Question # *Comments*

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Campus Crusade for Christ
100 Lake Hart Drive, Dept. 25-HR
Orlando, FL 32832
407-826-2500

Reference Questionnaire for Staff Applicant
Pastoral Reference

NAME OF APPLICANT	REFERENCE NAME
	CHURCH NAME
	ADDRESS
	CITY STATE & ZIP
	TELEPHONE Church/Daytime ( )

- *You have been referred to us for information regarding a staff applicant.*
- *As we make fair appraisal of his/her qualifications, would you please take some time to fill out this reference?*
- *It's important to us as we evaluate our applicants that we have a good understanding of their character and ministry abilities.*
- *We would appreciate honest, straightforward responses, evaluating both the assets and liabilities of the applicant.*
- *Be assured that your reply will be held in strict confidence.*

How long have you know the applicant?

_____

How well would you say you know the applicant?

- ☐ Very well
- ☐ Well
- ☐ Average
- ☐ Not very well
- ☐ Almost not at all

PLEASE RETURN THIS TO US BY:

MINISTRY USE ONLY
(ministry code)

Character Trait Evaluation (for Christian service)

Please check the appropriate space for each characteristic according to your knowledge of the applicant. If you have not observed this trait, check "not known." Consider the average to be a reasonably well-adjusted individual who is qualified for full-time Christian work.

Personally	Not known	Poor	Below Avg	Average	Above Avg	Excellent
Self-discipline						
Teachability (willingness to accept instruction)						
Adaptability						
Well-rounded interests						
Perseverance						
Dependability						
Punctuality						
Conscientiousness						
Common sense						
Integrity						
Trustworthiness						

Emotionally	Not known	Poor	Below Avg	Average	Above Avg	Excellent
Emotional maturity						
Self-confidence						
Ability to handle pressure						
Accurate self-assessment (knows strengths and weaknesses)						
Marital harmony (if applicable)						
Discipline of children (if applicable, either as a parent or teacher)						

Spiritually	Not known	Poor	Below Avg	Average	Above Avg	Excellent
Spiritual maturity						
Knowledge of the Bible						
Fruitful witness for Christ						
Consistency of Christian testimony						

Socially	Not known	Poor	Below Avg	Average	Above Avg	Excellent
Social poise						
Cooperation						
Tactfulness						
Ability to communicate						
Neatness of person						
Attractive personality						
Outgoing						
Respected by peers						

Leadership	Not known	Poor	Below Avg	Average	Above Avg	Excellent
Mentally alert						
Drive						
Decision making ability						

Have you noticed…	Not known	Very Apparent	Frequently	Sometimes	Rarely	Never Apparent
Criticalness						
Argumentativeness						
Domineering manner						
Procrastination						
Impracticality						
Irritability						
Discouragement						
Anxiety, worry						
Moodiness						
Tendency toward dependent relationships						
Homosexual relationships						

In answering the following questions, please comment based upon what you know of the applicant. For any questions of which you have no knowledge, please write "not observed." Extra space is available on the back for further comments.

1. What kind of church involvement has the applicant had? Please comment on his or her consistency in attendance as well as his or her service in areas such as Sunday School, home groups, youth work, teaching, etc.

_____

2. Is there any indication that the applicant's decision to join the staff of Campus Crusade for Christ has been significantly influenced by:

   a. A desire to escape difficult personal, family, or vocational situations? ☐ Yes ☐ No

   b. An unrealistic appraisal of what is involved in Christian service? ☐ Yes ☐ No

   c. An extreme dependence upon Campus Crusade for Christ? ☐ Yes ☐ No
   If yes to any of these, please explain on the back.

3. Does the applicant have the ability to make decisions and follow through on them? ☐ Yes ☐ No

If no, please explain: _____

4. How does the applicant respond to designated authority and standards?

_____

5. Can the applicant take responsibility and demonstrate leadership? Give examples.

_____

6. Comment on the applicant's…

   a. sensitivity to the needs, feelings, and attitudes of others. _____

   b. ability to work with others. _____

7. Please comment on the applicant's ability to establish close, healthy relationships with others.

_____

8. Do you have any reservations concerning the financial integrity and/or the indebtedness of the applicant? ☐ Yes ☐ No
If yes, please explain on the back.

9. Do you have any reservations concerning the personal integrity of the applicant? ☐ Yes ☐ No
If yes, please explain on the back.

10. Have you ever had any reason to question the applicant's morals? ☐ Yes ☐ No
If yes, please explain on the back.

11. Does the applicant tend to determine his or her self-worth by his performance and/or approval from others? ☐ Yes ☐ No
If yes, please explain on the back.

12. Please summarize this applicant's strengths.

_____

And weaknesses.

_____

Signature _____

Date ____/____/____

Feel free to use space on the back if you have any more comments.

Thank you for your comments.