WORLD MISSIONS

CONFIDENTIAL

Pastoral Reference Form

Reference for:

Considering an assignment as:

Thank you for taking the time to complete this reference form. Throughout the placement process, we seek to wisely use the information you provide, to realistically discern readiness and prepare the applicant for a BIC US World Missions assignment. We will hold your responses in strict confidentiality. We encourage you to candidly share any information you feel will help us in working with the applicant. Please return this within two weeks. Thank you.

Your name: Congregation:

Email: Telephone:

Mailing address: Date:

1. How long, how well, and under what circumstances have you known the applicant?

2. Please describe the applicant's spiritual gifting and how that has been demonstrated within the congregation and/or the applicant's community.

3. How would you assess the applicant's spiritual maturity, ability to lead persons to Christ, and ability to disciple others?

4. Which of the applicant's characteristics may reduce his/her effectiveness in ministry?

5. What five words best describe the applicant?

6. Would you rate the applicant's emotional maturity as: above average, average, or below average? Please explain.

7. What level of affirmation would the applicant have from the congregation for this assignment?

8. How would you describe the applicant's ability to maintain appropriate boundaries with children?

9. Would you be comfortable placing one of your own children in the care of the applicant? Why or why not?

10. What additional information would be important for our awareness as we process this applicant?

Please rate the applicant on the characteristics listed below, using the following guide. Place one number in the box provided under Rating. (Write NA if you do not have adequate information.)

5 – excellent 4 – good 3 – satisfactory 2 – needs improvement 1 – unsatisfactory

CHARACTERISTIC	RATING	EXAMPLES OR COMMENTS FOR CLARIFICATION
1. ADAPTABILITY in facing new situations or unexpected circumstances		
2. STRESS MANAGEMENT under pressure or facing frustrations		How does he or she relax?
3. SELF-EVALUATION in knowing his or her strengths and weaknesses		
4. TEAM EFFECTIVENESS in working with and encouraging others		
5. LEADERSHIP skills		How would you describe his or her leadership style?

6. DEPENDABILITY in following through with tasks and commitments		
7. COMMUNICATION skills in effectively relating to others		
8. INITIATIVE in identifying problems and getting started toward a solution		
9. CREATIVITY in finding new ways to do things and being resourceful		
10. CULTURAL SENSITIVITY in relating to other cultures and perspectives		
11. PROBLEM SOLVING skills		Does he or she include others?
12. CHRISTIAN FAITH AND LIFE being lived out together		
13. HARMONY IN RELATIONSHIPS		
14. DECISION MAKING skills		
15. CONFLICT RESOLUTION skills		How would he or she confront someone?
16. ABILITY TO BE TAUGHT by life experiences and other people		