



LEADERSHIP DEVELOPMENT PROGRAM

The Western Pennsylvania District of The Alliance offers an affordable non-resident Leadership Development Program that leads to fulfillment of all requirements for certification as a church leader within the WPA District. The first 2 phases (Education and Immersion) usually occur concurrently on a 3 year schedule. The final phase is Certification and includes an accreditation interview.

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EDUCATION in partnership with **CMALLIANCEU**

CORE REQUIREMENTS

CMALLIANCEU (cmallianceu.org) is our official Christian and Missionary Alliance (CMA) educational resource center for online education. Regardless of your current educational status, we maintain a core subject matter education requirement for individuals interested in pursuing CMA leadership positions. This core requirement is completion of a 30-credit equivalency program designed to prepare men and women for ministry leadership within the local church. These credits are validated through Crown College and accepted toward any of their degree programs.

FEATURES

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|--|--------------------------|
| On-line Instruction by College faculty | 10-14 hours/week |
| 3 year completion schedule | Program Cost: \$3,200.00 |
| Local evaluators/mentors/facilitators | Accredited |

CURRICULUM

| Developing the Heart of a Leader | Learning to Shepherd the Church | Learning to Lead the Church |
|--|---|--|
| The Story: Discovering God's Big Idea | Ministry Leadership 1: The Life and Leadership of the Pastor | Ministry Leadership 2: Managing the Church |
| The walk: learning the Art of Discipleship | The Book Part 2: Reading the Bible as Literature | Communicating Biblical Truth 2: Teaching and Counseling |
| The Book Part 1: Listening to the Voice of God | Communicating Biblical Truth : Preaching the Word | Building Blocks of the Church: Evangelism & Leadership Development |
| The Church: Living in Community | In the Beginning: Understanding the O.T. | Understanding the Alliance: Alliance History |
| The Mission of God and the Alliance family | The Life of Christ and the early church: Understanding the N.T. | Organizational dynamics: Change, Power and Conflict in the Church |

ADDITIONAL EDUCATIONAL RESOURCES

Ministry leadership demands an aspirational level of appropriate education. Our vision is an educational pathway that leads to a "debt free" college degree that gives students the freedom to follow God's calling without financial encumbrance. To this end:

1. WPA maintains a modest endowment to assist with cost of the core education if necessary.
2. WPA is pursuing pathways to assist in completing Associate Degrees at local community colleges.
3. Crown College accepts your existing credits toward an affordable on-line baccalaureate degree.
4. Cmallianceu.org offers several opportunities for continuing education.



WESTERN PENNSYLVANIA DISTRICT
OF THE CHRISTIAN AND MISSIONARY ALLIANCE

2 IMMERSION in partnership with greenhouse ENVIRONMENTS

greenhouse ENVIRONMENTS is a three (3) year structured environment provided by local congregations identified as exhibiting characteristics that create an ideal setting for future church leaders to fully immerse themselves in pursuit of Spiritual Maturity and Skill Mastery for greater Kingdom impact. It is carefully mentored environment designed to help students to recognize their personal strengths and challenges with respect to how they might impact effectiveness Kingdom impact.

| | | YEAR 1 | | YEAR 2 | | YEAR 3 | |
|--|---|--|---|--|--|--|-------------------------------|
| LEARNING METHOD | Placement 1 Day Assessment (online tests & interview) | Look at healthy ministry | Learn practical ministry skills | Lead established ministry | Launch new ministry, hand-off | Plan vision, values, strat., structure | Prepare team |
| CREDENTIALING | | Licensing and ordination with district of potential plant location | | | | Ordination | |
| EDUCATION | | 30 hours Bible/Theology through College, Seminary ACLD | | | | Education completed | |
| PRAYER | | Observe prayer in action | Practice prayer, presence, and teaching | Guide others in prayer, pres., & listening | Train someone to lead in prayer experience | Pray and listen for God's plan | Pray together |
| TEACHING | | Lead under quality teachers | Teach small groups | Teach large groups | Preach as part of church series | Develop preaching calendar | Missional preaching |
| COACHING | | Discipleship & spiritual formation | Coaching in ministry skills | Leadership coaching | Leadership coaching | Church planting coach | Church planting coach |
| TEAMWORK | | Observe team in planning & action | Participate in team via own gifting/calling | Lead a ministry team | Establish a new ministry team | Recruit church plant team | Implement vision and strategy |
| SMALL GROUP | | Participate in small group/missions | Apprentice in small group/MC | Lead small group/MC | Start a new small group/MC | Start incarnation group | Multiply incarnation groups |
| INCARNATIONAL LIVING | Participate with others on mission | Befriend & interact with unbelievers | Actively share Christ with others | Involve new & unbelievers in ministry | Learn & understand culture & people | Befriend & interact with unbelievers | |
| CHARACTER AND SPIRITUAL FORMATION | | | | | | | |

Students accepted into IMMERSION will be issued licensure as "Apprentice" with the CMA, with all privileges and responsibilities so attached. Completion of IMMERSION qualifies students to pursue further credentialing with the C&MA in pursuit of filling officially recognized leadership positions.

3 CERTIFICATION

Each person desiring accreditation in The Alliance is deemed eligible by fulfilling the following criteria:

- Ability to articulate a divine call to serve God in vocational Christian ministry
- A minimum of 30 credit hours of Bible, theology, and ministry study
- Alignment, agreement, and demonstration of the Alliance Core Characteristics (Kingdom-Minded, Biblically Grounded, Spirit Dependent, Competently Skilled, Self-Aware and Self-Disciplined)
- Understanding of and commitment to the Alliance mission, vision, Core Values, and distinctives; this includes a willingness to submit to constituted authority as defined by the C&MA Board of Directors.
- Compliance with the intent of the official Statements of The Alliance, adopted by the C&MA Board of Directors
- Participation in the worldwide work of The Alliance by contributing financially to the support of Alliance ministries

PARTICIPATE IN AN ACCREDITATION INTERVIEW

Finally, you are ready for your official accreditation interview! The 2-3 hour interview will be focused on discovering, celebrating, affirming, and challenging you in the core characteristics of an Alliance worker: Kingdom-Minded, Biblically Grounded, Spirit Dependent, Competently Skilled, Self-Aware and Self-Disciplined. We will uphold the Alliance standards of credentialing as found in Section E-3 of The C&MA Manual while confirming and recommending the next steps in your leadership development. The interview will include 3-4 pastors, district members or National Office Staff.

BEGIN SEARCHING FOR MINISTRY PLACEMENT OPPORTUNITIES

Once you are accredited, begin searching for placement anywhere in the U.S. You can search and apply for available positions on Called2serve.org and the Facebook group: The Alliance U.S. Job Openings, as well as connect with district leadership. Your info will also be passed on to district offices and the International Placement office as you search, but you will be responsible to apply for positions you are interested in. If your goal is overseas, the International Placement Office will walk you through the steps to beginning your Alliance Licensed Ministry Experience and other steps to apply for overseas positions.

For more information contact Lee Thompson at Skypilot4808@outlook.com.