
Sample Ordination Interview Questions

I. Personal History

1. State your parent's vocations and relate your childhood background and environment.
2. What events led to your conversion experience?
3. What is the evidence of your salvation?
4. How and when were you baptized?
5. Where do you hold current church membership? What is the significance of church membership?
6. Relate any subsequent spiritual experience you have had since your conversion?
7. What is your personal pattern of devotional prayer and Bible study?
8. What particular gift do you feel God has given you?
9. How do you plan to use that gift?
10. Relate your experience in determining God's Call to gospel ministry. Is God's calling a lifetime call?
11. What, if any, blessing or fruit has attended your labour or ministry up to this present time?
12. Do you, as a general rule, find it easy to get along with other people?
13. How do you evaluate yourself in relating to other people?
14. State at least seven requirements for the conduct of elder and deacons.

II. The Holy Scriptures

15. What is 'revelation'?
16. What is your understanding of the relationship between the Word of God and Holy Scripture?
17. What is your opinion of extra-biblical contemporary revelations?
18. How do you understand the relationship between revelation and divine guidance?
19. How do you distinguish between revelation, inspiration, and illumination?
20. Explain this statement: 'Divinely inspired Holy Scripture is infallible and inerrant.'
21. What does the concept of 'canon' mean? Explain your concept of canon.

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22. How do you ascertain the canonicity or non-canonicity of specific books?
23. What is the relationship between canonicity and inspiration?
24. How would you respond to the charge that the doctrine of the inspiration of Scripture is irrelevant since 'all we possess are imperfect copies and translations of the original autographs'?
25. In light of your understanding of the relationship between inspiration and translations, how would you advise your congregation respecting the value and use of translations?
26. Define progressive revelation.

III. The Trinity

27. What are the significant biblical passages important to this doctrine?
28. Why do we confess 'there is one God'?
29. Why do we confess that God exists 'in three persons: Father, Son and Holy Spirit'?
30. Which common attributes of the three persons are evident in the Scriptures?
31. Are there any particular attributes truly unique to each person?
32. How do the three persons relate to creation? revelation? salvation? the church?
33. What historical positions were taken on the Trinity at the Councils of Nicea in 325 and Constantinople in 381?
34. Which contemporary theological positions are raising serious questions for the traditional doctrine of the Trinity?
35. Which contemporary cultic groups evidence deviation from the traditional doctrine of the Trinity?
36. Define the term 'Trinity.'
37. Is there a hierarchy within the Trinity?

IV. Person of God

38. Give a definition of the word 'God'.
39. What is the basis for the Christian concept of God as person?
40. Give some New Testament definitions of God. (1 John 1:5, 4:8, 24; Hebrews 12:29)
41. Name some of the attributes of God.
42. Give a few scriptural incidents that reveal these attributes.

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43. What underlies all else in the character of God?
44. Explain the terms: theism, deism, atheism, monotheism, polytheism, pantheism, and agnosticism.
45. What are some of the evidences and arguments for the existence of God?
46. How does God maintain a personal relationship with humankind?
47. What is your belief concerning God and evolution?
48. How do you reconcile the goodness of God and the presence of evil?

V. Person of Christ

49. State some of the names referring to Christ and explain their meanings (such as: Messiah, Lord Jesus, etc.)
50. Why do you believe Christ is God?
51. What is meant by the pre-existence of Christ? Is He eternal? Does He have beginning or end?
52. Explain how the historic Christ was conscious of His divinity.
53. How is the person of Christ dealt with in the Old Testament? What are some Old Testament prophecies pertaining to Him?
54. How may it be proved that Christ was really a man?
55. Prove from Scripture that Christ had both a divine nature and a human nature.
56. Why are both natures essential to the person of Christ?
57. How do you know that Christ is alive today?
58. Describe the 'fourfold gospel' symbols.
59. Was the virgin birth necessary to the atoning work of Christ?
60. Where is Jesus today? Does he have a body?
61. How is Jesus unique in a world of religious systems?

