

CONFIDENTIAL PERSONAL REFERENCE
Local License Applicant

Dear Pastor:

It is necessary for you to furnish us with information which will serve to guide the Iowa District Board for the United Pentecostal Church International in making a decision concerning possible ministerial licensing appointment for:

We must exercise great care in the selection of ministers due to special demands of service and conditions that are often trying and unfavorable. We kindly request that you conscientiously fill out the form, supplying the information requested, giving specific instances where possible.

Please return this form to your presbyter at your earliest convenience. Your reply is imperative in order for the candidate to be interviewed by the District Board. The information you furnish will be held in confidence.

Sincerely,

Iowa District Board

Reference Evaluation of Candidate
Please Check the Appropriate Space

SPIRITUAL	Excellent	Above Average	Average	Poor	Not Known
Spiritual Maturity					
Knowledge of the Word of God					
Devotional Spirit					
Passion for Souls					
Effectiveness of Witness					
Consecration					
Consistency of Testimony					
Sense of Call or Mission					
Faith in God					
Humility					
Compassion					
Willingness to Apologize					
Forgiving Spirit					
Doctrinal Understanding					
Faithfulness in Christian Work					
Singleness of Purpose					

Are gifts of the Spirit in evidence? Yes No

Identify these if possible:

Physical and Emotional	Excellent	Above Average	Average	Poor	Not Known
Health					
Energy					
Endurance					
Resistance to illness					
Poise (physical)					
Patience (Control of Temper)					
Emotional Stability					

Comment on any of the above:

SOCIAL	Excellent	Above Average	Average	Poor	Not Known
Attractiveness of Character					
Hospitality					
Helpfulness					
Consideration of Others					
Poise (social)					
Friendliness					
Sympathy					
Neatness of Person					
Neatness in the Home					
Ability to Encourage Others					
Tastefulness					
Winsomeness					
Generosity					
Marital Harmony (where applicable)					
Discipline of Children (in family or class)					
Attitude towards those of another race					

Comment on any of the above:

Intellectual	Excellent	Above Average	Average	Poor	Not Known
Achievement (ability to formulate, execute, and carry out plans to conclusion)					
Leadership (ability to inspire others and maintain their confidence)					
Self-Discipline					
Optimism					
Scholarship					
Teachability (willingness to accept instruction)					
Studiosness					
Clarity of Expression					
Choice of Words					
Carefulness in Speech					
Alertness to new ideas					

Comment on any of the above:

Practical	Excellent	Above Average	Average	Poor	Not Known
Drive					
Perseverance					
Adaptability					
Punctuality					
Dependability					
Loyalty					
Common Sense and Judgment					
Respect for Authority					
Sense of Responsibility					
Financial Responsibility					
Stewardship of Time					
Organizing Ability					
Business Ability					
Speaking Ability					
Teaching Ability					
Music Ability					
Personal Work					
Resourcefulness					
Initiative					
Integrity					

Comment on any of the above:

Negative Traits	Never Apparent	Rarely Apparent	Sometimes Apparent	Often Apparent	Apparent to a Serious Degree	Not Known
Boisterousness						
Argumentativeness						
Inclination to Exaggerate						
Domineering						
Rebellious						
Tendency to Snap Judgments						
Changeableness						
Worldly-Mindedness						
Superiority						
Intolerance						
Faultfinding						
Critical						
Vindictiveness						
Selfishness						
Stubbornness						
Sullenness						
Harshness						
Contrariness						
Irritability						
Pettiness						
Touchiness						
Holds Grudges						
Ingratitude						
Self-centeredness						
Carelessness						
Aloofness						
Laziness						
Impractical						
Procrastination						
Improper Attitudes						
Indiscretion towards opposite sex						
Anxious, nervous or worried						
Jealousy						
Unforgiving Spirit						
Frivolity						
Gossip						

Comment on any of the above:

Questions to be answered by pastor and returned to presbyter:

1. Do you feel the applicant is called to preach?
2. Has he produced fruits of his/her ministry?
3. Has applicant led services in your assembly?
4. Do you allow him/her to preach in the main services?
5. Does the applicant have the good will of the people?
6. Do they respect him/her?
7. What is his/her main ministry (teaching, preaching, administration)?
8. Do you want the applicant to have a license now?
9. Will his/her spouse be an asset to his/her ministry?
10. On a scale of 1 to 10 in your personal and confidential overall opinion, how is the applicant performing in your local church ministry (1 being below average 10 being exceptional).
11. Does the applicant faithfully support the church in tithe and offering?

Additional comments: _____

Signature _____ Date _____

Phone and email _____

Address _____