



## Pastoral Recommendation

Applicant's Name: \_\_\_\_\_

**TO THE APPLICANT:** This reference should be completed by your pastor, youth pastor, or other pastor and **mailed directly to the Lead Institute location for which the student is applying.** If a parent is your pastor, please refer the form to the assistant/associate pastor or youth pastor in your church. If a person other than your pastor (assistant/associate or youth pastor) completes the form, an explanation should be provided.

**TO THE PASTOR/DIRECTOR:** The above applicant has applied to become a student in the Lead Institute leadership training program. We would appreciate you supplying the information requested on this form in order to aid us in evaluating the applicant's suitability to join this program. The applicant cannot be considered until all reference forms are received; therefore your timely completion of this form is much appreciated. This reference will be kept in confidence. Thank you for your assistance.

1. How long have you known the applicant? \_\_\_\_\_ year(s) \_\_\_\_\_ month(s)

2. How long has the applicant attended your church? \_\_\_\_\_ year(s) \_\_\_\_\_ month(s)

3. How well do you know him/her? \_\_\_ Very close \_\_\_ Somewhat \_\_\_ Acquaintance \_\_\_ Not well

4. In your association with the applicant, what has been the level of commitment you have seen exemplified?  
\_\_\_ Faithful \_\_\_ Inconsistent \_\_\_ Other: \_\_\_\_\_

### 5. Evaluation of applicant's emotional maturity

A. Please check one:

- Outstanding maturity; proven ability to operate under stress and pressure.  
 More mature and emotionally stable than the average.  
 Possesses adequate emotional stability and maturity.  
 Doubtful. Might not be able to endure or work under stress.  
 Unable to cope with stress. Deals with rage, withdrawal, and/or unpredictable behavior and attitude

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

B. How does the applicant usually react in challenging situations? (Check one)

- withdraws \_\_\_ avoids it \_\_\_ gets discouraged \_\_\_ accepts patiently \_\_\_ handles confidently  
\_\_\_ Other: \_\_\_\_\_

C. Has the applicant proven on any occasion to be unreliable, dishonest, or of questionable character?

Yes \_\_\_ No If yes, explain: \_\_\_\_\_  
\_\_\_\_\_

D. As far as you know, has the applicant ever been arrested for any offense?

yes \_\_\_ no If yes, explain: \_\_\_\_\_

6. Is the applicant capable of rigorous activity? \_\_\_ yes \_\_\_ no If no, explain: \_\_\_\_\_

**7. Evaluation of overall characteristics.** (Please check one in each group)

**Willingness to Serve**

- reluctant to serve
- motives confused
- usually willing to serve
- eager to serve

**Relationships**

- avoided by others
- tolerated by others
- liked by others
- well-liked by others

**Teamwork**

- not a team player
- insists on own way
- sometimes causes friction
- usually cooperative
- works well with others

**Leadership Ability**

- makes no effort
- tries but lacks ability
- has some ability
- good ability
- exceptional ability

**Christian Experience**

- relatively superficial
- over emotional
- starting to mature
- genuine and growing
- warmly contagious & stable

**Achievement / Work Ethic**

- does the minimum
- starts but doesn't finish
- meets expectations
- takes some initiative
- goes way beyond expectations

**Responsiveness to Other**

- slow to sense feelings
- reasonably responsive
- understanding/thoughtful
- usually responsive

**Intelligence**

- learns and thinks slowly
- average mental ability
- alert, has ability
- brilliant, exceptional

**8. Please check all that describe the applicant. Be very selective of those that stand out.**

- |  |   |  |
|--|---|--|
| <input type="checkbox"/> teachable     | <input type="checkbox"/> disciplined        | <input type="checkbox"/> wise          |
| <input type="checkbox"/> understanding | <input type="checkbox"/> giving             | <input type="checkbox"/> patient       |
| <input type="checkbox"/> critical      | <input type="checkbox"/> easily embarrassed | <input type="checkbox"/> good listener |
| <input type="checkbox"/> motivated     | <input type="checkbox"/> easily discouraged | <input type="checkbox"/> determined    |
| <input type="checkbox"/> prejudiced    | <input type="checkbox"/> committed          | <input type="checkbox"/> dependable    |
| <input type="checkbox"/> opinionated   | <input type="checkbox"/> domineering        | <input type="checkbox"/> lacking humor |
| <input type="checkbox"/> genuine       | <input type="checkbox"/> easily offended    | <input type="checkbox"/> enthusiastic  |
| <input type="checkbox"/> flexible      | <input type="checkbox"/> creative           | <input type="checkbox"/> peaceful      |
| <input type="checkbox"/> humorous      | <input type="checkbox"/> fearful            | <input type="checkbox"/> servant heart |
| <input type="checkbox"/> perfectionist | <input type="checkbox"/> tolerant           | <input type="checkbox"/> compassionate |

**9. In your opinion, which of the following areas of ministry does the applicant seemed gifted?**

- |   |  |                                       |
|---|--|---------------------------------------|
| <input type="checkbox"/> communication  | <input type="checkbox"/> drama           | <input type="checkbox"/> hospitality  |
| <input type="checkbox"/> prayer         | <input type="checkbox"/> art             | <input type="checkbox"/> discipleship |
| <input type="checkbox"/> manual/helps   | <input type="checkbox"/> instrumentalist | <input type="checkbox"/> counseling   |
| <input type="checkbox"/> administration | <input type="checkbox"/> laboring        | <input type="checkbox"/> encouraging  |
| <input type="checkbox"/> secretarial    | <input type="checkbox"/> evangelism      | <input type="checkbox"/> youth        |
| <input type="checkbox"/> music          | <input type="checkbox"/> children        | <input type="checkbox"/> dance        |
| <input type="checkbox"/> medical        | <input type="checkbox"/> worship         | <input type="checkbox"/> Other: _____ |

**10. Do you recommend the applicant for acceptance as a Lead Institute Intern?**

- yes, unreservedly     yes, with hesitation     no

**11. Please include a letter of reference or recommendation along with this form to share any additional information that might be beneficial.**

Name & Title: \_\_\_\_\_

Church/Program: \_\_\_\_\_

Denomination: \_\_\_\_\_

Address: \_\_\_\_\_ City/State/Zip: \_\_\_\_\_

Telephone: (\_\_\_\_) \_\_\_\_\_ email \_\_\_\_\_

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

***Include any additional comments in a letter of reference and please return in sealed envelope directly to Lead Institute location for which the student is applying.***

**Mailing address and contact information for each location is listed below.**

BALTIMORE  
P.O. Box 1189

FLORIDA  
6780 N. Socrum Loop

GEORGIA  
976 E. Kville Street

TEXAS  
P.O. Box 2284