

Ministry License - Expedited

This credential is designed for those who are presently in a Sr./lead pastor role and have been involved in an EFCA ministry for 10 years or more, and who desire to be aligned with and accountable to the EFCA. The requirement is that the candidate has the appropriate theological understanding of the Statement of Faith, character worthy of a minister of the gospel, and alignment with the EFCA. Being approved for a license grants the candidate all the rights, privileges, and responsibilities of an EFCA credential.

This license will only be available to obtain until November 1, 2022.

This Ministry License will be issued for three years and, thereafter, is renewable every three years. One is not required to pursue the Certificate of Christian Ministry or the Certificate of Ordination but can renew the Ministry License every three years, in conjunction with the three-year reaffirmation of the Statement of Faith. If the candidate would like to pursue further credentialing, the district will determine, in consultation with the candidate, which credential will be pursued following this Ministry License.

For those who are credentialed (ordained) in a local church or in another denomination, once credentialed in the EFCA, the former credential would be considered inactive. Based on our congregational polity, we do not recognize or approve dual credentials (ordinations), which means the person's primary alignment and accountability is with the EFCA.

Required Documents for Ministry License (Expedited)

(PDF copies to print and mail to your district)

- License Application
- Letter from candidate indicating his desire to be licensed by the EFCA
- Affirmation of Fulfillment of requirements
- Policy on Spiritual and Character Qualifications ([PSCQ](#)) Elders' Questionnaire only
- EFCA Minister's Profile

After the district office receives your required documents for this Ministry License, and before finalizing approval, a representative from the district or a member of the District Board of Ministerial Standing (DBOMS) will schedule a phone call with you to discuss the following questions:

1. Why is pursuing this EFCA Ministry License important for you and the church where you serve?
2. What do you appreciate about our Statement of Faith, and what do you perceive its strengths to be? Do you think there are any weaknesses?
3. What doctrines do you need to study further as you prepare for either the Ministry License Three-Year Renewable or one of the Certificates?
4. Is there any help or input you need for your next steps?

MINISTRY LICENSE - EXPEDITED APPLICATION



1. Have served in an EFCA ministry 10 or more years.
2. Before completing this application, please contact your district office for full info about the district credentialing process: <http://go.efca.org/resources/districts>
3. Send this application and the materials on the checklist to *your district office to initiate the credentialing process. Items may be sent electronically.*

NAME: _____ DATE: _____
(mm/dd/yyyy)

HOME ADDRESS: _____

CITY: _____ STATE: _____ ZIP: _____

EMAIL 1: _____ Email 2: _____

HOME: _____ CELL: _____

PRESENTLY SERVING (CHURCH/MINISTRY): _____

MINISTRY ADDRESS: _____

CITY: _____ STATE: _____ ZIP: _____

PHONE: _____ POSITION: _____

APPLICANT CHECKLIST OF MATERIALS REQUIRED:

- ☐ Letter of intent from you indicating your desire and reason for EFCA License
- ☐ Completed Affirmation of Requirement form
- ☐ Completed Minister's Profile

Final Step: Send this application and the above to your district office.

DISTRICT CHECKLIST (to be completed by your district and forwarded to the EFCA)

- ☐ Above paperwork
- ☐ PSCQ Elder Questionnaire approved
- ☐ Phone call with candidate and district staff representative or DBOMS member

The Evangelical Free Church of America 901 E. 78th Street, Minneapolis, MN 55420 (952) 854-1300
credentialing@efca.org

Form License Application Expedited (3/2021)



MINISTER'S PROFILE

(Please complete the entire form)

Date: _____
(mm/dd/yyyy)

Last Name: _____ First Name: _____ Middle Name: _____ Date of Birth: _____

(mm/dd/yyyy)

Home Address: _____ City/State/Zip: _____

Office Address: _____ City/State/Zip: _____

Home Phone Number: _____ Cell Number: _____ Email: _____

☐

Married

☐

Single

☐

Divorced

☐

Widowed

Spouse's Name: _____

Date of Marriage: _____

(mm/dd/yyyy)

