

# Pastoral Reference



Note to applicant: Please write your name above and give this form to someone who really knows you well and can give an accurate account of your character. Please do not have someone who is related to you fill out this form. Have the person who fills this out mail it to us as soon as possible at the address on the back.

TO THE PASTORAL REFERENCE: Thank you for your willingness to help us in assessing the character of this applicant to the Gettysburg Master's Commission. GMC is a full-time, life-changing, discipleship institute with "hands-on" ministry training. Please be confident in two very important things. First, the information that you give us will be guarded with the utmost of confidentiality. Secondly, we are not looking for perfect students. Your honesty will not necessarily prevent a student from being accepted. The more accurate of an assessment that we have, the better we are able to interview a student and discern if the GMC experience is right for them. Upon completion of this form, please mail it directly to GMC and please call us if there is any other information/questions you would like to communicate to us by phone, (717) 624-3411. The applicant cannot be considered until all reference forms are received; therefore, your prompt completion of this form would be very much appreciated.

Thank you for your assistance!

The Gettysburg Masters Commission Staff

PLEASE TYPE OR PRINT CLEARLY

## Background Information

1. Please describe your relationship to the applicant (senior pastor, youth pastor, etc.) \_\_\_\_\_
2. How long have you known the applicant? \_\_\_\_\_ How long has he/she attended your church? \_\_\_\_\_
3. How well do you know the applicant?  
 Very close pastoral relationship; frequent contacts  
 Fairly well, regular personal contacts  
 Casually, few personal contacts  
 By name/sight
4. Would you characterize their involvement as:  
 Heavily involved with ministries of the church  
 Consistently involved with ministries of the church  
 Somewhat involved with ministries of the church  
 Not involved with ministries of the church

## Applicant's Emotional Maturity

5. How would you describe the applicant's emotional maturity? Please check one:  
 Outstandingly mature; has proven ability to operate under stress and pressure  
 More mature and emotionally stable than average  
 Possesses average emotional stability and maturity  
 Doubtful; experience has shown that the applicant might not be able to endure stress  
 Applicant has frequently demonstrated signs of inability to cope with stress, such as rage or withdrawal, is erratic in attitude and action, or has demonstrated instability in other ways.

Comments: \_\_\_\_\_

6. Do you have any reason to believe the applicant would be unreliable, dishonest, or of questionable character?  
 Yes  No  
If yes, please explain \_\_\_\_\_
7. Would you have any concern with this person working with children or youth?  Yes  No  
If yes, please explain \_\_\_\_\_

## Applicant's Overall Characteristics

8. Please assess the applicant's characteristics in the following areas by checking one option under each heading.

### PHYSICAL CONDITION

- Frequently incapacitated  
 Below average health  
 Fairly good health  
 Good health  
 Above average strength/stamina

### LEADERSHIP SKILLS

- Avoids opportunities to lead  
 Tries to lead, but lacks ability  
 Has good ability, but chooses to hold back  
 Has good leadership ability  
 Exceptional leadership ability

### CHRISTIAN EXPERIENCE

- Salvation is questionable  
 Rollercoaster (ups and downs)  
 Genuine, but not very deep  
 Genuine and growing  
 Passionate and contagious

### TEAMWORK

- Frequently causes friction  
 Insists on having own way  
 Usually cooperative  
 Works well with others

### INTELLIGENCE

- Challenged in learning new things  
 Average mental ability  
 Above average ability to think on own  
 Brilliant and exceptional thinker

### RELATIONSHIPS

- Avoided by others  
 Tolerated by others  
 Liked by others  
 Well-liked by others

### SERVANTHOOD

- Reluctant to serve  
 Serves, but needs motivation  
 Usually eager to serve  
 Eagerly looks for opportunities to serve

### TEACHABILITY

- Not teachable and unwilling to change  
 Often has difficulty with correction  
 Usually willing to receive correction  
 Seeks out those who will sharpen them

### PRODUCTIVITY

- Not motivated  
 Starts things, but rarely finishes  
 Meets minimum requirements  
 Reliable to fulfill expectations  
 Takes initiative to go beyond expectations

