



Licensing Interview Package

Applicant Interview Study Guide

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Welcome

Welcome to the Licensing Interview Applicant Study Guide!

You will find this document helpful as you prepare for your licensing interview, so please review it and be prepared to answer the questions throughout. The interview will not likely include every question listed or be limited to only these questions if others seem appropriate in the course of the conversation.

One purpose for the licensing interview is to evaluate your grasp of biblical and theological concepts and alignment with Christian and Missionary Alliance (C&MA) theology and values. Therefore, the focus of this study guide is to help you prepare for the biblical and theological content covered in the interview. Prior to your interview we encourage you to use this study guide to conduct one or more mock interviews with your mentor, your elders, and/or another licensed worker.

A second purpose for the licensing interview is to examine your personal life (including marriage & family), your call to ministry, and your understanding of C&MA culture and values. In addition to the biblical and theological questions included, you will find a brief guide on the last two pages to help you prepare for this portion of the interview.

We prayerfully desire to see you succeed in this process.

If you have any questions along this process, don't hesitate to reach out to me at the District Office.

God Bless you as you start this exciting adventure!



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Documentation Required to be Reviewed and/or Signed before the Interview

It is the desire of the C&MA that everyone who endeavours to be licensed as a worker adheres to and upholds the highest levels of Biblical ethics in all areas of their lives. To that end, licensing interview applicants are required to review, sign, and/or complete the following documents and checks before they can be interviewed:

DOCUMENTS TO BE SIGNED BEFORE INTERVIEW:

- ☐ Statement of Faith
- ☐ A Call to Excellence
- ☐ Process for Mediation and Arbitration

DOCUMENTATION TO BE READ/COMPLETED BEFORE INTERVIEW:

- ☐ I have read and understand the C&MA Manual
- ☐ Applicant has read *Guiding Principles for Licensing with Respect to Cessationism*
- ☐ Criminal Record Check with Vulnerable Sector Check

Note: The Criminal Record Check with a Vulnerable Sector Check should be completed before the licensing interview. If not able to be completed before the licensing interview, the applicant's license will be conditional on a positive check being submitted to the licensing authority within 3 months of the interview date).

The Interview

What to Expect

The following is an overview of areas that will be covered in the interview process. The questions in this study guide are not exhaustive. You may be asked additional questions at the discretion of the interview panel.

Section A: Personal & Family Life

In the Personal and Family Life portion of the interview the interviewers will be looking for a summary of your life's journey including when and how you came to faith in Christ, baptism and family of origin.

Section B: Call to Ministry:

In the Call to Ministry portion of the interview the interviewers will be looking for a clear understanding of your call to vocational Christian ministry, including biblical passages that helped form your understanding of call.

Section C: Spiritual Gifts, Abilities & Ministry:

In the portion of the interview the interviewers will be looking for a deep understanding of how God has created you, your unique gifts, behaviours and skill sets and how they connect to scripture.

Section D: Bible Knowledge & Theological Knowledge:

In the Bible Knowledge and Theological Knowledge portion of the interview the interviewers will be looking for the following:

1. Your level of understanding and ability to articulate theological concepts.
2. Your use of Scripture to support each answer (i.e. 3-5 supporting texts using both the OT and NT, where applicable).
3. The degree to which your answers flow from a clear understanding and experience with the biblical text. They are hoping for a fluid conversation around each theological topic versus an approach driven by rote memorization (Naturally some questions/concepts lean more in this direction than others).

Section F: Cultural, Social & Moral Awareness:

In the Cultural, Social & Moral Awareness portion of the interview the interviewers will be looking for whether you have grappled with current issues, issues unique to your context and how Scripture and theological reflection have informed your beliefs.

Section G: Alliance Polity & Governance

In the Alliance Polity & Governance portion of the interview the interviewers will be assessing your understanding of the C&MA in Canada's operational practices related to authority structures and submission. An in-depth explanation of the C&MA's practices regarding constituted authority can be found in the PowerPoint presentation entitled: "Lines of authority and accountability in The Christian and Missionary Alliance". This presentation should be provided to you as part of the licensing interview preparation documents.

Use Your Bible

Remember, you are free to use your Bible—in fact it is expected that you will. Your interviewers will expect you to both refer to and take them directly to the Scriptures that support your answers. Generally, they are hoping you will be able to demonstrate a familiarity with the biblical text as the conversation moves from one topic to the next. Reliance on a concordance or other study aids will not be permitted.

Sample Q&A

Below is an example of the kind of answers your interviewers are looking for:

1. What is the biblical basis for the confession, “There is one God”?

We see evidence of this doctrine throughout the OT and NT.