DOB

Children

DOB

(mm/dd/yyyy)

(mm/dd/yyyy)

(mm/dd/yyyy)

(mm/dd/yyyy)

(mm/dd/yyyy)

Licensed with: _____ Date: _____

(mm/dd/yyyy)

Ordained with: _____ Date: _____

(mm/dd/yyyy)

Presently serving (list church or organization and location: _____

City/State: _____

Present Church Membership: _____ City/State: _____

Education

Name of School: _____ City/ State: _____

(Do not abbreviate)

Degree _____ Major _____ Date Completed _____

(mm/yyyy)

Name of School: _____ City/ State: _____

(Do not abbreviate)

Degree _____ Major _____ Date Completed _____

(mm/yyyy)

Name of School: _____ City/ State: _____

(Do not abbreviate)

Degree _____ Major _____ Date Completed _____

(mm/yyyy)

(continued on next page)

Ministry History

From(yyyy):	To(yyyy):	Church or Institution (Include City/State)	Position
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

Chaplain ☐ Yes ☐ No Serving at: _____

☐ Active ☐ Reserves Current Rank: _____

- | | | | |
|--|---|--|-----------------------------------|
| <input type="radio"/> Air Force | <input checked="" type="radio"/> Army | <input checked="" type="radio"/> Navy | <input type="radio"/> VA Hospital |
| <input type="radio"/> Air National Guard | <input type="radio"/> Army National Guard | <input type="radio"/> Civil Air Patrol | |

The Evangelical Free Church of America (has)(does not have) my permission to release the information contained in this document

(Electronic Signature Accepted)

Dated _____

Affirmation of Fulfillment of Requirements for EFCA Ministry License - Expedited

Candidate: _____

- ☐ Affirm the EFCA Statement of Faith without mental reservation
☐ Alignment with EFCA ethos:

1. The Evangelical Free Church of America purposely allows latitude in significant areas of doctrine (e.g. the age of the universe, Arminianism and Calvinism, the use of the gifts of the Spirit particularly the miraculous gifts, baptism, the Lord's Supper, the tribulation, etc.). This has been referred to as the "significance of silence," viz. we will debate these issues, but we will not divide over them. Are you willing to minister alongside those whose views differ from yours on nonessential matters?
2. Are you in harmony with the mission of the EFCA "to glorify God by multiplying transformational churches among all people," as well as our distinctives? Please see the following link: <http://go.efca.org/explore/who-we-are>
3. Are you willing to live in accordance with the Articles of Incorporation and Bylaws and policies of the EFCA? (This does not mean that you may not support a change to any of them through the proscribed process, cf. the next question.) Please see the following link: <http://go.efca.org/resources/document/bylaws>
4. Are you willing to follow and adhere to the congregational processes at the local church, district and national conference level in seeking changes in the programs or policies of the EFCA?
5. Is it your intention and desire to work in cooperation with the EFCA and the district in which you serve?
6. If at any time you change your doctrinal beliefs and/or find yourself in disagreement with the statement of faith and/or policies of the EFCA, would you be willing to surrender your credentials to the EFCA?
7. Is there any area or issue in your life which, if known because it has not been dealt with responsibly in a way that can be attested by spiritually mature believers, would bring disrepute on the Lord or the Church (drunkenness, gambling, plagiarism, pornography, racism, addictions, felony or "things like these" [Gal. 5:19-21])?

I hereby affirm that I have completed and agree to the above.

Signed: _____

Name: _____

Title: _____

Church: _____

Date: _____

Evangelical Free Church of America: Ministerial Credentials
Policy on Spiritual and Character Qualifications
Questionnaire for Elders for Ministry License (Expedited)

Dear Church Elder Board (or equivalent body of primary leaders):

Your sr./lead pastor is applying for an EFCA ministerial credential. We support this pursuit and affirm the character qualities and ministry skills that this individual has exhibited and which have contributed to his or her seeking a credential.

