers

EVANGELISM TRAINING REPORT

Use this template for writing or typing your responses. Add a second sheet if more space is needed. Keep a copy for your records and send a copy to your mentor and one to the Service Center (715 Lincoln Ave., Woodland CA 95695, or fax it to 530-661-3310).

NAME: _____ **Report Date:** _____

Type of training: _____

Place: _____ **Date(s) of training:** _____

Sponsored by: _____

1. Describe your training experience:

2. How did you apply it to the local Church?



ELDERS EVALUATION FORM

for the

Central Pacific District of the Christian and Missionary Alliance

CANDIDATE'S NAME:

“Ordination for men and consecration for women is the public recognition and affirmation by the Christian and Missionary Alliance of the call from God, distinct from human vocational choice, for a lifetime of ministry and service. This call is exercised through God-given and Holy Spirit empowered giftedness for an effective witness of Jesus Christ, and proclamation of biblical truth, for the purpose of reconciling people to God and equipping God’s people to fulfill the Great Commission to ‘make disciples of all nations’” (*Manual of The Christian and Missionary Alliance*).

The process leading up to ordination includes the successful completion of the following:

- Formal biblical and theological training or alternative study program
- Reading of required books and preparation of required position papers.
- A minimum of two years of acceptable full-time ministry
- Supervision by a mentor assigned by the district License, Ordination and Consecration Council (LO&CC)
- An oral examination over personal life, ministry and doctrine

The occasion for setting men and women apart for such ministry is the Church’s affirmation of the candidate’s faithful completion of all of the requirements.

A candidate’s ordination or consecration shall normally be recommended by the local church elders to the district superintendent, who shall request the candidate’s ordination or consecration to the LO&CC.

It is beneficial for the LO&CC to have the observations and evaluations of local church leadership. The elders should, complete this form as a group, and include a motion to recommend ordination or consecration (or not) in their formal minutes

Please complete this form and return it to the Moderator of the License, Ordination and Consecration Council:

Dr. Roy C Price
Central Pacific District
715 Lincoln Ave
WOODLAND, CA 95695

With copy to:

Rev. R. Douglas Swinburne
District Superintendent
715 Lincoln Ave.
WOODLAND, CA 95695

Please describe the principle role, ministry, or assignment of this candidate:

What were the major responsibilities carried out by this candidate?

Describe any secular assignment or job:

Do you believe this person could be an effective and productive pastor, staff pastor or missionary?

Yes No Uncertain

Please explain:

Please list three ministry or personal strengths

- 1.
- 2.
- 3.
- 4.

Please list three ministry or personal areas that need improvement and strengthening.

- 1.
- 2.
- 3.
- 4.

For each statement below, decide which of the five answers best applies to this person. Circle the letter of the answer at the right of the statement.

A - Excellent

B - Good

C - Acceptable

D - Not very good

E - Poor

- a. ____ Initiates conversation with visitors and new people.
- b. ____ Lets other people freely express their viewpoint.
- c. ____ Tries to have close personal contact with leadership.
- d. ____ Delegates responsibilities to other people.
- e. ____ Desires to include other people in the planning process.
- f. ____ Participates in social times and is hospitable.
- g. ____ Accepts criticism well.
- h. ____ Is willing to alter plans in order to reach a group decision.
- i. ____ Has patience with less able people.
- j. ____ Has proper balance between ministry and family relationship.
- k. ____ Is able to communicate effectively in one-on-one situations.

- l. ____ Demonstrates a generally positive attitude.
- m. ____ Practices good personal/social manners.
- n. ____ Makes good/wise decisions.
- o. ____ Is able to communicate effectively before large groups.
- p. ____ Works well with others.
- q. ____ Follows through with tasks and completes them on time.
- r. ____ Evidences a burden for lost people.

Are you aware of any psychological, medical, or family concerns that would potentially hinder this person/family from serving effectively overseas?

11. Please evaluate the spiritual life of this person and his/her spiritual impact on the people in the church and community (use additional paper as needed).

REVIEW OF MINISTRY - PART II

This form consists of 21 questions with two parts to each question. The first part consists of a rating scale with numbers and letters. Please circle the number and letter that best describes the candidate at this time. The numbers and letters for each statement correspond to the following values:

- 1 - Excels, outstanding
- 2 - Above average, good
- 3 - Average, acceptable
- 4 - Below average, needs improvement
- 5 - Unacceptable, much help required
- A - No change needed
- B - Steadily improving
- C - Tries, but little progress
- D - Doesn't apply himself/herself
- E - Lacks the ability or "know how"

The second part relates to written comments. As a result of your knowledge and observation of this candidate, write a brief sentence in the space between each statement to support the rating.

Example for statement number one: Quality of work

Rating: 1. A.

Statement: The work gets done, but because of always starting late, it looks unfinished and not quite all together.

1	2	3	4	5
A	B	C	D	E

Thank you for taking time and working through the material. It is very important to the future of this candidate.

