

ACCREDITATION INTERVIEW GUIDELINES

May 1, 2005 Edition

Version 2.1

The objective of the process is a thorough inquiry into the applicant's readiness for ministry, using a natural flow of conversation, and creating a sense of partnership with the applicant as the assessment is made. These sample questions are to serve as a guide in the accreditation interview process. These are only representative of the types of questions that can be asked. ***It is not inferred that all of these questions should be asked. Use select ones to discern a person's readiness for ministry.***

Questions are asked to discover both what they know and how they respond. It assumes a complete review of the applicant's file. Any problem in doctrine, polity, interpersonal relationships, and lifestyle should be discussed. A direct dependency on the discerning work of the Holy Spirit is essential in this process.

I. SPIRITUAL FORMATION (Matthew 22:36-39; Matthew 28:18-20)

A. Overview of Autobiography

1. Please tell us the high points of your story in five minutes.
2. What are the most important things that have shaped your life?
3. What are the five most enjoyable experiences of your life and why?

B. Devotional Patterns

1. What are the most current events in your spiritual life?
2. What pressures has God allowed into your life and how do you see God's purpose in these pressures?
3. What works best for you in your personal devotions? How frequently? What passages? How long? Do you memorize scripture? Do you journal?
4. Have you spent any time in fasting and praying recently?
5. Describe your prayer life on any given day. Do you have a prayer partner?
6. What scriptures has God used in shaping your life?
7. Has there been a time in your life when your passion for God was stronger than it is now?

C. Evangelism Initiative

1. Do you make a practice of developing friendships with non-Christians? Give some examples.
2. How do you best witness? When did you last witness to someone?
3. Have you led anyone to Christ recently?

D. Disciplemaking Initiative

1. Has someone ever actively disciplined you?
2. Are you currently discipling anyone?
3. How would you lead a person from a new faith to maturity?

II. MOTIVATION FOR MINISTRY (Romans 12:4-8)

1. How would you describe the call of God on your life?
2. How do you know that you belong in ministry?
3. Have leaders in your church encouraged you to consider ministry?
4. Through what steps would you take a teenager who is struggling with God's call on his/her life?
5. Is your family in support of this direction in your life?
6. What is the one thing that will keep you in the ministry when everything is falling apart around you and there is little or no fruit for your labor?
7. How has your training prepared you for effective ministry?
8. Why choose a ministry in The Christian and Missionary Alliance?

III. MINISTRY COMPETENCY (Hebrews 13:20-21)

1. What activity in the church gives you great joy (preaching, teaching, leading, helping, etc.)?
2. What is your motivation for service in the church?
3. How has your education and training prepared you for ministry?
4. What is most difficult for you to do in the church? Why?
5. What talents have others observed in your life? What do you do well?
6. Have you ever worked with a leader whom you did not respect? How did you deal with that relationship?
7. What qualities in your life allow people to follow you?
8. How would you initiate a high-priority activity?

IV. PERSONALITY (Psalms 139:13-16)

1. What expectations do you have when you've done something well? How do you handle praise?
2. How would you define "success"?
3. What role does criticism play in your personal growth?
4. What long-term goals have you turned into actual projects?
5. Describe how you manage your time.
6. Could you give us a biblical definition of discipline?
7. On what do you base your expectations of favorable outcomes in relationships and life?
8. When do unmet expectations create disillusionment in what you're doing or a feeling of helplessness/lack of hope? How do you counteract feelings of discouragement or sadness?
9. What are the biblical foundations of integrity?
10. Would people say that you have a good sense of humor?
11. Are you a person who is excited about change or hesitant about change?
12. How have you handled hard times in your life in the past?

V. RELATIONAL SKILLS (John 13:34-35)

1. How do you contribute to the growth of those with whom you have a significant relationship?
2. What character traits in you potentially create barriers between you and others?
3. When do you feel it is appropriate to confront others? What are the guidelines for such a confrontation?
4. What is negotiable and what is non-negotiable in your relationship with others?
5. Which aspects of your life do you freely share with others?
6. Would you define the majority of your relationships as superficial or deep?
7. How do you serve others?
8. Which attitudes, character traits, or behavioral habits does God want to change in your life?
9. Describe the ministry leader that you would choose to copy in your own life.

VI. LIFESTYLE AFFIRMATION (I Timothy 3:1-7, 14-15; I Corinthians 8:9)

1. What is your position on abstaining from alcohol? Why?
2. Will you agree to abstain from the use of alcohol, tobacco, and illegal drugs as an official worker of the C&MA?
3. What is your understanding of the C&MA position on divorce? Do you agree?
4. Has there ever been any abuse in your life that might affect the way you serve?
5. What are the main values that define your life and how well have you adhered to those values in daily living?
6. If the youth in your church were caught up in questionable media or music, what would you do?
7. If married, how would you rate your marriage on a scale of 1-10? When has your marriage been stronger and why?
8. Are you a home school advocate? How would you respond to those who hold a strong position on educating their children in a certain manner?
9. In the last six months, have you had regular and intentional exposure to pornography in any form?
10. How do you manage your money? Do you pay bills on time? Do you tithe?
11. Do you contribute toward Great Commission completion through the GCF?
12. Have you ever been or are you currently involved in any secret society like the Masons or other

such groups?