9. From your perspective, which of the following characteristics are strongly evident in the applicant's life?

- |  |                                      |                                   |   |                                     |   |
|--|--------------------------------------|-----------------------------------|---|-------------------------------------|---|
| <input type="checkbox"/> Dependable    | <input type="checkbox"/> Nervous     | <input type="checkbox"/> Flexible | <input type="checkbox"/> Easily discouraged | <input type="checkbox"/> Fearful    | <input type="checkbox"/> Easily angered     |
| <input type="checkbox"/> Impatient     | <input type="checkbox"/> Humorous    | <input type="checkbox"/> Critical | <input type="checkbox"/> Understanding      | <input type="checkbox"/> Anxious    | <input type="checkbox"/> Depressed          |
| <input type="checkbox"/> Lacking humor | <input type="checkbox"/> Committed   | <input type="checkbox"/> Wise     | <input type="checkbox"/> Perfectionist      | <input type="checkbox"/> Kind       | <input type="checkbox"/> Domineering        |
| <input type="checkbox"/> Enthusiastic  | <input type="checkbox"/> Disciplined | <input type="checkbox"/> Gossip   | <input type="checkbox"/> Lacking confidence | <input type="checkbox"/> Dependent  | <input type="checkbox"/> Easily embarrassed |
| <input type="checkbox"/> Patient       | <input type="checkbox"/> Complainer  | <input type="checkbox"/> Peaceful | <input type="checkbox"/> Easily offended    | <input type="checkbox"/> Prejudiced | <input type="checkbox"/> Good listener      |

10. From your experience, in which of the following areas is the applicant gifted?

- |  |  |   |  |  |
|--|--|---|--|--|
| <input type="checkbox"/> Public Speaking | <input type="checkbox"/> Children's work | <input type="checkbox"/> Evangelism                             | <input type="checkbox"/> Secretarial         | <input type="checkbox"/> Singing/worship     |
| <input type="checkbox"/> Teaching        | <input type="checkbox"/> Jr. High work   | <input type="checkbox"/> Encourager                             | <input type="checkbox"/> Intercessory prayer | <input type="checkbox"/> Sound technician    |
| <input type="checkbox"/> Drama           | <input type="checkbox"/> Sr. High work   | <input type="checkbox"/> Discipleship                           | <input type="checkbox"/> Altar worker        | <input type="checkbox"/> Deaf interpretation |
| <input type="checkbox"/> Dance           | <input type="checkbox"/> College/Career  | <input type="checkbox"/> Administration                         | <input type="checkbox"/> Visitor follow-up   | <input type="checkbox"/> Instrument _____    |
| <input type="checkbox"/> Artistic        | <input type="checkbox"/> Elderly work    | <input type="checkbox"/> Cooking skills                         | <input type="checkbox"/> Construction/trades | <input type="checkbox"/> Other _____         |
| <input type="checkbox"/> Photography     | <input type="checkbox"/> Video work      | <input type="checkbox"/> Foreign language (name language) _____ |  |  |

11. Do you recommend that the applicant be accepted to be a part of the Gettysburg Master's Commission?

- Yes, without reservation    Yes, with hesitation    No

Please add any explanations to your above responses or any additional information that you feel would help us.

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Thank you so much for your time and consideration.

Name: \_\_\_\_\_

Title: \_\_\_\_\_

Phone: \_\_\_\_\_

Best time to contact you: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Signature: \_\_\_\_\_ Date \_\_\_\_\_

Return Completed Form To:

Gettysburg  
 Master's Commission  
 3185 York Road  
 Gettysburg, PA 17325  
 717.624.1016

Directors @gettysburgmc.com

## Personal Reference



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### Background Information

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2. How long have you known the applicant? \_\_\_\_\_
3. How well do you know the applicant?  
 Very close relationship; frequent contacts  
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 Casually, few personal contacts  
 By name/sight
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5. How would you describe the applicant's emotional maturity? Please check one:  
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Comments: \_\_\_\_\_

6. Do you have any reason to believe the applicant would be unreliable, dishonest, or of questionable character?  
 Yes  No  
If yes, please explain \_\_\_\_\_
7. Would you have any concern with this person working with children or youth?  Yes  No  
If yes, please explain \_\_\_\_\_

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### PHYSICAL CONDITION

- Frequently incapacitated  
 Below average health  
 Fairly good health  
 Good health  
 Above average strength/stamina

### LEADERSHIP SKILLS

- Avoids opportunities to lead  
 Tries to lead, but lacks ability  
 Has good ability, but chooses to hold back  
 Has good leadership ability  
 Exceptional leadership ability

### CHRISTIAN EXPERIENCE

- Salvation is questionable  
 Rollercoaster (ups and downs)  
 Genuine, but not very deep  
 Genuine and growing  
 Passionate and contagious

### TEAMWORK

- Frequently causes friction  
 Insists on having own way  
 Usually cooperative  
 Works well with others

### INTELLIGENCE

- Challenged in learning new things  
 Average mental ability  
 Above average ability to think on own  
 Brilliant and exceptional thinker

### RELATIONSHIPS

- Avoided by others  
 Tolerated by others  
 Liked by others  
 Well-liked by others

### SERVANTHOOD

- Reluctant to serve  
 Serves, but needs motivation  
 Usually eager to serve  
 Eagerly looks for opportunities to serve

### TEACHABILITY

- Not teachable and unwilling to change  
 Often has difficulty with correction  
 Usually willing to receive correction  
 Seeks out those who will sharpen them

### PRODUCTIVITY

- Not motivated  
 Starts things, but rarely finishes  
 Meets minimum requirements  
 Reliable to fulfill expectations  
 Takes initiative to go beyond expectations

