

Reference Questionnaire

Date

1. How long, and what connection have you known this candidate?
2. To what extent do his wife and family support his ministry?
3. In the following list, which three areas would you consider to be a strength and/or non-strength?

Strengths		Non-Strengths	
☐	Preaching	☐	
☐	Teaching	☐	
☐	Evangelism	☐	
☐	Visitation	☐	
☐	Discipleship	☐	
☐	Counseling	☐	
☐	Administrative	☐	
☐	Relational	☐	
☐	Leadership	☐	

4. How do you regard the theology of this candidate?

- | | |
|---|---|
| ☐ Fundamentalist | ☐ Wesleyan |
| ☐ Reformed | ☐ Pentcostal |
| ☐ Charismatic | ☐ Conservative Evangelical |
| ☐ Dispensationa | ☐ Progressive Evangelical |
| | ☐ Main-line Evangelical |

5. Does this candidate practice personal evangelism?

6. How does this candidate apply the gospel to his/her life and to the needs of the congregation?

- | | |
|-------------------------------|------------------------------------|
| ☐ Poor | ☐ Fair |
| ☐ Good | ☐ Excellent |

7. How would you describe this candidate's ability to develop and carry out plans for life and ministry?

☐ Poor

☐ Fair

☐ Good

☐ Excellent

8. Is this candidate cooperative with other pastors and churches?

9. Is this candidate cooperative with his/her denomination?

☐ Yes

☐ No

10. Briefly describe the candidate's present ministry.

11. What type of community would best fit this candidate?

☐ Rural

☐ Small town

☐ Suburb

☐ Urban

12. Does the candidate give proper attention to:

His/her family

☐ Yes

☐ No

Personal finances

☐ Yes

☐ No

Social obligations

☐ Yes

☐ No

13. Does the candidate have natural gifts and talents that contribute to the effectiveness of his/her ministry? Describe:

14. Personal Qualities

Please place a check by one item under each of the following headings.

Physical Condition:

☐ Frequently ill and incapacitated

☐ Somewhat below average

☐ Fairly good health

- ☐ Good health
- ☐ Very healthy and active

Personality traits:

- ☐ Avoided by others
- ☐ Tolerated by others
- ☐ Liked by most people
- ☐ Well liked
- ☐ Sought by others

Intelligence:

- ☐ Learns and thinks slowly
- ☐ Average mental ability
- ☐ Alert: has a good mind
- ☐ Brilliant: exceptional capacity

Judgment:

- ☐ Makes snap decisions
- ☐ Finds it difficult to make any decisions
- ☐ Has sound judgment and good common sense
- ☐ Carefully evaluates each issues

Achievement/initiative:

- ☐ Does only what is assigned
- ☐ Prone to start but does not finish
- ☐ Meets average expectations
- ☐ Resourceful and effective
- ☐ Superior creative ability

Leadership qualities:

- ☐ Makes no effort to be a leader
- ☐ Tries to lead but lacks ability

☐ Has some leadership potential

☐ Good leadership ability

☐ Unusual ability as a leader

Ability to work with others:

☐ Frequently causes friction

☐ Prefers to work alone

☐ Usually cooperative

☐ Works well with others

☐ Most effective in teamwork

Responsiveness:

☐ Slow to sense how others feel

☐ Reasonably responsive

☐ Usually well-balanced

☐ Well-balanced and controlled

☐ Maintains balance and control even under most \ difficult circumstances

Willingness to serve:

☐ Reluctant to serve

☐ Usually willing to serve

☐ Willing to serve but not dependable

☐ Eager to serve and very dependable

☐ Most effective in teamwork

Financial responsibility:

☐ Does not seem to know how to manage income

☐ Does not always spend wisely

☐ Is somewhat extravagant

☐ Has learned to live within income

☐ Handles finances wisely

15. Please evaluate the candidate in the following areas by checking one of the four categories.

(Omit items where you feel uncertain)

	Exceptional	Above	Below	Average
Bible knowledge	☐	☐	☐	☐
Life of prayer	☐	☐	☐	☐
Genuine love for lost people	☐	☐	☐	☐
Trustworthy	☐	☐	☐	☐
Patient under trial	☐	☐	☐	☐
Perseverance	☐	☐	☐	☐
Energy & enterprise	☐	☐	☐	☐
Cooperative	☐	☐	☐	☐
Decision making	☐	☐	☐	☐
Sense of humor	☐	☐	☐	☐

16. In your judgment, does the candidate have a healthy view of God's plan for the local church?

17. How would you rate this candidate's potential for effective pastoral ministry?

18. Is there anything not referred to in this questionnaire which you feel we should know about this candidate? Please be specific.

Chair, Search Committee

Signature