- | | | | | | |
|--|---|---|---|---|---|
| 1. Quality of work accuracy, thoroughness, dependability | 1 | 2 | 3 | 4 | 5 |
| | A | B | C | D | E |

2. Quantity of work volume, speed, consistency	1	2	3	4	5
	A	B	C	D	E
3. Job knowledge understands the work and ministry	1	2	3	4	5
	A	B	C	D	E
4. Initiative ingenuity, self-reliance, self-starter	1	2	3	4	5
	A	B	C	D	E
5. Adaptability variety, diversity, flexible	1	2	3	4	5
	A	B	C	D	E
6. Dependability follow-through, reliable	1	2	3	4	5
	A	B	C	D	E
7. Work attitude interest, enthusiasm, joy	1	2	3	4	5
	A	B	C	D	E
8. Relations with others approachable, warm, accepting	1	2	3	4	5
	A	B	C	D	E
9. Leadership plan, organize, involve people	1	2	3	4	5
	A	B	C	D	E
10. Physical fitness fatigue level, absenteeism	1	2	3	4	5
	A	B	C	D	E
11. Housekeeping orderliness, cleanliness, neatness	1	2	3	4	5
	A	B	C	D	E
12. Stability withstand pressure, handles crisis	1	2	3	4	5
	A	B	C	D	E
13. Courtesy tactful, pleasant, social awareness	1	2	3	4	5
	A	B	C	D	E
14. Marital/Single status expresses content with situation	1	2	3	4	5
	A	B	C	D	E
15. Family life compatible, cooperates, team effort	1	2	3	4	5
	A	B	C	D	E
16. Finances good manager, promptly pays bills	1	2	3	4	5
	A	B	C	D	E
17. Mental acuteness Comprehends, fast learning, quick	1	2	3	4	5
	A	B	C	D	E
18. Influence positive, wholesome, contributing	1	2	3	4	5
	A	B	C	D	E
19. Clothing in style, appropriateness, tasteful	1	2	3	4	5

	A	B	C	D	E
20. Common sense good judgment, discerning	1	2	3	4	5
	A	B	C	D	E
21. Sense of humor laughs appropriately, enjoys fun	1	2	3	4	5
	A	B	C	D	E
22. Social response liked, sought out, wanted	1	2	3	4	5
	A	B	C	D	E

Comments or any other pertinent information:

We recommend /do not recommend [circle one] the ordination/consecration [circle one] of (name of ordinand/consecrand) _____ as recorded in our minutes.

Signed: _____

Position: _____

Please print name: _____

Date: _____

SCHEDULE of COMPLETION

Ministerial Study Program

As part of the registration process for this program you are required to submit a *Schedule of Completion*. To be completed, all courses must be scheduled within three years from date of application. Requests for extensions should be made in writing to the Office of Alternative Education. Please retain a copy of this schedule for your own record.

Course	Scheduled Date of Completion	Actual Date of Completion
Year One		
101 – Introduction to Pastoral Ministry		
102 – Backgrounds of the Alliance		
103 - Church Growth		
104 -- Hermeneutics		
105 – Preaching		
Year Two		
201 -- Theology		
202 – Alliance Distinctives & Government		
203 – Pastoral Methods		
204 – Evangelism		
205 – New Testament Survey		
Year Three		
301 -- Romans		
302 – Church Administration		
303 – Old Testament Survey		
304 – Theology and History of Missions		

Date of program entry _____

First course sent _____ Last course sent _____

PRINT NAME: _____ **SIGNATURE:** _____

MENTOR: _____ **DATE SUBMITTED:** _____



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LOCC

by [Roy Price](#) — last modified Jan 28, 2009 02:47 PM

How to Become Licensed

1. Establishing a MyCMA Profile at Called2Serve.org

The entire process starts with establishing a MyCMA profile at called2serve.org so that we can get to know you. During this phase you can also get to know about the C&MA, our values and mission. As soon as you finish your "Getting To Know You" profile, someone from the C&MA will connect with you.

2. Complete the Application for Alliance Ministry

Once you are ready, we will lead you through a formal application process to be licensed for ministry with the C&MA. The Application for Alliance Ministries can be completed at www.called2serve.org by logging back into your MyCMA profile. This application includes a Doctrinal Questionnaire, Character References, Biographical Inventory, and several other forms.

3. Licensing Interview

Following completion of the Application, an accreditation interview by C&MA leadership will take place, where we will assess your character, calling and readiness for ministry as an Official Worker with the Alliance. (Please note that for various reasons, not everyone is approved for vocational service with the C&MA, but we desire to help you find your place in God's work)

Handbook for Ordination/Consecration

To view the 2008 edition of the Handbook in .pdf format, click [here](#), or right-click and select "save target as..." to download to your computer.

[Mentor Handbook for Ordination Candidates](#)

[Mentor Handbook for Consecration Candidates](#)

[Time Line for Completion of Ordination Program](#)

[Verses to Memorize for Oral Interview](#)

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Dates for 2009:

- March 18 (Wednesday): LO&CC
- April 13 (Monday): Ordinand/Consecrand Workshop: Position papers: Fourfold Gospel; afternoon: Christ's Body the Church, Completing Christ's Mission [NOTE: you will work on writing these papers]
- May 13 (Wednesday): LO&CC
- June 22-25: NOWF--Simpson University
- September 23 (Wednesday): LO&CC
- October 26 (Monday): Ordinand Workshop: Coping With Disappointment, Criticism and Hurt; Afternoon: Budgeting (personal and corporate), taxes, understanding a financial report (Tom Alexander)
- November 13 (Wednesday): LO&CC

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Central Pacific District
715 Lincoln Avenue
Woodland, CA 95695
(530)662-2500