An EFCA ministerial credential, whether a Ministry License, a Certificate of Christian Ministry, or a Certificate of Ordination (and also a Transfer of Ordination), is a formal, denominational commendation of a minister or church leader. It is a public acknowledgement that the individual exhibits the call of God on his or her life; personal integrity, character, and maturity; ministry skills that enable him or her to be competent in ministry; and adequate understanding of the Bible and its theological themes.

One of the requirements of the EFCA in our credentialing process is a clear recommendation from the local church which the credentialing candidate is serving or attending. We firmly believe that recognition of a minister's call to service and integrity in that service begins in the local church. Believing that the local church is best suited to recognize a person's character and call to ministry, we are looking for a recommendation that confidently affirms this call of God.

This Ministry License (Expedited) is designed for those who are presently serving as a sr./lead pastor role and have been involved in an EFCA qualifying ministry for 10 years or more, and who desire to be aligned with and accountable to the EFCA. This step in the credentialing process grows out of a serious and comprehensive policy approved by the EFCA Conference: Policy on Spiritual and Character Qualifications related to the granting of Ministerial Credentials within the Evangelical Free Church of America (EFCA). You can read the fully policy [here](#).

Representing the wider family of EFCA churches, we ask you to fill out this examination/recommendation questionnaire thoughtfully, prayerfully, and seriously. Please note that it includes a character assessment inventory. Feel free to interact with the candidate in this process. We intend the questionnaire to be a tool for learning and growth where needed. We ask that this questionnaire be the collective effort of your leadership board and sent to the district office by the board chairman on their behalf. (It can be sent hard-copy or scanned and emailed.)

The questionnaire will be reviewed by the district superintendent or his representative and/or the district credentialing committee. The affirmation of the candidate's qualifications for an EFCA credential will be included in the final packet sent to the EFCA Board of Ministerial Standing. After the credential is issued, the questionnaire (both electronic and any hard-copy versions) will be destroyed.

Some might view this task as perfunctory. However, believing in the importance of the local church and its authority, we ask you to take the responsibility very seriously. We wish to remind

you that this recommendation is of vital importance in the credentialing process. Your understanding of and confidence in this individual's call to ministry will be part of the initial basis upon which a credential is given. When a credential is eventually issued, the name of your church will be on the credential in addition to that of the EFCA. It will be a recommendation to all others that we have together affirmed this person's call to and gifting for ministry as an approved EFCA pastor or leader. If you have any questions about this required recommendation, please contact your district superintendent.

Thank you for this crucial part in the credentialing process.

Your district superintendent, district credentialing board, and
the EFCA Board of Ministerial Standing

(Note: In filling out this questionnaire, please insert your answers after the questions. If you have not had occasion to observe the candidate relative to what is being asked, simply write, “Not observed, can’t comment.”)

Introductory

Encouragement: We are confident of many good character qualities and ministry competencies in this candidate! What are two or three character traits and ministry skills in this candidate that have been a particular blessing to your church?

Time frame: How long has the candidate served in, or attended, your congregation?

Membership: Is the candidate a member in good standing of your congregation?

General character

Spiritual Walk and Fruitfulness

1. Keeping in mind the biblical qualifications for elders in 1 Tim. 3:1-7; Titus 1:5-9; and 1 Peter 5:1-4, briefly describe how the maturity and fruitfulness of the candidate’s personal walk with Jesus Christ has blessed your church. If necessary, describe also any reservations you have about the candidate’s spiritual maturity.
2. To help you answer these questions, use the accompanying Character Assessment Guides: For Candidates for an EFCA Ministerial Credential. Optional: you can submit the results of the inventory to the district office with this questionnaire.

