**

**PASTORAL REFERENCE FORM**

**About:** *This form should be completed by a pastor or spiritual leader and sent to the* Immersion Ministries *office directly. This completed form should not be returned to the applicant.*

**HOW IT WORKS***:*

***APPLICANT:*** *Please ask your pastor or spiritual mentor to fill out this form.*

***PASTOR:*** *Please fill out this form and mail or email the form to the address below:*

**Immersion Ministries, 5560 Wheeling St., Denver, CO 80239**

*\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_is interested in being considered for mission service with Immersion Ministries Mission Team. Since it is our purpose to secure an understanding of the applicant’s personality as a whole, we urge you to be completely straightforward, in justice both to the person under consideration and to Immersion Ministries.*

*Please offer pertinent facts and observations not covered by the questions and exceed space limitations whenever you feel necessary. We realize you will not be cognizant of the applicant’s ability in every area; therefore, the “unknown” category is provided. Your comments are an important part to our application process. We are grateful for your honesty, time and prompt response. Your answers will be handled with the utmost confidentiality.*

**APPLICANT FULL NAME:**

**PASTOR CONTACT INFORMATION**

Full Name:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Church Name:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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

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

Contact Phone:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ E-mail:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

How long, how well, and under what circumstances have you known the applicant?

What do you believe to be the applicant’s motivation to participate in mission service?

**THE DEGREE TO WHICH I BELIEVE HE/SHE POSSESSES THE:**

**SPIRITUAL MATURITY:**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | Outstanding | Good | Satisfactory | Fair | Poor | Unknown |
| Ability to share personal faith in a constructive way |  |  |  |  |  |  |
| Ability to display respect for people of other faiths |  |  |  |  |  |  |
| Ability to maintain faith and prayer life during times of difficulty |  |  |  |  |  |  |
| Ability to maintain a lifestyle consistent with a relationship to Christ |  |  |  |  |  |  |

Comments:

**THE DEGREE TO WHICH I BELIEVE HE/SHE POSSESSES THE:**

**EMOTIONAL STRENGTHS:**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | Outstanding | Good | Satisfactory | Fair | Poor | Unknown |
| Ability to identify personal strengths and weaknesses |  |  |  |  |  |  |
| Ability to be flexible in the face of change |  |  |  |  |  |  |
| Ability to grow and change in response to experience |  |  |  |  |  |  |
| Ability to withstand criticism or rejection |  |  |  |  |  |  |

Comments:

**CROSS-CULTURAL ADAPTABILITY**

**THE DEGREE TO WHICH I BELIEVE HE/SHE POSSESSES THE:**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | Outstanding | Good | Satisfactory | Fair | Poor | Unknown |
| Awareness of influence of own cultural background or personal attitudes, assumptions, values, behavior |  |  |  |  |  |  |
| Ability to modify personal attitudes, assumptions, values behavior in response to different cultural patterns |  |  |  |  |  |  |
| Ability to empathize with those of different cultural patterns |  |  |  |  |  |  |
| Capacity to adjust to a different lifestyle |  |  |  |  |  |  |

Comments:

**THE DEGREE TO WHICH I BELIEVE HE/SHE POSSESSES THE:**

**INTERPERSONAL RELATIONSHIPS**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | Outstanding | Good | Satisfactory | Fair | Poor | Unknown |
| Ability to work with others, especially where there are differences of theological or political beliefs or work objectives |  |  |  |  |  |  |
| Ability to participate in the process of planning and decision making to produce mutually determined goals |  |  |  |  |  |  |
| Ability to listen to others |  |  |  |  |  |  |
| Ability to perceive nonverbal communication |  |  |  |  |  |  |
| Ability to respond to feelings and needs of others |  |  |  |  |  |  |

Comments:

**AUTHORITY RELATIONSHIPS**

**THE DEGREE TO WHICH I BELIEVE HE/SHE UNDERSTANDS:**

**INTERPERSONAL RELATIONSHIPS**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | Outstanding | Good | Satisfactory | Fair | Poor | Unknown |
| The seat of authority is God |  |  |  |  |  |  |
| Lines of authority are blurred |  |  |  |  |  |  |
| Authorities are older or younger |  |  |  |  |  |  |
| Being in a position of authority |  |  |  |  |  |  |
| Authorities are of a different race or culture |  |  |  |  |  |  |

Comments:

**ANALYSIS, PLANNING & EVALUATION**

**THE DEGREE TO WHICH I BELIEVE HE/SHE POSSESSSES THE:**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | Outstanding | Good | Satisfactory | Fair | Poor | Unknown |
| Skill in planning and implementation; gathering data, determining needs, planning to meet needs |  |  |  |  |  |  |
| Readiness to have program work evaluated |  |  |  |  |  |  |

Comments:

**NOTE SPECIFIC STRENGTHS OF THE APPLICANT YOU HAVE OBSERVED:**

**MISSIONS SERVICE OFTEN INVOLVES CONSIDERABLE CONTACT WITH PEOPLE IN DIFFERENT CULTUAL SETTINGS. SUCH EXPOSURE MAY EXAGGERATE THE EFFECTS OF SOME PERSONALITY TRAITS, POSSIBLY INCLUDING THOSE LISTED BELOW. PLEASE CHECK ANY OF THESE CHARACTERISTICS THAT APPLY TO THE CANDIDATE.**

**\_\_\_\_\_** Impatient \_\_\_\_\_ Sullen \_\_\_\_\_ Easily offended \_\_\_\_\_ Irritable

\_\_\_\_\_ Cocky \_\_\_\_\_ Anxious \_\_\_\_\_ Frequently Worried \_\_\_\_\_ Argumentative

\_\_\_\_\_ Nervous \_\_\_\_\_ Domineering \_\_\_\_\_ Critical of Others \_\_\_\_\_ Easily Embarrassed

\_\_\_\_\_ Tense \_\_\_\_\_ Easily Discouraged

Comments:

**HOW DO YOU RATE THE APPLICANT’S POTENTIAL FOR MISSION SERVICE?**

\_\_\_\_\_ Exceptional \_\_\_\_\_Superior \_\_\_\_\_Good \_\_\_\_\_Average \_\_\_\_\_Below Average \_\_\_\_\_Should be

Discouraged

**SUMMARY: Please honestly state your opinion of the applicant’s all-around fitness of mission service, adding any significant information and impressions that have not been brought out by the preceding questions.**

**THANK YOU FOR YOUR TIME**