

Candidate Reference

Welcome to the Candidate Reference Feedback process. The candidate is applying for entrance into the ordained ministry of The United Methodist Church, and has asked you to be one of several persons to evaluate him/her in this regard. Your quick response is needed. This feedback information will be used in the screening and nurture of the candidate as it relates to the Annual Conference of The United Methodist Church.

Remember that feedback containing only positive ratings is one-sided and therefore of little value to either the candidate or those working with her/him. Your statements are much more useful when you are honest enough to include areas of concern or limitations as well as strengths.

The candidate has signed a statement authorizing the release of information from this form to the Annual Conference Ministerial Assessment Specialist. The candidate has waived access to this recommendation form.

The information you provide will be received, combined with other reviewers, reviewed, and retained by the Ministerial Assessment Specialist only. Your ratings and pertinent comments will be combined with the reports from others who know this candidate and made available to the reviewing committee without identifying you as an individual evaluator. The applicant will not have access to your original answers.

The GOAL of this system is to nurture and assist candidates to grow and develop their ministry possibilities. This procedure enables each candidate to:

- Rate self
- Receive feedback from others
- Use the combined feedback for growth

When all have responded, the candidate and consultants can:

- Consider this candidate's strengths and growth areas in relation to other dimensions of the Candidacy process.
- Plan next steps in relation to candidate's support networks and discerning the best match between this candidate's grace, gifts, and fruits in relation to ministry options.

Candidate Association

Please select your primary relationship to the candidate:

Pastor Work Colleague Parishioner Employer Friend District Superintendent Other

Extent of your contact during the time of your association with this candidate;

From _____ To (Leave blank if relationship is current)

How Often:

Daily Weekly Monthly Infrequently One-time Relationship Internet Only Other

Personal Characteristics

Integrity, authenticity, ethics, and morality – character

Do Not Know	Much Below Average	Below Average	Average	Slightly Above Average	Much Better Than Average	Excellent	Superior, A Rare Find
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Energy level, passion, stamina, persistence

Do Not Know	Much Below Average	Below Average	Average	Slightly Above Average	Much Better Than Average	Excellent	Superior, A Rare Find
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Motivation to complete tasks to completion, patience

<input type="radio"/>			<input type="radio"/>	<input type="radio"/>		<input type="radio"/>	<input type="radio"/>
Do Not Know	Much Below Average	Below Average	Average	Slightly Above Average	Much Better Than Average	Excellent	Superior, A Rare Find

Reliability, dependability, promptness with assignments

Do Not Know	Much Below Average	Below Average	Average	Slightly Above Average	Much Better Than Average	Excellent	Superior, A Rare Find
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Personal appearance appropriate to settings, attention to detail

Do Not Know	Much Below Average	Below Average	Average	Slightly Above Average	Much Better Than Average	Excellent	Superior, A Rare Find
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Reputation (what others think of the candidate)

Do Not Know	Much Below Average	Below Average	Average	Slightly Above Average	Much Better Than Average	Excellent	Superior, A Rare Find
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Family relationships (parents, spouse, children)

Do Not Know	Much Below Average	Below Average	Average	Slightly Above Average	Much Better Than Average	Excellent	Superior, A Rare Find
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Management of personal (family) finances

Do Not Know	Much Below Average	Below Average	Average	Slightly Above Average	Much Better Than Average	Excellent	Superior, A Rare Find
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Handles stressful situations appropriately, conflict management

Do Not Know	Much Below Average	Below Average	Average	Slightly Above Average	Much Better Than Average	Excellent	Superior, A Rare Find
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Overall rating of candidate's personal characteristics

Do Not Know	Much Below Average	Below Average	Average	Slightly Above Average	Much Better Than Average	Excellent	Superior, A Rare Find
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Candidate's Abilities

Initiative, works independently

Do Not Know	Much Below Average	Below Average	Average	Slightly Above Average	Much Better Than Average	Excellent	Superior, A Rare Find
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Organizes responsibilities and tasks well; manages time well

Do Not Know	Much Below Average	Below Average	Average	Slightly Above Average	Much Better Than Average	Excellent	Superior, A Rare Find
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Cooperation, works well with people, teamwork

Do Not Know	Much Below Average	Below Average	Average	Slightly Above Average	Much Better Than Average	Excellent	Superior, A Rare Find
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Problem solving; adapts to situation, flexibility

Do Not Know	Much Below Average	Below Average	Average	Slightly Above Average	Much Better Than Average	Excellent	Superior, A Rare Find
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Ability to learn, understand and assimilate knowledge; openness

Do Not Know	Much Below Average	Below Average	Average	Slightly Above Average	Much Better Than Average	Excellent	Superior, A Rare Find
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Ability to express self in writing

Do Not Know	Much Below Average	Below Average	Average	Slightly Above Average	Much Better Than Average	Excellent	Superior, A Rare Find
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Ability to express self orally in public

Do Not Know	Much Below Average	Below Average	Average	Slightly Above Average	Much Better Than Average	Excellent	Superior, A Rare Find
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Ability to accept evaluation of performance; self-awareness; discernment

Do Not Know	Much Below Average	Below Average	Average	Slightly Above Average	Much Better Than Average	Excellent	Superior, A Rare Find
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Overall rating of candidate's abilities

Do Not Know	Much Below Average	Below Average	Average	Slightly Above Average	Much Better Than Average	Excellent	Superior, A Rare Find
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Candidate's Potential for Effective Ministry

Spirituality: How well do you think this person knows God?

Do Not Know	Much Below Average	Below Average	Average	Slightly Above Average	Much Better Than Average	Excellent	Superior, A Rare Find
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Evangelism: How well does this person share faith?

Do Not Know	Much Below Average	Below Average	Average	Slightly Above Average	Much Better Than Average	Excellent	Superior, A Rare Find
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Leadership: How well does this person inspire and motivate others?

Do Not Know	Much Below Average	Below Average	Average	Slightly Above Average	Much Better Than Average	Excellent	Superior, A Rare Find
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Preaching and Teaching: Interesting and informative

Do Not Know	Much Below Average	Below Average	Average	Slightly Above Average	Much Better Than Average	Excellent	Superior, A Rare Find
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Social Concern: How well does this person cope with injustice?

Do Not Know	Much Below Average	Below Average	Average	Slightly Above Average	Much Better Than Average	Excellent	Superior, A Rare Find
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Active involvement in church / congregation

Do Not Know	Much Below Average	Below Average	Average	Slightly Above Average	Much Better Than Average	Excellent	Superior, A Rare Find
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Overall rating of candidate's potential for effective ministry

Do Not Know	Much Below Average	Below Average	Average	Slightly Above Average	Much Better Than Average	Excellent	Superior, A Rare Find
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Strengths

Please list up to five strengths this person brings (or could bring) to the ordained ministry.

Strength One

Strength Two

Strength Three

Strength Four

Strength Five

Concerns or Growth

Please list five AREAS OF CONCERN or AREAS OF NEEDED GROWTH that should be addressed to enhance this person's personal and/or professional effectiveness in the ministry.

Concern/Needed Growth One

Concern/Needed Growth Two

Concern/Needed Growth Three

Concern/Needed Growth Four

Concern/Needed Growth Five

Communication

Comment specifically on this person's ability to communicate.

Personally with individuals

In social and group situations

Questions or Concerns

Please list any questions or concerns you have about this applicant's fitness for ministry.

Suggestions, Comments or Observations

Please offer your suggestions, comments and/or observations you want to share with this candidate.