Relational Issues

3. Describe how the candidate’s ability to relate to other people has blessed your church and served as a good example to the congregation. Include your observations about his or her reputation in the community; relational skills; proper use of authority; reconciling of conflicted relationships; healthy attitudes and actions toward other ethnicities; family-of-origin issues; emotional intelligence and health; connection with non-believers. If you have any concerns about this area, express those also.

Moral and Ethical Failure

4. To the best of your knowledge, are you aware of any misconduct on the candidate’s part, past or present, that is problematic in his or her being above reproach and qualified for an EFCA ministerial credential? This would include matters such as academic, sexual, and financial integrity.

Marriage and family relationships

Current Marital Health

5. Briefly describe how the integrity and health of the candidate's singleness or marriage has blessed your church and served as an example to the congregation. If you have any concerns in this area, mention these as well.

Children

6. To the extent that you have been able to observe, briefly describe how the candidate's home life--overall family order, the relationship between the candidate and his or her children, or the candidate's response to the absence of children—has blessed your church and served as an example to the congregation. If you have any concerns about this, mention these also.

Marital History

7. To your knowledge, is there anything in the candidate's pre-marital and marital history, such as sexual sin, impropriety, divorce, or remarriage, or harassment or abuse, which has negatively affected the candidate's integrity or competence as a church leader? If so, please explain.

Ministry Competence

8. Briefly describe the candidate's overall competence in the skills necessary to his or her sphere of ministry. Are there any deficiencies of skills that call the candidate's ministerial integrity or fitness into question? If so, please explain.
9. Does the candidate exhibit adequate biblical-theological skills? Keep in mind such things as personal love for the Bible, understanding of theological concepts, biblical literacy, and soundness of method in interpreting the Bible.

Overall

10. Does the candidate demonstrate that he actively supports the EFCA and demonstrates the interdependent spirit – unity in the essentials of the gospel, charity in the non-essentials – desired in the EFCA?
11. Do you recommend without reservation the candidate for ministerial credentialing by the EFCA?

NOTE: To be sent by Board Chairman on behalf of the board to the District.



Character Assessment Guides

For Candidates for an EFCA Ministerial Credential

Name you recommend for an Evangelical Free Church of America Ministerial Credential:

Every candidate for a ministry credential with the EFCA must be recommended by the candidate's local EFC church. That recommendation is only to be made after the spiritual leadership of that church has carefully and prayerfully assessed the spiritual, emotional and interpersonal maturity of the individual.

The EFCA wants to assist you in making that character assessment. Thus, we are supplying you with two assessment guides. **These are for your own voluntary use. We do not require that you use them.**

Furthermore, they are not to be returned to the EFCA. Rather, we encourage each member of the church's elder board, or spiritual leadership team, to fill out these guides individually and then discuss them together before determining whether or not to make a recommendation. That recommendation means if the candidate is approved, you are confident that the Lord is directing you to "lay your hands upon this person for vocational gospel ministry."

The first tool, immediately following, will guide you to weigh a candidate's character against the specific grid of the Scripture's elder qualifications (listed in I Timothy 3:1-13; Titus 1:5-9; I Peter 5:1-4 and elsewhere). Many, though not all, are applicable for women in vocational ministry, as well. Please adapt as you believe most helpful. (This document is a companion document to the Policy on Spiritual and Character Qualifications [PSCQ] and its accompanying Questionnaires.)

We realize that the categorization and descriptions of this first tool are translations/interpretations of biblical terms. Your interpretations may be somewhat different. Adapt them as you consider best.