In Deuteronomy 6:4 it says, “Hear, O Israel: The LORD our God, the LORD is one. Love the LORD your God with all your heart and with all your soul and with all your strength.”

Clearly, Israel worshiped God, the LORD, as one.

In the NT letter of 1 Corinthians 8:4-6 we read, “We know that an idol is nothing at all in the world and that there is no God but one. For even if there are so-called gods...yet for us there is but one God...”

Likewise, we read in 1 Corinthians 12:4-6, “There are different kinds of gifts, but the same Spirit. There are different kinds of service, but the same Lord. There are different kinds of working, but the same God works all of them in all men.”

In Ephesians 4:4-6 it says, “There is one body and one Spirit—just as you were called to one hope when you were called—one Lord, one faith, one baptism; one God and Father of all, who is over all and through all and in all.”

Each of these texts confirms the apostle Paul’s teaching that there is but one God.

Also, we find this to be the case in James 2:19 where the apostle James says, “You believe that there is one God. Good!”

So, while there is only one God, He exists eternally in three persons: Father, Son, and Holy Spirit, each of the same essence.

Section A: Personal & Family Life

1. What is your story, including your journey of faith in Christ and a brief family history?
2. What is your spouse or family most concerned about as you enter ministry? What steps have you taken to address those concerns?
3. If married or in a committed relationship, what convictions do both of you share concerning your respective roles in ministry? How did you both arrive at those convictions? Tell me how you are acting on them?
4. If married or in a committed relationship, what discrepancies or disagreements do you and your spouse have regarding ministry? What steps have you taken to attempt to resolve those issues?
5. Describe how you delight in your family. How do you protect and build into them?
6. Provide particular examples of those with whom you have built a deep relationship (closest friends). What steps do you take to get to that level of friendship?
7. Is there anything in your life that if revealed now or in the future would jeopardize your ministry or relationships with others?
8. Tell me about the relationships you have with some unchurched individuals. How have you gone about creating and deepening those relationships? In what areas have you connected with the unchurched? What steps are you taking to place yourself in the path of the unchurched?
9. Discuss lifestyle patterns that you have developed to be holistically healthy.

Section B: Call to Ministry

1. Briefly discuss your relationship with Jesus and the local church.
2. Share how you understand your calling to vocational Christian ministry and how it has been confirmed.
3. What practices have you established to deepen your relationship with God?
4. Share an example of how you are developing a relationship with someone outside of Christ? How are you seeking to share your faith with others?

Section C: Spiritual Gifts, Abilities & Ministry

1. Ability to Cast Vision
 - a. Tell me about an opportunity you have had to describe a desired outcome and mobilize a team in its accomplishment. What steps did you take in this process?
2. Creating Ownership
 - b. Tell me about a project where you helped others get onboard? What did you do to motivate them to work together?
3. How well do you know yourself? Can you describe your:
 - a. Leadership style
 - b. Giftedness (please reflect upon 1 Corinthians 12, Romans 12 & Ephesians 4)
 - c. Stress responses
 - d. Role on a team
4. Commitment to the Local Church
 - a. Using examples from your own experience or observation, tell me what you have come to believe are the characteristics of a growing and healthy church. What have you learned from these that you would seek to implement and nurture in your pastoral practice? How might you do so?
 - b. Using examples from your own experience or observation, tell me what you have come to believe are the characteristics of an unhealthy church. What have you learned from these as they relate to pastoral practice?
5. Disciple-Making and Leader Development
 - a. Who are you currently discipling? Describe what this looks like.
 - b. Describe an example of someone you helped to recognize and use spiritual gifts that they were unaware they possessed.
 - c. Describe a situation where you delegated ministry to others. Describe your delegation style including your strengths and weaknesses.
6. Flexibility and Adaptability
 - a. Describe how you have dealt with a situation in which you have had to change your plans to meet a sudden need in ministry. How did you feel? What impact did this have on you and those around you?
 - b. Tell me about a demanding period of time during your ministry and what steps you took to handle the multiple demands on you.
7. Building a Sense of Team/Community
 - c. What is your best example of developing a team? How did you develop that team and what was accomplished?

Section C: Spiritual Gifts, Abilities & Ministry (Cont'd)

8. Resilience
 - d. Describe a situation when your expectations were high, but the outcome was unexpectedly disappointing? What was your response to the disappointment?
9. Exercising Faith
 - e. What examples of exercising faith in your personal life could you share with others who struggle with faith issues?

