

# ***OPEN AIR CAMPAIGNERS***

*Personnel Development  
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## **CONFIDENTIAL REFERENCE QUESTIONNAIRE**

\_\_\_\_\_ has applied for ministry with our mission and has submitted your name as a reference. We are interested in the applicant's qualifications, from your perspective, so please be frank and do not withhold any information which would be helpful in the evaluation and possible placement of this applicant. Answer only those questions about which you are reasonably certain. Thank you, in advance, for assisting in this project. If more space is needed, feel free to use the back of these pages or attach additional sheets. All information will be treated with strictest confidence.

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

Email: \_\_\_\_\_

Today's Date: \_\_\_\_\_

### **SECTION I - GENERAL INFORMATION**

1. Approximate dates you have been associated with the applicant:

From \_\_\_\_\_ to \_\_\_\_\_

2. In what capacity have you known the applicant and how well?

3. To the best of your knowledge, is the applicant a born-again, committed Christian? How is this evidenced?

4. Are the morals of the applicant:

Questionable     Questionable in some cases     Never questionable

5. Comment on any home conditions or factors in the family background which could have a bearing on the applicant's missionary service.

6. How does the applicant relate to his parents, siblings and other family members?

7. What do you consider to be the applicant's major strong points?

8. What do you consider to be the applicant's major weak points?

9. Does the applicant live/work harmoniously with others?

10. To the best of your knowledge, does the applicant:

Smoke? \_\_\_\_\_ If yes, how often?  
 Occasionally  
 Moderately  
 Heavily

Drink? \_\_\_\_\_ If yes, how often?  
 Occasionally  
 Moderately  
 Heavily

11. If the applicant is currently involved in a profession (doctor, nurse, teacher, business, etc.), please estimate his/her ability in this field.

12. What is his/her attitude toward authority and responsiveness towards instruction?

13. Does the applicant display ability to endure patiently in stressful situations?

## **SECTION II - SPIRITUAL LIFE & MINISTRY**

14. What are your general impressions about the applicant's personal devotional and prayer life?
15. Are you aware of any doctrinal view held by the applicant that is not held by evangelical Christians?
16. Has the applicant shown genuine concern for the salvation of souls?
17. What significant contribution has the applicant made in some area of organized church life?
18. Has the applicant ministered in any of the following areas?
- |  |   |
|--|---|
| <input type="checkbox"/> House to house visitation | <input type="checkbox"/> Bible study groups     |
| <input type="checkbox"/> Children's work           | <input type="checkbox"/> Other (please specify) |
| <input type="checkbox"/> Evangelistic services     |   |

19. What kinds of gifts do you believe this applicant has for ministry?

- Helps
- Platform speaking
- Teaching
- One-on-one counseling
- Musical
- Encouragement
- Giving
- Mercy
- Administration / Leadership
- Practical
- Hospitality
- Pastoral
- Artistic
- Love
- Discernment
- Faith

Other (please specify) \_\_\_\_\_

20. Please mark the appropriate box below based upon your perception of the applicant. If uncertain about a particular character trait, leave that line blank.

	EXCELLENT	ABOVE AVERAGE	AVERAGE	BELOW AVERAGE
Spiritual Maturity				
Knowledge of Bible				
Faithfulness in Church Life				
Personal Witness				
Consistency of Testimony				
Humility				
Leadership				
Responsibility				
Loyalty to Christ				
Common Sense				
Consecration				
Dependability				

**Please feel free to comment further on any of the above if you need to clarify.**

21. Place a circle around the appropriate answer which best describes the applicant in your estimation (circling more than one in each category is acceptable).

**A. Christian testimony is:**

- Obscure
- Struggling
- Positive (all out)
- Genuine, but lacking growth
- Profound & contagious
- Relatively superficial
- Other:

**B. In regards to industry:**

- Active
- Hard Worker
- Follows through to completion
- Moderate
- Does enough to pass or get by
- Lazy
- Other:

**C. Adaptability:**

- Tolerant of differences
- Critical of different customs & ideas
- Adapts grudgingly
- Sensitive to God's leading
- Other:

**D. Financial Habits:**

- Avoids indebtedness
- All obligations met promptly
- Meets obligations if reminded
- Habitually in debt
- Careless regarding financial priorities
- Other:

**E. Emotional Stability:**

- Excitable
- Well-balanced
- High strung
- Exceptionally stable
- Unresponsive
- Unstable
- Easily frustrated
- Temperamental
- Other:

**F. Co-operation:**

- Cooperative under pressure
- Works well with others
- Not cooperative
- Unteachable
- Other:

22. In your opinion, is the applicant:

- Robust and physically vigorous
- Fairly healthy
- Below average in health
- Frequently sick and often incapacitated

23. **Reservations:** Please give any information you feel would help us in understanding the applicant's character, i.e., home or marriage background, possible problems or complications, etc. Continue on the back of this page or attach additional sheet if needed.

24. Are you aware of any racial prejudice which would make it difficult for the applicant to cooperate with those of another race or nationality?

25. Please mark the appropriate box below based upon your perception of the applicant. Again, if uncertain, leave that line blank.

	Seriously So	Often So	Sometimes	Rarely
Impatient with friends, family				
Impatient with others				
Argumentative				
Domineering				
Sullen, moody				
Critical of authority				
Lacking humor or ability to take a joke				
Worried				
Fearful, timid				
Nervous, tense				
Self-centered				
Unduly concerned with health				
“Picky eater”				
Affected in speech or mannerisms				
Uses hobbies in excess (detrimental to primary responsibilities)				
Defensive, easily offended				
Lazy				
Unduly seeks attention of opposite sex				
Excessively dependent on others				

**Use the back of this page to comment further on any of the above if you need to clarify any points.**

**SECTION III -FOR MARRIED APPLICANTS ONLY** –*You may stop here if the applicant is not married.*

Since married applicants minister in terms of their joint witness and contribute uniquely to the life of mission and church fellowship, it is helpful to consider a number of specific areas of living such as:

26. Does the applicant show hospitality in the home?

27. Is there a tendency to dominate or unduly influence his/her spouse? If so, please explain.

28. How do you think the applicant will respond if, on occasion, it is necessary to sacrifice time together with his / her spouse in order to fulfill the obligations of Christian fellowship both in regard to missionary colleagues and needs of others?

29. If applicable to this couple, please check any of the following tendencies which would apply to discipline of their children:

- |  |   |
|--|---|
| <input type="radio"/> Harsh                                    | <input type="radio"/> Inconsistent        |
| <input type="radio"/> Left chiefly to other parent             | <input type="radio"/> Abusive             |
| <input type="radio"/> Consistent                               | <input type="radio"/> Overlooked entirely |
| <input type="radio"/> Accompanied by teaching godly principles |   |
| <input type="radio"/> <u>Other:</u>                            |   |

**Regarding the HUSBAND:**

30. How does he respond to his wife's involvement in using her vocational and/or spiritual gifts?

31. Please comment on the applicant's priorities in the home (from the extremes of leaving all domestic and child-rearing responsibilities on his wife to being so involved in home-making that his ministry suffers).

**Regarding the WIFE:**

32. Please comment on the applicant's ability to handle the cares of home making.

33. How well does she cooperate with her husband in his vocational and/or spiritual work?

34. In the event of frequent absences from home by her husband in the course of evangelistic and teaching itineraries, how do you feel she would cope with loneliness and the responsibility of home and family?

**THANK YOU FOR PARTICIPATING IN THIS APPLICATION PROCESS. PLEASE SEND  
THE COMPLETED REFERENCE FORM TO THE ADDRESS ON TOP OF PAGE ONE.**