Circle the most appropriate response:

#5 high (or superior), #3 acceptable, #1 low (or weak)
U is unknown

General Qualifications

Above reproach: 1 2 3 4 5 U

This quality seems to be the overarching qualification on which the rest support. The elder must have an excellent reputation in his personal life, family life, interpersonal life and ministry life. He should carry no glaring sins in his life that would cause people not to respect his spiritual leadership, counsel and discipline. In no way does this mean he is sinless. (I Tim. 3:2, Titus 1:6-7; Acts 6:3)

Willing: 1 2 3 4 5 U

A man must serve willingly or voluntarily, without constraint. He must not feel as though he has to serve, but rather that God wants him to do so if confirmed by the leadership and church. Thus, he readily makes the necessary sacrifices to serve as an elder. (I Peter 5:2; I Tim. 3:1)

Personal Qualifications

Temperate and Self-Control: 1 2 3 4 5 U

Temperate seems to imply the idea of a balanced, moderate life. (I Tim. 3:2)

Self-control means having control over natural passions and desires by the power of the Holy Spirit. He is self-disciplined. (Titus 1:8)

Prudent and Sensible: 1 2 3 4 5 U

He shows good judgment in various life situations. Emotionally mature, he does not make quick and superficial decisions based on emotion or immature thinking. (I Tim. 2:2; Titus 1:8)

Respectable: 1 2 3 4 5 U

His peers esteem his character and see him as an inspiring example. (I Tim. 3:2; I Peter 5:3)

Not addicted to wine: 1 2 3 4 5 U

This requirement prohibits the misuse of alcohol. When alcohol rules, God doesn't. The spirit of this qualification includes all addictive substances or behaviors, for no Christian should allow himself/herself to be dominated or controlled by anything that will harm his/her body, cloud his/her thinking or hinder his/her testimony for Jesus Christ. (I Tim. 3:3; Titus 1:7; Eph. 5:18; I Cor. 6:19-20, 10:22-33; Rom. 14)

Free from the love of money and not fond of sordid gain: 1 2 3 4 5 U

A man whose priorities are to “*seek first the kingdom of God...*” will allow material things to take their proper place under God's direction. Proportionate and generous giving will be an act of joyful service. He is not greedy nor does he set his affections on money. This does not demand he be poor, but that his life not be dominated and motivated by money. He is the kind of man whose business practices and motives, in relation to financial gain, never come into question. (I Tim. 3:3; Titus 1:7; Matt. 6:19-34; I Tim. 6:9-10, 17-19; Heb. 13:5, I Peter 5:2)

Loves what is good: 1 2 3 4 5 U

His moral excellence is evident to others. In addition, from within his heart, he earnestly desires those things that are holy and good. (Titus 1:8; Phil. 4:8; I Cor. 13:6)

Devout: 1 2 3 4 5 U

He is to be a man who is close to God and separated from sin. (Titus 1:8)

Marriage & Family Qualifications

The husband of one wife: 1 2 3 4 5 U

If he is married, he should be purely devoted to his own wife. He should be known literally as a “*one woman man*.” Whether married or single, his reputation in relationships with the opposite sex should be *beyond reproach*. The issue of a previous divorce and/or marriage to one previously divorced is not an automatic disqualifier for a ministry credential, but it will be reviewed. Although marital history must be considered, the focus of Scripture is primarily on one’s current life and character. (Please see the statement on A Biblical View of Marriage, Divorce and Remarriage, and Church Leadership.)

The man’s family: 1 2 3 4 5 U

The apostle Paul does not intend to provide an exhaustive elder qualification list in either I Timothy 3 or Titus 1 or in both combined. What he does list however, provides helpful indicators of a potential elder’s genuine spiritual maturity and fitness to lead others. One key area to examine is the man’s example and leadership within his own family, if he has one. The reasoning is from the “*lesser to the greater*” (not lesser and greater in importance, since the primary responsibility is in the home, but rather in respect to sphere and scope of responsibility). If a man fails to evidence godly example, leadership and discipline within his own family (a more limited sphere of responsibility), then how will he do this with respect to *God’s* family, the church (a broader sphere of responsibility)? This does not mean that he will have a perfect family. (I Tim. 3:4-5)

Manages his own household well: 1 2 3 4 5 U

He is to be the leader in his home who effectively oversees and manages his family. (I Tim. 3:4)

Keeping his children under control and not accused of dissipation or rebellion: 1 2 3 4 5 U

As a father, his *firmness* makes it advisable for his children to obey, his *wisdom* makes it natural for them to obey and his *love* makes it a pleasure for them to obey. (I Tim. 3:4; Titus 1:6; Eph. 6:4)

Having children who believe: 1 2 3 4 5 U

The Bible does not promise that every child of a believer will become a dedicated follower of Christ. God is a perfect Father and yet He has wayward children. (Luke 15:11-32, 13:34-35, 19:41-42).

