



Licensing Applicant Interview Study Guide

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Welcome to the Licensing Applicant Interview 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 if applicable), 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 the way, 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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Required Documentation

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 applicants are required to review, sign, and complete the following items before they can be interviewed:

Documents to be signed:

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

Attestations:

- ☐ I affirm that I have read and understand the C&MA Manual.
- ☐ I affirm that I have read the *Guiding Principles for Licensing with Respect to Cessationism*.
- ☐ I have not been convicted of a sexual offence.
- ☐ I am not sexually attracted to minors.

Criminal Record Check

The criminal record check must be completed through the RCMP or local police and include a vulnerable sector check. Every effort should be made to complete this prior to the licensing interview. If, due to extenuating circumstances, the criminal record check cannot be completed prior to the licensing interview, the successful applicant's license will be conditional on a positive check being submitted to the licensing authority within three months of the interview date.

Information on criminal records check requirements can be found on [pacificdistrict.ca](https://www.pacificdistrict.ca).



The Interview

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

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

Sample Question and Answer

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

Q: What is the biblical basis for the confession, “There is one God”?

A: We see evidence of this doctrine throughout the Old Testament and New Testament. 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, in 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 distributes them. There are different kinds of service, but the same Lord. There are different kinds of working, but in all of them and in everyone it is the same God at work.”

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.”

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!”

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

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

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 discrepancies or disagreements do you and your spouse have regarding ministry? What steps have you taken to attempt to resolve those issues?
4. 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 us how you are acting on them.
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 us 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

In this 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 calling.

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?



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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, and Ministry

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

1. Ability to Cast Vision
 - a) Tell us 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
 - a) Tell us 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, and 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 us 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 us 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.



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- 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 us 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
 - a) What is your best example of developing a team? How did you develop that team and what was accomplished?
 8. Resilience
 - a) Describe a situation when your expectations were high, but the outcome was unexpectedly disappointing? What was your response to the disappointment?
 9. Exercising Faith
 - a) What examples of exercising faith in your personal life could you share with others who struggle with faith issues?

Section D: Bible Knowledge

In this portion of the interview, the interviewers will be looking for the following:

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 favourite book of the Old Testament and why?
8. What is your favourite book of the New Testament and why?
9. Name the Synoptic Gospels.



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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?
 - The Fall
 - The Flood
 - Abrahamic Covenant
 - Ten Commandments
 - Bringing down of the walls of Jericho
 - David and Goliath
 - The Beatitudes
 - The Great Commission(s)
 - The Love Chapter
 - Christ's Temptations
 - 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
 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

In this portion of the interview, the interviewers will be looking for the following:

- Your level of understanding and ability to articulate theological concepts.
 - Your use of Scripture to support each answer (i.e. 3-5 supporting texts using both the Old Testament and New Testament, where applicable).
 - 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).
1. Define the following terms:
 - a) Trinity
 - b) The Atonement
 - c) Justification



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- d) Regeneration
 - e) Sanctification (positional and progressive)
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. What does Scripture teach about the filling of the Holy Spirit?
 10. On what basis do you know that you yourself are filled with the Holy Spirit?
 11. How would you counsel someone to be filled with the Spirit?
 12. What is your understanding of “healing in the Atonement”?
 13. What are some biblical evidences of being filled with the Holy Spirit?
 14. Have you ever had a personal experience of being healed?
 15. Suppose someone you prayed for did not appear to receive the healing they desired. How would you counsel that person?
 16. What is your understanding of the fate of those who die without Christ? How does this inform your theology of mission?
 17. What is your concept of “eternal punishment”?
 18. What is your view of Christ’s return and what influence does that have on motivation for Christian living and outreach?
 19. Describe the role of the local church in reaching the nations for Christ.
 20. Is there a difference between “missions” and “evangelism”?
 21. Discuss the new covenant and its implications to life and ministry.
 22. What is your understanding of the meaning of baptism and the Lord’s Supper in Scripture?



23. Explain the following terms:

- a) Cessationist
- b) Continuist

24. What does the Alliance mean when it refers to being Christ-centred, Spirit-empowered, mission-focused people?

Section F: Cultural, Social, and Moral Awareness

In this 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

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 yes, 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?
12. It is legal for employers to check employees' social media profiles. It is essential to note that anything in the public domain (e.g. a social media post) is available to anyone who has online access.



Is there anything on your personal social media platforms that:

- a) Would cause embarrassment to you if it were known to your employer?
- b) Contains profanity, hate, racist, sexist, or otherwise prejudicial content?
- c) Promotes views that are incompatible with those of The Christian and Missionary Alliance in Canada?

Section G: Alliance Polity and Governance

In this 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 will be provided to you as part of the licensing interview preparation documents.

1. Name the three levels of jurisdiction the C&MA operates within. 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 C&MA, what is the highest legislative body? What are the potential strengths of this 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 C&MA operates? Provide examples to support your view.
5. Describe for us what you would do if you were to find yourself unable to:
 - a) to support a decision made by, or
 - b) to carry out an instruction given by a person/body in authority over you.