Section D: Bible Knowledge

1. What does the word “canon” mean? What comprises the canon of Scripture?
2. How many books are in the Old Testament? New Testament?
3. What are the major divisions of the Old Testament? New Testament?
4. Name five major characters in the book of Genesis.
5. Describe major events in the lives of David, Saul and Samuel.
6. What were the major events during the times of Ezra and Nehemiah?
7. What is your favorite book of the Old Testament and why?
8. What is your favorite book of the New Testament and why?
9. Name the Synoptic Gospels.
10. If you were to counsel someone on the matter of giving money (tithing), to which passage(s) would you direct him or her?
11. Where in Scripture would you find the following:

<ul style="list-style-type: none">▪ The Fall▪ The Flood▪ Abrahamic Covenant▪ Ten Commandments▪ The bringing down of the walls of Jericho▪ David and Goliath▪ The Beatitudes▪ The Great Commission(s)▪ The Love Chapter	<ul style="list-style-type: none">▪ The Resurrection Chapter▪ The Armour of God▪ The Fruit of the Spirit▪ The Gifts of the Spirit▪ The Great White Throne Judgment▪ The Transfiguration▪ The Jerusalem Council▪ The Lord’s Prayer▪ The Second Coming of Christ▪ Christ’s Temptations
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12. If you were leading someone to Christ, what scripture passages would you use? Walk us through the process.
13. What is the Great Commandment and how do you relate it to the Great Commission?
14. List some of the major events in the book of Acts.
15. List the Prison Epistles.

Section E: Theological Knowledge

1. Define the following terms:
 - a. Trinity
 - b. The Atonement
 - c. Justification
 - d. Regeneration
 - a. Sanctification
2. How do we know from Scripture that God the Father, God the Son and God the Holy Spirit are persons? Divine?
3. Explain the following terms: Deism, Theism, Atheism, and Agnosticism.
4. What are some arguments or “proofs” for the existence of God?
5. Define the following: illumination, revelation, inspiration, and inerrancy.
6. Why is it important that Jesus be both fully human and fully divine?
7. Explain the “four-fold Gospel”.
8. What is your understanding of the assurance of salvation and what Scriptures support your understanding?
9. Explain the following:
 - a. Sanctification (positional and progressive)
 - b. Regeneration
 - c. Justification
10. What does Scripture teach about the filling of the Holy Spirit?
11. On what basis do you know that you yourself are filled with the Holy Spirit?
12. How would you counsel someone to be filled with the Spirit?
13. What is your understanding of “healing in the Atonement”?
14. What are some biblical evidences of being filled with the Holy Spirit?
15. Have you ever had a personal experience of being healed?
16. Suppose someone you prayed for did not appear to receive the healing they desired; how would you counsel that person?
17. What is your understanding of the fate of those who die without Christ? How does this inform your theology of mission?
18. What is your concept of “eternal punishment”?
19. What is your view of Christ’s return and what influence does that have on motivation for Christian living and outreach?
20. Describe the role of the local church in reaching the nations for Christ.

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21. Is there a difference between “missions” and “evangelism”?
22. Discuss the new covenant and its implications to life and ministry.
23. What is your understanding of the meaning of baptism and the Lord’s Supper in Scripture?
24. Explain the terms:
 - d. Cessationist
 - e. Continuist
25. What does the Alliance mean when it refers to being Christ-centred, Spirit-empowered, mission-focused people?

Section F: Cultural, Social & Moral Awareness

1. Discuss how you would counsel a couple/person inquiring about divorce.
2. Discuss your thoughts on a Christian’s involvement in politics or social media. How can a Christian bear witness in these environments?
3. If you suspected a child was being abused, what would you do? What would your responsibilities as a pastor be in a situation like that?
4. Discuss your thoughts on alcohol or recreational drug use.
5. How would you respond if someone on a ministry team acknowledged they are experiencing same-sex attraction? How would you counsel that person?
6. How do you personally seek to live out the teachings of Jesus in relation to caring for the poor and oppressed?
7. How would you counsel someone in your church who is struggling with their gender identity?
8. How do you intentionally pursue sexual purity and resist the temptations of pornography or any other form of sexual brokenness?
9. What is the responsibility of the church when it comes to caring for God’s creation?
10. Are you currently sexually attracted to minors? If so, please explain.
11. What is your opinion on how the Church has handled allegations and/or evidence of sexual abuse towards minors by clergy and lay leaders?

Section G: Alliance Polity & Governance

1. The Alliance operates within three levels of jurisdiction. Name them. To which of these would you, as a pastor, be subject?
2. Define what you understand the phrase “Constituted Authority” to mean. Are you prepared to live and serve in such an environment?
3. In the Alliance, what is the highest legislative body? What are the potential strengths of this

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approach to governance? The potential weaknesses?

4. Can you name the three most common systems of church government? Which of these would you most identify as the way the Alliance operates? Provide examples to support your view.
5. Describe for us what you would do if you were to find yourself unable
 - a. to support a decision made by or
 - b. to carry out an instruction given by a person/body in authority over you.