VI. The Person of the Holy Spirit

62. How do the references of the Lord Jesus to the Holy Spirit indicate that He is a Person?
63. How does His identification with the Father and Son suggest His personality?
64. What qualities of personality does He possess?
65. What ministries, possible only for a person, are attributed to Him?

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66. What is indicated, relative to His personality, by His activity in the early Church? How has the Holy Spirit equipped each born again believer?
67. How does the Old Testament reflect His personality?
68. What is revealed by His associations with other persons?
69. How is He affected by the same things and in the same manner as other persons?
70. What, to you, is the clearest testimony of His personal being?
71. Why is belief in the personality of the Holy Spirit essential to orthodoxy?
72. Name the gifts of the Holy Spirit. Name the fruit of the Holy Spirit.
73. How are these gifts given to believers and consequently to the church? How does a person find their spiritual gift?
74. In what measure are the gifts that were exercised by the Apostles manifest today? Discuss the apostolic gift and office.
75. What was the role of the Holy Spirit in Old Testament times?
76. What is the role of the Holy Spirit regarding conviction of sin? Comment on the place of conscience as it relates to conviction and guilt.
77. Comment on the filling of and baptism in the Holy Spirit.
78. What does it mean to walk in the Spirit?
79. What is the evidence of being filled with the Spirit?

VII. The Atonement

80. Where did the plan of the atonement originate?
81. What does the atonement teach us about God's love? God's mercy? God's justice? God's holiness?
82. Why is the atonement necessary as far as God is concerned?
83. What makes the atonement necessary as far as man is concerned?
84. How could God justly put man's sin upon an innocent victim?
85. What qualified Christ to be the offering for sin?
86. Could anyone other than Christ have made an acceptable offering?
87. What assurance do we have that the offering was acceptable to God?
88. Did Christ die for everyone or for the elect? What difference would it make?
89. Can the atonement be effective in human lives in any way where the Gospel is unknown?
90. What is the extent of God's grace?

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91. In light of God's grace, what is the motivation to overcome sin?
92. Define atonement.
93. Where did sin originate? Did God create evil?
94. Describe some Old Testament pictures of atonement.
95. What is the doctrine of election? How do you relate it to free will?

VIII. Justification

96. Give a definition of justification.
97. What is the basis of God's justification of sinners?
98. Identify and discuss the primary Scripture passages which teach the concept of justification.
99. What is the nature of spiritual change brought about by justification?
100. Describe the relationship between justification and regeneration.
101. Discuss imputation versus impartation.

IX. Regeneration

102. Give a definition of regeneration.
103. Identify and discuss some Scripture passages which teach about regeneration.
104. Who performs the work of regeneration?
105. What attitudes must be present in the individual before regeneration can take place?
106. What is the nature of the change brought about by regeneration?
107. What is the continuing purpose of regeneration in a Christian?
108. Define conversion.
109. How were Old Testament believers saved?
110. Take two minutes to explain the way of salvation to a seeker.
111. Why do we need regeneration rather than reformation?

X. Sanctification

112. Give a brief definition of sanctification.
113. What has sanctification meant in your personal life?
114. What is meant by positional sanctification?
115. What is meant by experiential sanctification?

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116. How is there a defining moment connected with experiential sanctification?
117. In what way is there a progression connected with experiential sanctification?
118. In what way is the believer 'dead to sin and alive to God'?
119. How do you intend to develop a church of Spirit-filled believers?
120. How is sanctification connected with Christian service?
121. What is meant by the phrase 'the indwelling Christ'?
122. What are the evidences of a Spirit-filled life?
123. Describe Simpson's concept of spiritual breathing.
124. What significance does baptism hold in sanctification?
125. What does it mean to be 'wholly sanctified'?
126. Comment on the place of prayer in a sanctified life.
127. What does 'in the world but not of it' look like?

