

Planter Candidate Reference Form (Informal Assessment)

Candidate Name: _____

INSTRUCTIONS

1. You have received this form to assist in evaluating a church planting leader.
2. Carefully evaluate the above candidate. After considering each characteristic, circle the numerical rating that best corresponds to your evaluation of the candidate. Do not allow the rating given on a characteristic to influence other ratings.
3. As you evaluate the candidate, don't be unduly influenced by isolated or recent events; rather, concentrate on overall performance during the time you observed him/her.
4. Remember that extreme rating (1 or 5) will not occur in the general population with great frequency. These ratings should be applied only if the person has clearly distinguished himself/herself in that area.
5. All of these candidate reference forms will be kept personal and confidential, thanks for your honesty in sharing with us.

DYNAMISM

- 5 His/her magnetism and vision consistently inspires others.
 - 4 Other are often attracted by his/her personal style and enthusiasm.
 - 3 Response of others is generally positive, steady but not dynamic.
 - 2 Impressions of others is mixed or moderately unfavorable.
 - 1 Timid/withdrawn or too socially aggressive; others tend to avoid him/her.
- NA Not able to evaluate.

SELF IMAGE

- 5 Accepts and uses his/her gifts/abilities with confidence. Copes with stress effectively.
 - 4 Comfortable with his/her qualities and abilities; usually handles stress well.
 - 3 Generally has a reasonably good sense of his/her own adequacy; at times prone to doubt.
 - 2 Needs reassurance about his/her gifts and abilities; frequent moments of doubt and anxiety.
 - 1 Must constantly prove himself/herself subject to anxiety and/or depression.
- NA Not able to evaluate.

SENSITIVITY

- 5 Consistently is aware of other's feelings/needs; effective pastoral intervention is his/her hallmark.
- 4 Usually aware of needs of others; usually provides encouragement and support effectively.
- 3 Has average sensitivity to feelings/needs of others; gives adequate support.

- 2 Rarely perceives feelings of others; slow to become involved; doesn't diagnose issues effectively.
 - 1 Has difficulty expressing or accepting feelings; often alienates others.
- NA Not able to evaluate.

FLEXIBILITY/ADAPTIBILITY

- 5 Exceptionally creative and insightful; willing to take calculated risks.
 - 4 Often seeks new idea/approaches and adapts them to his/her own program.
 - 3 Somewhat open to new ideas and insights; slow to perceive a need for change.
 - 2 Guarded/cautious about accepting new ideas/trying new approaches.
 - 1 Has rigidly fixed opinions about most things; defensive toward new approaches.
- NA Not able to evaluate.

ORAL COMMUNICATIONS

- 5 An outstanding communicator; opens scripture with clarity and great power.
 - 4 Communication usually stimulating and convincing; "rightly divides the word of truth."
 - 3 Presentations are organized/good technical delivery.
 - 2 Presentations are poorly organized; delivery is often unstimulating.
 - 1 "Stage presence" lacking; awkward or stammering presentation; disorganized.
- NA Not able to evaluate.

DISCIPLESHIP

- 5 A committed and highly successful discipler.
 - 4 Systematically discipled others with good success.
 - 3 From time to time discipled others with moderate success.
 - 2 Attempts at discipleship are infrequent and/or ineffective.
 - 1 Is not involved in discipling others.
- NA Not able to evaluate.

EVANGELISM

- 5 Gifted evangelist; greatly used by the Holy Spirit to bring souls into the Kingdom.
 - 4 Regularly involved in personal evangelism with moderate success.
 - 3 Occasionally is involved in evangelism primarily through reaching/teaching.
 - 2 Believes that evangelism is important but rarely involved.
 - 1 No evidence of interest or activity in evangelism.
- NA Not able to evaluate.

FAITH

- 5 Unwavering faith in God's sovereignty; expects God to do great things.
 - 4 Knows that God is using his life; can cite many examples of answered prayer.
 - 3 Recognizes that God is at work; often sees prayer answered.
 - 2 Mentally affirms the importance of faith; can't cite many examples of answered prayer.
 - 1 Little evidence of faith; carries out ministry in his own power.
- NA Not able to evaluate.

