

E3

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 A4, Article II, Section 5).

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

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

I. LICENSING

A. General Requirements for Licensed Ministry.

1. Articulate a specific divine call to serve God in vocational Christian ministry.
2. Evidence a godly and exemplary lifestyle as prescribed in 1 Timothy 3:1-7.
3. 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.

4. Demonstrate a passion for the lost in personal life and an ability to train others to reach the lost.
5. Reflect a working knowledge of the Bible, biblical theology, hermeneutical principles, and Great Commission ministry.
6. Understand and commit to the mission, vision, and distinctives of the C&MA and submit to constituted authority as defined by the Board of Directors of the C&MA.
7. Abstain from alcohol and tobacco.*
8. Abstain from any addictive practices (e.g., gambling, illegal drugs, and pornography).
9. Submit a completed C&MA application for licensed ministry and a doctrinal questionnaire.
10. Acquire approval for ministry through a national or district accreditation interview as administered by Church Ministries (CM).
11. 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 Church Ministries.

B. Academic Requirements for Licensed Ministry.

1. Options for academic preparation for licensed ministry:
 - (a) Graduation from Alliance Theological Seminary in the master-level program including 30 hours of Bible/theology/ministry.
 - (b) Graduation from an Alliance college or graduate school with a vocational ministry major including 30 hours of Bible/theology/ministry.
 - (c) Graduation from an accredited non-Alliance college, seminary, or graduate school with a vocational ministry major including 30 hours of Bible/theology/ministry.
 - (d) Completion of the approved Ministerial Study Program or approved Theological Education by Extension (TEE) Program.
2. Completion of an Alliance distinctives and polity course as approved by CM.

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.

- C. **Application Procedure.** College/seminary students in their senior year will submit their application 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 applications to the district superintendent in the district in which they intend to minister.
- D. **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 a license by the district superintendent. An approved candidate will have up to two years from the date of being accredited to find placement through the district superintendent, or may be subject to a new interview by the License, Ordination and Consecration Council (LO&CC).
- E. **Transfer from Another Denomination.**
1. The steps below outline the process for ordained/consecrated workers from another recognized denomination to become licensed workers with the C&MA.
 - (a) 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.
 - (b) Applicants will provide three personal references and a copy of their service history and ordination/consecration certificate from their former denomination.
 - (c) Applicants will demonstrate a commitment to the mission, vision, and distinctives of the C&MA and submission to constituted authority as defined by the Board of Directors of the C&MA.
 - (d) 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.
 - (e) Approved applicants will complete an Alliance distinctives and polity course as provided by CM. The LO&CC may require additional readings or papers at its discretion.
 - (f) If the LO&CC considers the qualifications and statements satisfactory, it may sustain the ordination/consecration.

- (g) All transferring persons who are issued a license shall attend a New Official Workers Forum.
 - 2. 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.
 - 3. Any expense associated with the application process will be borne by the applicants.
- F. **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.

II. TYPES OF LICENSES/CERTIFICATES

- A. **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, CM 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 and in conformity with the Statement on Church Government, 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. Licensed personnel are entitled to be accredited delegates to General Council and District Conference.
- B. **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 by 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. Within the polity of the C&MA and in conformity with the Statement on Church Government, 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. Licensed personnel are entitled to be accredited delegates to General Council and District Conference.

- C. **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 CM, 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 and in conformity with the Statement on Church Government, 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. 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.
- D. **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 and in conformity with the Statement on Church Government, 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.
- E. **Vocational Certificate.** Unordained personnel who are members of a local Alliance church and serving full time in nonclergy 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: 2, 3, 4, 6, 7, and 8. They do not automatically qualify as accredited delegates to General Council and District Conference.
- F. **Christian Worker Certificate.** Districts or local churches may issue a Christian worker certificate to qualified persons in accordance with the guidelines established by CM.
- G. **Clergy Privileges.** The following licenses may entitle the holder to clergy privileges under IRS regulations:
1. Ordained/Consecrated Official Worker

2. Unordained/Non-Consecrated Official Worker
3. Provisional Official Worker
4. Lay Minister

III. SPECIAL CLASSIFICATIONS OF WORKERS

A. Evangelists.

1. Upon approval of the LO&CC, the district superintendent will issue an ordained/consecrated official worker license to any ordained/consecrated district evangelists residing in the district.
2. District evangelists will submit an annual ministry report to the district superintendent.
3. Evangelists holding credentials with another recognized denomination will not be granted an official worker license.
4. Licenses will be issued only to evangelists who commit a majority of their time to evangelistic ministry.
5. CM 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.

B. Lay Ministers.

1. Upon appointment, lay ministers may be required by the district superintendent to complete one or more courses in the Ministerial Study Program provided by CM.
2. The annual issuance of this license is contingent upon satisfactory service in an appointed ministry.
3. Personnel holding this license will not receive credit toward time served in the ordination/consecration process.
4. Lay ministers may become “inactive” for a period of up to one year without loss of license for the following reasons:
 - (a) Ill health which has prevented the continuance of ministry.
 - (b) Relocation because of secular vocation.
 - (c) Awaiting appointment after completing an assignment in good standing.
5. Lay ministers will be subject to the same regulations of General Council on divorce and remarriage as required of official workers.

- C. **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*, E9, 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.

- D. **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 official workers.

E. **Chaplains.**

1. **Federal.**

- (a) 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.
- (b) At any time following fulfillment of the above requirements, an application for endorsement may be submitted to the denominational federal endorser for consideration.
- (c) 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.
- (d) Initial and continued endorsement is contingent upon satisfactory service to the federal agency concerned and regular participation in the denominational endorsement cost-sharing plan.