XI. Healing

128. What do you understand by the statement 'healing in the atonement'?
129. What do you believe about physical healing for today?
130. What procedure should be followed in the ministry of the church to the sick who request prayer for healing?
131. What do you believe concerning the relationship of spiritual gifts to the ministry of healing?
132. Who is under obligation in the church to make the first move in the ministry of anointing and prayers for the sick?
133. In the anointing and prayer ministry for the sick by the elders, what is meant by 'the prayer of faith'?
134. How do you explain the fact that all Christians who are prayed for are not healed? What are potential reasons that an individual may not be healed?
135. How is the problem of sin related to the problem of sickness?
136. What is the difference between divine healing, medical healing, and faith healing?
137. As one with the gift, what was Simpson's approach to healing?
138. Comment on the prayer of faith as it relates to 'if it be your will'.

XII. The Return of the Lord

139. On what basis do you believe that the Lord Jesus Christ will personally and physically return to the earth?
140. How will the second coming of Christ differ from the first coming?
141. What are the differences among the doctrines of premillennialism, postmillennialism, and amillennialism?
142. When do you believe the rapture of the church will occur?
143. How does the Bible describe the great tribulation?
144. Where will the believing church be at Christ's return?
145. Define and give scriptural evidence of the imminence of Christ's return.
146. What judgment of believers will occur in connection with Christ's return?
147. Will judgment of the nations occur immediately after Christ's return?
148. What is the relationship between Israel and the church?
149. What will be the status of Israel in the kingdom that Christ will set up?
150. What events will occur during the millennium and after the millennium?
151. Which biblical texts have developed your convictions around eschatology?
152. Comment on God's covenants with Israel as they relate to eschatology.

XIII. Resurrection

153. What does the term resurrection mean?
154. Is it possible for a resurrection to occur without a physical body?
155. Name scripture stating your belief in the resurrection of Jesus Christ.
156. How important is the doctrine of the resurrection to the Christian faith?
157. What is the relationship between the resurrection of Jesus Christ and future resurrection?
158. Trace Paul's development of this theme in 1 Corinthians 15.
159. What happens when the believer is resurrected?
160. What happens when the unbeliever is resurrected?
161. What does the Bible mean by the 'first resurrection'?
162. What is the biblical doctrine of heaven?
163. Do you believe in the immortality of the soul?

XIV. The Lostness of Man

164. What does the Bible teach concerning the lostness of man and the inevitable results of rejecting Christ?
165. What is the future destiny of those who die without ever hearing the Gospel?
166. What is the biblical doctrine of hell? Is it eternal? Is it physical?
167. What does eternal punishment involve?
168. Is there any possibility or making a decision to be saved after one has died?
169. To what degree does a Christian bear personal responsibility for sharing the good news?
170. Define universalism, soul sleep, annihilationism.
171. How many people are 'lost'?
172. What are scriptural proofs that Satan is a person?
173. What is the scope of his power? What is his final destiny?
174. What is the doctrine of total depravity?

XV. The Spirit World

175. What is a theophany?
176. Describe the authority of the believer over the enemy.
177. What are angels? What is their relationship, both good and evil, to humankind?
178. What is the future of Satan and his minions?
179. How do you test the spirits to determine if they are from God?
180. What is the purpose of prayer?

XVI. The Doctrine of the Church

181. What is the meaning and composition of the church?
182. What is the purpose and function of your local church assembly?
183. What is the mission of the church?
184. What is the future of the church?
185. What is the order of local church government in the C&MA?
186. What is the procedure for church discipline?
187. What is the function of the pastor in relation to body life?

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188. What are the qualifications and function of elders?
189. In what way are General Assembly and District Conference related to the local church?
190. What is the function of the District Superintendent?
191. What is the significance of water baptism?
192. Outline the positive and negative aspects of autocratic congregational and Presbyterian styles of governance.
193. What is the biblical procedure for conflict resolution?
194. What are the dangers and benefits of organizations?

