



**CONFIDENTIAL PASTORAL REFERENCE**

**Applicant's Name:** \_\_\_\_\_  
**City, Province/State:** \_\_\_\_\_

**Position applied for** \_\_\_\_\_  
**Date** \_\_\_\_\_

We are striving to keep the standards of our work and workers high, accepting only those with a good Christian testimony and a desire to serve the Lord. Please answer frankly and to the best of your knowledge. All information will be kept confidential except where disclosure is required by law. Your responses to these questions may have personal, spiritual, ministry, and/or legal implications. Thank you for your assistance in accomplishing our vision and for protecting the vulnerable persons that we serve.

1. Are they suitable for a term of missionary service? \_\_\_\_\_

2. How have they participated in your church activities and ministries? \_\_\_\_\_

3. How do they relate to people in your church and community? \_\_\_\_\_

4. Is there any indication that their decision to enter this service has been significantly influenced by a desire to escape personal, or vocational situations? \_\_\_\_\_

5. Do they give evidence of genuine conversion? \_\_\_\_\_

6. Do they uphold the standards of New Testament Christian living? \_\_\_\_\_

7. Conscientiously or out of obligation? \_\_\_\_\_

8. Would they be an asset to Christian service? \_\_\_\_\_

9. Do you know of anything that may disqualify them for Christian service? \_\_\_\_\_

10. Have they ever used drugs or alcohol? \_\_\_\_\_

11. Have they ever been involved in witchcraft or the occult? \_\_\_\_\_

12. If so, what action was taken? \_\_\_\_\_

13. Do you know if they have attempted or actually abused or sexually molested a minor? \_\_\_\_\_

14. To which age group do you feel they best relate?

Children

Youth

Adults

15. For each trait listed below, check one statement which in your judgement best describes them.

**Christian experience**

Rich and contagious

Genuine but mild

Relatively superficial

**Dependability**

Very trustworthy

Intends to fulfill responsibilities

Personal agenda comes first

**Willingness to serve**

- Eagerly serves
- Serves upon request
- Reluctant to serve

**Doctrine**

- Has carefully chosen beliefs
- Depends on others for beliefs
- Beliefs are vague and/or questionable

**Leadership**

- Easily directs others
- Leads as requested
- Seldom gains support

**Witness**

- Shares faith naturally
- Hesitant to share faith openly
- Does not talk about faith

14. List what you see as their three greatest strengths and weaknesses.

**Strengths**

**Weaknesses**

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15. Is there anything else that you feel would be important for us to know?

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This reference has been completed by:

Signature \_\_\_\_\_

Printed name \_\_\_\_\_

Email address \_\_\_\_\_

Phone number \_\_\_\_\_

Please return this form to:

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