However, an elder must model a genuine godly example within his home and through his nurturing influence and teaching (Eph. 6:1-4) and exercise a sanctifying influence upon his children (I Cor. 7:14). If so, then one can *generally* expect to see his children following in the faith of their father. (Titus 1:6)

Interpersonal Qualifications

Not pugnacious and quick tempered: 1 2 3 4 5 U

He must not be quick-tempered and given to physical violence or verbal abuse. He exhibits restraint during times of volatile and emotional upheavals. (I Tim. 3:3; Titus 1:7)

Gentle: 1 2 3 4 5 U

He is conciliatory, considerate, reasonable, respectful, and while never compromising truth, is willing to yield his rights for the sake of love. (I Tim. 3:3; Titus 3:2, Phil. 4:5, James 3:17; I Peter 2:18; I Cor. 6:7)

Uncontentious: 1 2 3 4 5 U

He does not quarrel and engage in selfish argumentation, but is peaceable. He is not critical, argumentative or punitive but tolerant, accepting, patient and considerate. (I Tim. 3:3; 2 Tim. 2:23-25; Rom. 12:16-18, 14:19, 15:5-6; Eph. 4:1-3)

Not self-willed: 1 2 3 4 5 U

He does not force his own ideas and opinions on other people. He does not stubbornly insist upon having his own way. Where opinions or methodology differ among secondary issues, he must be willing to yield in a peaceable and respectful manner to the consensus of the total leadership. (Titus 1:7; James 3:13-18)

A good reputation with those outside: 1 2 3 4 5 U

Unbelievers, as well as believers, are to respect his integrity. He is to be “*above reproach*” in the world, as well as in the church. (I Tim. 3:7; Col. 4:5-6; I Thess. 4:11-12; I Peter 2:12, 3:15-17)

Ministry Qualifications

Not a new convert: 1 2 3 4 5 U

He must be a mature believer who has been a Christian long enough to demonstrate the reality of his conversion and the depth of his spirituality. Linking a trusting, obedient heart to time produces maturity. A person placed in leadership before he senses the awesomeness of Christian service is particularly vulnerable to sinful pride. (I Tim. 3:6)

Hospitable: 1 2 3 4 5 U

“*A lover of strangers.*” Rather than being cliquish, he warmly reaches out to believers and non-believers that he does not know. He ministers to their temporal and emotional needs. This may be expressed by ministering to people within his home. (I Tim. 3:2; Titus 1:8)

Able to teach: 1 2 3 4 5 U

He must be able to communicate God’s truth in the Bible to others. This does not mean he must be a gifted Bible teacher, but he can teach and apply God’s Word in his own life and to the lives of others. However, those who aspire to teaching/preaching ministries must display spiritual giftedness for this role before being credentialed. He must also be well equipped to instruct others in sound doctrine and correct those who espouse doctrinal error. (I Tim. 3:2; Titus 1:9)

Holding fast the faithful Word: 1 2 3 4 5 U

He is stable in his faith and obedient to the Word of God in all respects. He is not a hypocrite but earnestly seeks to live what he teaches. (Titus 1:9)

Just: 1 2 3 4 5 U

This may have reference to his being a righteous man. It is equally probably that it refers to the prospective elder's dealings with others. He is to be fair and impartial. He is able and willing to make honest, objective judgments based upon Scripture's commands and principles. (Titus 1:8)

- To what extent does this individual already function as a spiritual leader in your midst (though he may not have an office)? 1 2 3 4 5 U
- To what degree does this individual exemplify the Christian character necessary for you to be under the authority of his spiritual leadership at your local church (Heb. 13:17)?
1 2 3 4 5 U

The second tool, immediately following, will guide you to assess a candidate's character in terms of general emotional and interpersonal health and maturity.