VII. SCRIPTURE/THEOLOGICAL KNOWLEDGE AND USE (II Timothy 2:15-17)

1. In what sense is God infinitely perfect?
2. Explain your understanding of “one God” and “existing eternally in three persons.”
3. What do you understand by “true God and true man” as applied to Jesus?
4. Outline briefly your concept of Christ’s atonement for sin indicating your understanding of His “substitutional sacrifice.”
5. What is the significance of the Resurrection of Jesus Christ?
6. What is your understanding of the Holy Spirit as a “divine person?”
7. Describe the ministry of the Holy Spirit to the believer and to the unbeliever.
8. What do you understand the following to mean in reference to the authority of Scripture as expressed in *The C&MA Statement of Faith*?
 - 1) “inerrant”
 - 2) “verbally inspired”
 - 3) “only rule”
 - 4) “faith and practice”
9. What do you understand the following to mean regarding mankind?
 - 1) “created”
 - 2) “born with a sinful nature”
 - 3) “separated from the life of God”
 - 4) “existence forever in conscious torment”
 - 5) “everlasting joy and bliss”
10. Is there salvation without personal faith in Jesus Christ?
11. What of those who have not heard the gospel?
12. What do you understand by the following terms?
 - 1) “salvation”
 - 2) “repentance”
 - 3) “believe”
 - 4) “regeneration”
 - 5) “justification”
13. In what sense is salvation provided “for all men?”
14. Explain the divine aspects and human aspects in salvation.
15. Summarize your understanding of sanctification in the life of the believer.
16. What passages support The C&MA position on Sanctification (positional, experiential, crisis, progressive, total)?
17. What do you understand by
 - 1) “filled with the Holy Spirit”
 - 2) “sanctified wholly”
 - 3) “separated from sin”
 - 4) “fully dedicated”
18. How may sanctification be designated a crisis?
19. How may sanctification be designated “progressive?”
20. What, in your opinion, are evidences of a sanctified life?
21. What is the scriptural basis for the position that physical healing is provided in the redemptive work of Christ?
22. Do you believe divine healing is the privilege of the believer today?
23. Have you known anyone who has been miraculously healed? Explain.
24. In your opinion, how does divine healing fit into the modern scene of medical science?
25. What is the relationship of each local church to the total Body of Christ, the universal Church?
26. Why are corporate worship, prayer, and fellowship essential for the local church?
27. What is the role of the Church in the proclamation of the gospel and edification of the believer?
28. Why is it important to establish local churches?
29. What do you believe is the scriptural mode of baptism? Why?
30. What is the purpose and meaning of the Lord’s Supper?
31. What does the term “bodily resurrection” mean?
32. In connection with the return of Christ, define the following terms:

- 1) premillennial
- 2) amillennial
- 3) postmillennial

33. Which position do you accept and why?
34. How do you define “imminent?” In what sense is the Second Coming of Christ “imminent?”
35. Questions on issues from the person’s Doctrinal Questionnaire needing clarification by the applicant in the interview.

VIII. C&MA DISTINCTIVES (II Timothy 1:13-14)

1. What is your opinion of the necessity of the local church’s missionary outreach with regard to the nature of the Church and the condition and fate of sinful persons?
2. As a worker how will you promote and support The Christian and Missionary Alliance program of world missions?
3. How would you promote and support a vigorous program of local church evangelism and discipleship?
4. What is your understanding of the term “the Fourfold Gospel” as used by The Christian and Missionary Alliance?
5. Are you in disagreement with any of the programs and policies as set forth in the *Manual of The Christian and Missionary Alliance*? If so, please explain.
6. Describe your understanding of constituted authority vested in the General Council, Board of Directors, District Conference, Field Forum, and any elected or appointed official under whom you may serve.
7. Are you willing to follow and adhere to democratic processes at District Conferences, Field Forums, or General Council in seeking any change in the program and policies of The Christian and Missionary Alliance?
8. How would you describe the crisis aspect of sanctification in your life (i.e. vocational, volitional, developmental, and emotional)?
9. Will you regularly support The C&MA by giving to the Great Commission Fund and by encouraging church members to do so?
10. If accredited and placed, will you work aggressively to complete work towards ordination (or consecration, if a female)?
11. Describe your view of the Alliance’s future as a denomination.

IX. LEADERSHIP ATTRIBUTES (Romans 12:6-8; I Timothy 3:1-7)

1. What leadership roles have you fulfilled? Did anyone follow you?
2. Have you ever been elected or selected for leadership?
3. Are you a leader or a supporter of a leader?
4. Are you one who is normally behind the scenes or out in front?
5. Have you ever stood up for a controversial cause?
6. Do you have experiences where you have started something and brought it to fruition?
7. Do you tend to do something yourself and make sure it is done correctly or do you take the risk of enlisting others to do what you might be able to do better?
8. What does leadership look like to you? Give some examples.
9. If you had the choice between starting something or developing it, which would you prefer?
10. How do you handle criticism of others directed at you and your work?
11. How do you deal with someone in authority over you whom you do not respect?
12. What is accountability? Is it important to you? Why?