

**Appendix 10**

**Personal Reference Information Form  
for  
Pastor of \_\_\_\_\_ Baptist Church (Address)**

Reference of: \_\_\_\_\_  
\_\_\_\_\_

Form Completed by: \_\_\_\_\_

*Please assist our Search Committee by answering the following as fully and as openly as possible. Your answer will be held in strictest of confidence.*

1. *How long have you known the candidate and under what circumstances have you known him?*

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\_\_\_\_\_  
\_\_\_\_\_

2. *What do you consider his strengths as a pastor?*

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\_\_\_\_\_  
\_\_\_\_\_

3. *What do you consider his weaknesses as a pastor?*

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\_\_\_\_\_  
\_\_\_\_\_

4. *What can you tell us about his family?*

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\_\_\_\_\_  
\_\_\_\_\_

5. *How does the family contribute to his ministry?*

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

6. *Are there any problems relating to their children that would be distracting from his ministry?*

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

7. *In what capacity of the church have you particularly worked with this pastor? Circle one or more: Sunday School, Discipleship Training, Deacon, WMU, choir, committee, Baptist Association, Convention, member, other (specify) \_\_\_\_\_*

*How did this pastor relate to you and your group in the area of your involvement as mentioned above.*

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

8. *Does this prospect's sermons have substance? Are the sermons delivered in a manner which holds the attention of the congregation?*

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\_\_\_\_\_  
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9. Does the prospect's worship leadership help those attending services to experience worship in both the church services and their personal lives?

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10. How does the prospect demonstrate his enthusiasm for ministry?

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11. Does he exhibit a vision for doing God's work? Can he share his vision enthusiastically?

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12. Does the prospect organize and challenge the staff and communicate well with committees and offices of the church?

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13. Describe the prospects involvement in ongoing mission activities.

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14. Additional comments:

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15. The following items, in alphabetical order, include many responsibilities of a pastor. All of the responsibilities are important. Would you please rank the candidate as to his strengths regarding responsibilities, roles, and attributes of a pastor. We ask you to rank him in what you believe to be his greatest strength - number 1 through 11 (1. being the most important). See reverse side for explanation of categories.

	<p><b>ADMINISTRATOR</b>  <i>The pastor should possess good administrative skills; capable of leading the church staff, the deacons, and lay leaders to carry out effectively their respective ministries.</i></p>
	<p><b>COMMUNITY RELATIONS SUPPORTER</b>  <i>The pastor should be aware of and concerned with community needs, activities and affairs and knowledgeably capable of addressing these concerns from a pastoral perspective; thus establishing respect in the community.</i></p>
	<p><b>COUNSELOR</b>  <i>The pastor should be an effective counselor, setting aside a portion of his time for counseling, and making referrals when appropriate.</i></p>
	<p><b>DENOMINATIONAL RELATIONS</b>  <i>The pastor should be knowledgeable of and concerned about our church's efforts to cooperate and maintain historic values with sister churches in missions, education, evangelism, and other denominational activities.</i></p>
	<p><b>EVANGELIZER</b>  <i>The pastor should be involved personally in evangelism, sharing the gospel with those inside and outside the church.</i></p>
	<p><b>LEADER</b>  <i>The pastor should be a leader capable of inspiring, encouraging, and motivating church members to use their time and talents in doing the work of the church.</i></p>
	<p><b>MISSIONARY VISION</b>  <i>The pastor should be excited about his calling to the ministry and to our church, should exhibit a vision for doing God's work here, and should enthusiastically share it with the church. The pastor should support home and foreign missions, be aware of local community needs and lead the church in ministering to these needs.</i></p>
	<p><b>PRAYER AND WORSHIP LEADER</b>  <i>The pastor should arouse all people to prayer. His worship leadership should help members and those attending services to experience worship in both the church services and their personal lives.</i></p>
	<p><b>PROCLAIMER</b>  <i>Each sermon should have substance and should be delivered in a manner which holds the attention of the congregation. He must prepare well and then forth-tell God's Word from the pulpit.</i></p>
	<p><b>STUDENT</b>  <i>The pastor should have an ongoing program of study (including, but more than personal Bible study &amp; prayer) to develop new skills and knowledge and participation in activities which renew his physical, emotional, and spiritual energy and zest for his ministry.</i></p>
	<p><b>VISITOR</b>  <i>Within the limits of his time, the pastor should visit the church membership, including times of hospital care, grief, personal crisis and joy. The pastor should be friendly, approachable, and personable and should relate well to each age group in the church.</i></p>