Please rate the candidate by placing a **check mark by one or more** items under each of the headings below. If you wish, describe briefly and concretely, specific instances which support or interpret your assessment. Do not check items which you feel uncertain or which you have had no opportunity to observe.

A. Intelligence

- ☐ Learns and thinks slowly
- ☐ Average mental ability
- ☐ Alert; has a good mind
- ☐ Brilliant; exceptional capacity

C. Leadership *(ability to inspire others and maintain their confidence)*

- ☐ Makes no effort to lead
- ☐ Tries but lacks ability
- ☐ Has some leadership promise
- ☐ Good leadership ability
- ☐ Exceptional ability to lead

E. Responsiveness *(to feelings and needs of others)*

- ☐ Slow to sense how others feel
- ☐ Reasonably responsive
- ☐ Understanding and thoughtful
- ☐ Responds with unusual insight and consideration

G. Teachability

- ☐ Rigid, argumentative
- ☐ Highly opinionated
- ☐ Open-Minded
- ☐ Willing to receive instruction
- ☐ Eager to receive instruction

I. Self-image

- ☐ Insecure
- ☐ Inferiority complex
- ☐ Self-confident
- ☐ May be prone to boast
- ☐ Modest, true estimate of self

B. Achievement *(ability to formulate, execute and carry plans to conclusions)*

- ☐ Does only what is assigned
- ☐ Starts but does not finish
- ☐ Meets average expectations
- ☐ Resourceful and effective
- ☐ Superior creative ability

D. Teamwork *(ability to work with others)*

- ☐ Often causes friction
- ☐ Usually cooperative
- ☐ Prefers to work alone
- ☐ Able to work with those of different personality or temperament
- ☐ Seeks to dominate

F. Emotional adjustment

- ☐ Yields to urges or cravings
- ☐ Tense, fearful, worried
- ☐ Easily angered, easily frustrated
- ☐ Maintains balance, self-controlled

H. Perseverance *(in completing task)*

- ☐ Gives up easily or easily discouraged
- ☐ Needs encouragement to persevere
- ☐ Persists in most circumstances
- ☐ Persists even under adversity

J. Wisdom in use of money

- ☐ Talks frequently of debt or financial worries
- ☐ Expects others to meet needs
- ☐ Careless
- ☐ Extravagant
- ☐ Careful; has a budget

K. Integrity and honesty

- ☐ Exceptionally trustworthy
- ☐ Honest and forthright
- ☐ Often unreliable
- ☐ Of doubtful integrity

M. Self-Discipline

- ☐ Shows good self-discipline
- ☐ Perfectionist
- ☐ Often late for meetings
- ☐ Overindulges in hobby/recreation
- ☐ Avoids difficult tasks
- ☐ Does not control temper

O. Following directions

- ☐ Works well under supervision
- ☐ Good follow-through with delegated responsibilities
- ☐ Needs supervision to function adequately
- ☐ Sometimes completes assigned tasks
- ☐ Often disregards directions

Q. Submission to leadership

- ☐ Submits to decisions s/he may not agree
- ☐ Needs explanation for decisions s/he does not agree with
- ☐ Often vocalizes disapproval about leaders
- ☐ Undermines/challenges authority

S. Witness

- ☐ Shares faith naturally, effectively
- ☐ Has zeal but tends to be insensitive
- ☐ Shares Christ reluctantly and self-consciously
- ☐ Indifferent/apathetic about sharing the gospel