2. **Nonfederal.**

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

- (b) 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.

- (c) 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.
- (d) 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 in the *Policy and Procedure Manual for Districts and Churches*.

F. 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).

G. College/Seminary Students.

1. 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.
2. 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.

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

1. Students will be recommended to the Ministerial Study Program by their local church governance authority and approved by the respective district superintendent.

2. 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 E4 and E5).
 3. 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. The provisional license is valid only for the current ministry and is not transferable to another church or district.
 4. Students will be expected to meet all general requirements for licensed ministry.
 5. Annually the vice president for CM, or his designee, will report the progress of the students' studies to their district superintendents.
 6. 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.
- I. **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.
 - J. **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.
 - K. **Retired Workers.** Retired workers will receive their license from the district in which they reside.
 - L. **Minister-at-Large.** C&MA retired official workers may be issued a minister-at-large license by the vice president for CM 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.

IV. LICENSE/CERTIFICATE RENEWAL

- A. All licenses/certificates are valid for a maximum of one year.
- B. 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.
- C. 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 CM.

- D. 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.
- E. 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.
- F. Persons who are not reissued a license/certification may make an appeal for review and reconsideration to the vice president for CM, or to his designee, within 30 days of notification. The vice president's decision will be final.

V. LEAVE OF ABSENCE

- A. A leave of absence from licensed ministry in the C&MA will be granted to official workers who are:
 - 1. Unable to continue in active service for health reasons.
 - 2. Engaged in a full-time educational program approved by the district.
 - 3. Temporarily engaged in secular work to regain financial stability.
- B. Upon recommendation of the district superintendent, personnel desiring a leave of absence will apply to the LO&CC.
- C. 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.
- D. Service credit will not be applied toward ordination/consecration or special recognition during the time spent on leave of absence.
- E. An *official worker-leave of absence* license will be issued to persons granted a leave of absence.

VI. SUSPENSION/REVOCAION OF LICENSE/CERTIFICATE

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

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

- C. 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.
- D. 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.

VII. SUPPLEMENTARY MATTERS

- A. **Reexamination.** Personnel involved in a U.S. interdistrict 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.
- B. **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.
- C. **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.
- D. **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.
- E. **Reporting.**
 - 1. All changes in licenses/certificates must be reported monthly to the C&MA National Office Data Management Office.
 - 2. 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.
- F. **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.

VIII. EXCEPTIONS

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

IX. AMENDMENTS

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

E4

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 S(P)aul 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.

Since ordination is the Church's public recognition of the call from God to men for a lifetime

ministry, under certain circumstances such public recognition may be withdrawn. These circumstances would generally relate to those situations that would give rise to discipline, even if the individual is no longer under the direct authority of The Christian and Missionary Alliance.

I. COMMITTEE ON EXAMINATION FOR ORDINATION

- A. The examining and ordaining body shall be constituted according to the Uniform Constitution for Districts.
- B. The questions which have been prepared and approved by 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 ORDINATION

- A. Candidates who are called of God to pastoral or theological ministries shall be eligible for ordination.
- B. 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 Church Ministries.
- C. 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).
- D. Candidates for ordination must serve acceptably in licensed ministry for at least two years in The Christian and Missionary Alliance.
- E. 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.
- F. 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

- 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 ordination. The candidate shall read all of the books on the official reading list for ordination 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.

- 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:
 - 1. Christ Our Savior
 - 2. Christ Our Sanctifier
 - 3. Christ Our Healer
 - 4. Christ Our Coming King
 - 5. Christ's Body: the Church
 - 6. 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 his local church.
- F. The candidate shall attend a "*Growing a Healthy Church I*" training event.
- G. Each year the candidate shall present to his mentor at least one audio or videotape of a full-length sermon which was preached at a regular church service for the mentor's review of both 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 ordination or for the sustaining of the candidate's ordination if with another denomination.

IV. CREDIT TOWARD ORDINATION

- A. 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.
- B. 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.

- C. 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.
- D. 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

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 Church Ministries.

VIII. AMENDMENTS

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

E5

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).

Since consecration is the Church's public recognition of the call from God to women for a lifetime of service, under certain circumstances such public recognition may be withdrawn. These circumstances would generally relate to those situations that would give rise to discipline, even if the individual is no longer under the direct authority of The Christian and Missionary Alliance.

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 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 Church Ministries.
- C. Candidates for consecration shall give full time to the ministry of the church. Exceptions to full-time involvement can be made by the district superintendent for missionary candidate wives seeking consecration. They 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, except missionary candidate wives, must serve acceptably in licensed vocational ministry for at least two years in The Christian and Missionary Alliance. While missionary candidate wives are expected to prepare themselves fully for service, there is flexibility allowed in the fulfillment of the requirements to reflect the realities of family life and welfare. Missionary candidate wives are encouraged, but not required, to be licensed and complete the consecration process.
- 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 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:
 - 1. Christ Our Savior
 - 2. Christ Our Sanctifier
 - 3. Christ Our Healer
 - 4. Christ Our Coming King
 - 5. Christ's Body: the Church
 - 6. 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

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 Church Ministries.

VIII. AMENDMENTS

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

E6

UNIFORM POLICY ON CERTIFICATION OF NONCLERGY CHURCH PROFESSIONS

Certification of nonclergy 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 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 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 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 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 before appointment to the staff of a Christian and Missionary Alliance church.

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.