SPIRITUALITY

- 5 Consistently available, instantly obedient; always rejoicing/full of praise; fervent in prayer.
 - 4 Daily abides in the Lord; has confessed all known sin; seeks to obey Him in all things.
 - 3 Studying to show himself approved; applies scripture in own life.
 - 2 Fails to use the means of grace to support his/her spiritual life in Christ on a regular basis.
 - 1 Grieves the Holy Spirit by words and/or deeds.
- NA Not able to evaluate.

FAMILY LIFE

- 5 Family exhibits godliness/fruits of the Spirit; parents support each other; they are salt and light.
 - 4 Disciplined in use of time/energy to meet family needs; scripture/prayer are a regular part of their schedule.
 - 3 Relationships are satisfactory; devotional life is important but inconsistent.
 - 2 Tensions are often evident; little evidence of spiritual emphasis; devotional life haphazard.
 - 1 Father takes no responsibility for spiritual growth; wife is negative about ministry.
- NA Not able to evaluate.

PHILOSOPHY OF MINISTRY

- 5 Has an integrated philosophy of the mission/purpose of the church, the role of Scripture, the pastor, spiritual gifts, etc.
 - 4 Has well developed definitions of the church, discipleship, evangelism and their relation to each other.
 - 3 Has an awareness of different components that form a fruitful ministry but they have not been fully integrated.
 - 2 Has little concept of how a New Testament church should function.
 - 1 No importance attached to formulating a biblical framework for various parts of ministry.
- NA Not able to evaluate.

ABILITY TO ARTICULATE A MODEL OF MINISTRY

- 5 Effectively communicates an adaptable, integrated model; has a plan for implementation.
 - 4 Able to speak knowledgeably about some components of a reasonable well developed implementation.
 - 3 Has adapted a ministry model from others; can articulate some of the key issues.
 - 2 Understands the need for a model but can't speak at length on the issue.
 - 1 Little awareness of the issues or the need for a model of ministry.
- NA Not able to evaluate.

PERFORMANCE ORIENTATION

- 5 Has the highest standards of performance; excels in work quality/quantity.
 - 4 Tackles tasks with enthusiasm; consistently achieves goals; rarely needs direction.
 - 3 Works effectively in structured programs; needs some supervision.
 - 2 Needs regular encouragement and supervision to fulfill assignments at a minimum level.
 - 1 Doesn't take initiative; needs constant directions; performance is consistently poor.
- NA Not able to evaluate.

LEADERSHIP ORIENTATION

- 5 Clearly defines responsibilities and tasks; seeks to develop others for autonomous yet accountable leadership roles.
- 4 Usually adapts leadership style to circumstances; delegates to those with a "proven track record."
- 3 Makes attempts to delegate and train others; tends to be slow to give up control.
- 2 Tends to exert too much or too little supervision; rarely delegates; frustrated by "job pressure."
- 1 Distrusts others; doesn't delegate or train; tends to be overextended, a candidate for burnout.

NA Not able to evaluate

PLANNING SKILLS

- 5 Actively engages in goal setting; develops realistic action with measurable objectives.
- 4 Good conceptual skills; usually develops attainable plans.
- 3 Usually develops workable though not visionary plans; sometimes preoccupied with details.
- 2 Tends to be laissez faire or crisis oriented; doesn't develop long range programs.
- 1 Has only passive involvement; tends to avoid planning responsibility.

NA Not able to evaluate

HOW CONFIDENT ARE YOU OF YOUR RATINGS?

- 5 I have worked with him/her and know him/her exceptionally well.
- 4 I know him/her well having observed him/her on many occasions.
- 3 I know this person reasonably well.
- 2 I am unsure having observed him/her on only a few occasions only.
- 1 I really do not know this person well at all.

What do you consider to be this person's strong points in ministry?

What do you consider to be this person's weak points in ministry?

Is this person active in personal witnessing?

Do you know of any persons he/she has led to the Lord?

Do you think he/she has the ability to start a new church?

Signed: _____ (please print clearly)

Relationship: _____