U. Sociability or friendliness

- ☐ Avoided by others
- ☐ Tolerated by others
- ☐ Liked by others
- ☐ Well-liked by others
- ☐ Sought by others

L. Adaptability

- ☐ Adjusts well to unusual circumstances
- ☐ Usually adjusts to change
- ☐ Slow in adjustment to change
- ☐ Unable to cope with new situations

N. Personal appearance

- ☐ Meticulous
- ☐ Consistently well-groomed and neat
- ☐ Dresses modestly and appropriately
- ☐ Usually neat
- ☐ Careless

P. Judgment and common sense

- ☐ Displays outstanding judgment and sense
- ☐ Usually shows good judgment and sense
- ☐ Impulsive in making decisions
- ☐ Finds it difficult to make decisions
- ☐ Somewhat impractical

R. Expression of feelings

- ☐ Speaks well of others
- ☐ Tactful
- ☐ Non-argumentative
- ☐ Fault-finding and critical

T. Christian experience

- ☐ Vital and contagious
- ☐ Rich and growing
- ☐ Mature and stable
- ☐ Overemotional
- ☐ Relatively superficial

1. Please comment on any insights/concerns you have regarding this applicant's qualifications in the previous noted in the previous section.

2. How is this person gifted for vocational Christian ministry?

3. If this applicant is married, how would you evaluate his/her marriage relationship?

- | | |
|--|---|
| <input type="checkbox"/> Don't know | <input type="checkbox"/> Reserved |
| <input type="checkbox"/> Superficial | <input type="checkbox"/> Warm, growing |
| <input type="checkbox"/> Detached, aloof | <input type="checkbox"/> Good communication |

Comment to discuss with fellow leaders:

4. Listed below are some of the tendencies which may reduce the effectiveness of the candidate for credentialing. Place a check mark by any characteristics or traits which you have noted in the candidate.

- | | | |
|---|---|---|
| <input type="checkbox"/> Impatient | <input type="checkbox"/> Self-centered | <input type="checkbox"/> Nervous |
| <input type="checkbox"/> Domineering | <input type="checkbox"/> "Cocky" | <input type="checkbox"/> Frequently worried |
| <input type="checkbox"/> Easily Offended | <input type="checkbox"/> Rude | <input type="checkbox"/> Impersonal |
| <input type="checkbox"/> Irritable | <input type="checkbox"/> Quick-tempered | <input type="checkbox"/> Rigid, not adaptable |
| <input type="checkbox"/> Discouraged | <input type="checkbox"/> Anxious | <input type="checkbox"/> Easily embarrassed |
| <input type="checkbox"/> Unteachable | <input type="checkbox"/> Depressed | <input type="checkbox"/> Argumentative |
| <input type="checkbox"/> Tense | <input type="checkbox"/> Intolerant | <input type="checkbox"/> Critical of others |
| <input type="checkbox"/> Sullen | <input type="checkbox"/> Lacking tact | <input type="checkbox"/> Aloof |
| <input type="checkbox"/> Given to exclusive and absorbing friendships, i.e. "crushes" | | |
| <input type="checkbox"/> Lacking in humor or inability to take a joke | | |
| <input type="checkbox"/> Prejudiced toward groups, races or nationalities | | |

Comments to discuss with fellow leaders:

5. How would you rate this person's ability to build and maintain healthy friendships?

With those of the same sex:

- ☐ Good
- ☐ Average
- ☐ Poor

With those of the opposite sex:

- ☐ Good
- ☐ Average
- ☐ Poor

Further comment:

6. If you were asked to have this person as a co-worker for several years, how would you respond?

7. How do you rate this person's potential for Christian service?

- ☐ Exceptional
- ☐ Good
- ☐ Average
- ☐ Below average

8. Do you recommend acceptance?

- ☐ Yes
- ☐ Yes, but with some reservation as suggested by above comments
- ☐ No, but could become acceptable with growth in areas mentioned above
- ☐ No, I cannot recommend acceptance