9. From your perspective, which of the following characteristics are strongly evident in the applicant's life?

- |  |                                      |                                   |   |                                     |   |
|--|--------------------------------------|-----------------------------------|---|-------------------------------------|---|
| <input type="checkbox"/> Dependable    | <input type="checkbox"/> Nervous     | <input type="checkbox"/> Flexible | <input type="checkbox"/> Easily discouraged | <input type="checkbox"/> Fearful    | <input type="checkbox"/> Easily angered     |
| <input type="checkbox"/> Impatient     | <input type="checkbox"/> Humorous    | <input type="checkbox"/> Critical | <input type="checkbox"/> Understanding      | <input type="checkbox"/> Anxious    | <input type="checkbox"/> Depressed          |
| <input type="checkbox"/> Lacking humor | <input type="checkbox"/> Committed   | <input type="checkbox"/> Wise     | <input type="checkbox"/> Perfectionist      | <input type="checkbox"/> Kind       | <input type="checkbox"/> Domineering        |
| <input type="checkbox"/> Enthusiastic  | <input type="checkbox"/> Disciplined | <input type="checkbox"/> Gossip   | <input type="checkbox"/> Lacking confidence | <input type="checkbox"/> Dependent  | <input type="checkbox"/> Easily embarrassed |
| <input type="checkbox"/> Patient       | <input type="checkbox"/> Complainer  | <input type="checkbox"/> Peaceful | <input type="checkbox"/> Easily offended    | <input type="checkbox"/> Prejudiced | <input type="checkbox"/> Good listener      |

10. From your experience, in which of the following areas is the applicant gifted?

- |  |  |   |  |  |
|--|--|---|--|--|
| <input type="checkbox"/> Public Speaking | <input type="checkbox"/> Children's work | <input type="checkbox"/> Evangelism                             | <input type="checkbox"/> Secretarial         | <input type="checkbox"/> Singing/worship     |
| <input type="checkbox"/> Teaching        | <input type="checkbox"/> Jr. High work   | <input type="checkbox"/> Encourager                             | <input type="checkbox"/> Intercessory prayer | <input type="checkbox"/> Sound technician    |
| <input type="checkbox"/> Drama           | <input type="checkbox"/> Sr. High work   | <input type="checkbox"/> Discipleship                           | <input type="checkbox"/> Altar worker        | <input type="checkbox"/> Deaf interpretation |
| <input type="checkbox"/> Dance           | <input type="checkbox"/> College/Career  | <input type="checkbox"/> Administration                         | <input type="checkbox"/> Visitor follow-up   | <input type="checkbox"/> Instrument _____    |
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11. Do you recommend that the applicant be accepted to be a part of the Gettysburg Master's Commission?

- Yes, without reservation    Yes, with hesitation    No

Please add any explanations to your above responses or any additional information that you feel would help us.

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Thank you so much for your time and consideration.

Name: \_\_\_\_\_

Title: \_\_\_\_\_

Phone: \_\_\_\_\_

Best time to contact you: \_\_\_\_\_

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| <input type="checkbox"/> Impatient     | <input type="checkbox"/> Humorous    | <input type="checkbox"/> Critical | <input type="checkbox"/> Understanding      | <input type="checkbox"/> Anxious    | <input type="checkbox"/> Depressed          |
| <input type="checkbox"/> Lacking humor | <input type="checkbox"/> Committed   | <input type="checkbox"/> Wise     | <input type="checkbox"/> Perfectionist      | <input type="checkbox"/> Kind       | <input type="checkbox"/> Domineering        |
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| <input type="checkbox"/> Patient       | <input type="checkbox"/> Complainer  | <input type="checkbox"/> Peaceful | <input type="checkbox"/> Easily offended    | <input type="checkbox"/> Prejudiced | <input type="checkbox"/> Good listener      |

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| <input type="checkbox"/> Drama           | <input type="checkbox"/> Sr. High work   | <input type="checkbox"/> Discipleship                           | <input type="checkbox"/> Altar worker        | <input type="checkbox"/> Deaf interpretation |
| <input type="checkbox"/> Dance           | <input type="checkbox"/> College/Career  | <input type="checkbox"/> Administration                         | <input type="checkbox"/> Visitor follow-up   | <input type="checkbox"/> Instrument _____    |
| <input type="checkbox"/> Artistic        | <input type="checkbox"/> Elderly work    | <input type="checkbox"/> Cooking skills                         | <input type="checkbox"/> Construction/trades | <input type="checkbox"/> Other _____         |
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- Yes, without reservation    Yes, with hesitation    No

Please add any explanations to your above responses or any additional information that you feel would help us.

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Thank you so much for your time and consideration.

Name: \_\_\_\_\_

Title: \_\_\_\_\_

Phone: \_\_\_\_\_

Best time to contact you: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Signature: \_\_\_\_\_ Date \_\_\_\_\_

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