XVII. Alliance Missions

195. What do you consider to be the purpose and mission of the C&MA?
196. What is the comprehensive objective of Alliance missionary work?
197. In what way is the task of the Alliance also your personal responsibility?
198. How will you include a missionary emphasis in your regular program of preaching?
199. In what sense does the Christian calling involve a missionary obligation for every believer and every church?
200. What is the importance of an annual missionary emphasis to your local church and to your denomination?
201. What level of church giving should be attained before a pledge for world missions is taken?
202. In addition to church planting what specialized ministries are performed by Alliance missionaries?
203. How do you plan to lead your congregation in Alliance missions and in missionary intercession?

XVIII. Cultural, Social & Moral Awareness

204. Discuss how you would counsel a couple/person inquiring about divorce.
205. Discuss your thoughts on a Christian's involvement in politics or social media.
206. How can a Christian bear witness in these environments?
207. If you suspected a child was being abused, what would you do?
208. What would your responsibilities as a pastor be in a situation like that?
209. Discuss your thoughts on alcohol or recreational drug use.

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- 210. How would you respond if someone on a ministry team acknowledged they are experiencing same-sex attraction?
- 211. How would you counsel that person?
- 212. How do you personally seek to live out the teachings of Jesus in relation to caring for the poor and oppressed?
- 213. How would you counsel someone in your church who is struggling with their gender identity?
- 214. How do you intentionally pursue sexual purity and resist the temptations of pornography or any other form of sexual brokenness?
- 215. What is the responsibility of the church when it comes to caring for God's creation?
- 216. Are you currently sexually attracted to minors? If so, please explain.
- 217. What is your opinion on how the Church has handled allegations and/or evidence of sexual abuse towards minors by clergy and lay leaders?

XIX. Doctrinal Statement of the C&MA

- 218. Have you read and are you in full agreement with the current Statement of Faith? Have you struggled with any part of our Statement of Faith?
- 219. How do you propose to reach the lost at home and abroad?
- 220. How will you handle controversial theological issues within the evangelical community?
- 221. What is the greatest challenge to the missions emphasis in our churches?
- 222. What is the core offering the C&MA brings to the world? What makes us unique?

XX. Constituted Authority

- 223. How does the Word of God recognize and set up constituted authority in the church?
- 224. Are you willing to serve under the District Superintendent's authority?
- 225. What is the difference in being 'led by the Spirit' and being subject to recognized authority in the church?
- 226. In New Testament terminology, what is one's attitude to be to those over him or her in the Lord?

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- 227. Do you regard the legislation of the General Assembly and the District Conference as binding upon you, even though your opinions and desires may be otherwise?
- 228. What would your attitude and anticipated action be if your District Superintendent suggested that you make a pastoral change in appointment?
- 229. If the majority of your elders asked for your resignation and you felt otherwise what would you do?
- 230. What is the proper procedure for submitting a pastoral resignation?
- 231. What procedure should be followed in seeking an opportunity to candidate in another church?
- 232. If you should become personally involved in doctrines contrary to those of the Alliance with which you are now identified, what would be your procedure?
- 233. Is your desire to work with the C&MA a settled, God-given conviction?

XXI. The Pastor's Relationship to the People

- 234. What does the apostle Peter say about the relation of the shepherd to the flock?
- 235. State the characteristics of the servant of the Lord as they were given to Timothy.
- 236. What is the relationship between the pastor and the elders?
- 237. In dealing with difficult people in your church, what should your attitude be toward them?
- 238. When you leave a field of service, would you seek to continue contacts of information and channels of advice and counsel with the members of that congregation?
- 239. Why are you a pastor today?
- 240. Describe your experiences with mentoring.
- 241. To whom are you accountable and in what ways?
- 242. How do you maintain purity in your relationships with the opposite sex?