

CONFIDENTIAL REFERENCE for _____ DATE: _____

Give approximate dates during which you were closely associated with the candidate:

month/year _____ to month/year _____

How intimately, and under what circumstances, have you known him?

Give any information you can concerning home conditions and family background which bear upon his suitability for the pastorate.

Is he or his wife divorced?

Do you know of any habits or characteristics that would be embarrassing to the church?

No _____ Yes _____ If yes, please explain.

Please rate the man with respect to each of the characteristics listed below by checking the items under each heading which most nearly represent your evaluation. Do not check items about which you feel uncertain or which you have had no opportunity to observe.

BIBLE KNOWLEDGE

(Does he know and understand the Bible?)

- very poorly prepared
- rather mediocre
- reasonably well-learned
- rather sound, could be deeper
- very sound doctrinally

DENOMINATIONAL LOYALTY

(Does he know the Southern Baptist program?)

- understands SBC programs
- cooperates in some of the denomination's programs
- has limited knowledge of SBC programs
- has been cooperative in the past
- has been non-cooperative

PHYSICAL CONDITION

(What kind of physical condition is he in?)

- good health
- fairly healthy
- somewhat below par
- rugged and vigorous
- frequently incapacitated

PERSONAL APPEARANCE (check 1 or more)

(How would you describe his appearance?)

- neat
- attractive, exhibits good taste in dress
- exhibits poor taste in dress
- overly concerned with appearance
- unkempt

SOCIAL ACCEPTABILITY

(How does he get along?)

- avoided by some people
- tolerated by others
- liked by some people
- well-liked by most people
- sought by others

LEADERSHIP

(Do people "look up" to him?)

- makes no effort to lead
- tries but lacks ability
- shows some leadership promise
- good leadership skills
- unusual ability to lead

ACHIEVEMENT

(Does he "get the job done"?)

- lacks initiative
- doesn't accomplish much
- meets average expectations
- starts projects but does not finish
- accomplishes a great deal

EMOTIONAL STABILITY

(Is he composed, or easily upset?)

- tendency to over-react
- over-reacts to critical situations
- rather even emotionally
- very calm in most situations
- handles situations calmly and smoothly

RELATIONSHIP with YOUTH

(Do the kids relate to him?)

- cannot work with them
- prefers to work with adults
- understands and is understood by youth
- works through other leaders
- enjoys working with young people

COMPASSION

(Is he sensitive to others?)

- slow to sense how others feel
- reasonably responsive
- understanding and thoughtful
- responds with unusual insight and compassion
- lacks compassion

RELIGIOUS EXPERIENCE (check 1 or more)

(How deep are his convictions?)

- relatively superficial
- over-emotional
- growing, healthy
- excited, contagious
- profound, relatively "deep"

PASTORAL DISCRETION

(Does he know how to keep a secret?)

- repeats confidences
- discusses with others in the church
- violates confidences only on inconsequential matters
- confidences never revealed

Listed below are some of the tendencies which, if present, may reduce the effectiveness of a pastor's work and witness. UNDERScore any of the traits below which characterize the candidate.

anxious	easily embarrassed	lacking in humor
argumentative	easily offended	nervous
"cocky"	frequently worried	sullen
critical	impatient	overly serious nature
depressed	intolerant	prejudiced toward groups, races, nationalities, etc.
discouraged	irritated	given to exclusive, absorbing friendships
domineering	lacking ability to take a joke	tense

If he seems relatively free of all such tendencies, indicate here _____.

Do you know of any moral or ethical problem now or in the past? _____ If yes, please explain:

How would you rate his ability in preaching? ___superior; ___above average; ___average; ___below average. Please explain your answer.

How would you rate him as an administrator? ___superior; ___above average; ___average; ___below average. Please explain your answer.

How would you rate him as a counselor? ___superior; ___above average; ___average; ___below average. Please explain your answer.

How would you rate him in his personal visitation? ___visits a great deal; ___faithful visitor; ___good soul-winner; ___seldom visits. Please explain.

If you were a member of a pastor search committee, would you consider this person as a pastor for your church? _____

Please state frankly and honestly your opinion of this candidate's all-around fitness for the pastorate:

If possible, list other persons qualified to give a sound appraisal of this individual, including addresses and telephone number.

This confidential reference form completed by: _____