*Because the tasks of a pastor are multi-dimensional, the following overview may be helpful in completing the questionnaire.*

*An Administrator is one who sees that people are organized and challenged to be involved in Ministry for Christ. The ministry is a heavenly pursuit but also an earthly task; he should organize the staff into a team, be a good communicator to all segments of the church body and good manager of time, all to the Glory of God. In I Corinthians 9, Paul writes of disciplining his body for the pursuit of excellence for Christ. He labored in the ministry because he believed the consequences were eternal. Like Paul, the godly minister should be a team-oriented leader, relying on others when necessary as Paul did with Silas, Barnabas, Luke, Mark and Timothy, working together and demonstrating love: "by this shall all men know that you are my disciples, that you love one another" (John 13:34-35).*

*A Community Supporter works in the civic and denominational areas, reflecting Christian principles on important issues. According to Acts 5:28, the early church's pattern was one of involvement: "you have filled Jerusalem with your doctrine." Further examples abound: Acts 13:44, 14:1, 16:5, and 17:3-4.*

*A Counselor is one who can effectively deal with and help troubled people. It may involve listening, comforting and guiding. As Romans 13:14 suggests, scriptural counseling involves focusing on Jesus, denying self, and emphasizing a view toward changing behavior.*

*A Denominational Relations Supporter works through the local, state and worldwide organizations of our denomination to further the cooperative goals of meeting both the spiritual and earthly needs of the people in our world. The Christians in Antioch exhibited this when, "The disciples, each according to his ability, decided to provide help for their brothers living in Judea." Acts 11:29*

*An Evangelizer works to reach the lost for Christ. There is a need to be both faithful and focused. Paul admonishes Timothy to "keep your head in all situations, endure hardships, do the work of an evangelist, discharge all the duties of your ministry." (II Tim. 4:5) There are two ways to evangelize: through our lives and through our words. He is to be salt and light to a lost world by living an evangelistic lifestyle, and is to evangelize through speech - "be ready always to give an answer to every man that asks you a reason for the hope that is in you with meekness and fear." (I Peter 3:15)*

*A Leader guides others towards God's way, in the same way a shepherd guides his flock. This includes both a knowledge of what is right and an intimate knowledge of his sheep. I Peter 5:2 says "feed the flock of God which is among you, taking the oversight of it."*

*A Missionary Vision Proverbs 29:18 "where there is no vision, the people perish." A pastor should see the opportunity of enlarging God's Work and lead the church to see the field is white unto harvest to enlist the unchurched, minister in a loving, and caring way to senior citizens, the singles, the divorced, and the young people in an ever-changing, immoral world.*

*A Prayer and Worship Leader should arouse all people to prayer and work with other staff members to insure an organized and meaningful service by inspiring the body of believers to "worship in the Spirit of God, who glory in Christ Jesus..." (Phil. 3:3) so that we may draw near to God, and He will draw near to us.*

*A Proclaimer must prepare well and then forth-tell God's Word from the pulpit. II Tim. 4:2 states "preach the Word; be prepared in season and out of season; correct, rebuke and encourage with great patience and careful instruction," arouse within Christians and non-Christians alike the urgency to know and serve Jesus Christ with gladness day and night.*

*A Student is one who continues to learn, improving his skills as well as increasing his understanding of the Word. For example, I TIM. 4:6 challenges Timothy to denounce apostate teachings. This becomes possible by being a diligent, prayerful student of Scripture.*

*A Visitor visits with the members of the church, including the hospitalized, shut-ins and the bereaved. James reminds us that "Pure religion and undefiled before God and the Father is this: to visit the fatherless and widows in their affliction..." (James 1:27) He should also show hospitality good natured, extending kindness to strangers and not just friends. (Heb. 12:14; I Peter 4:9)*