



Staff Reference Form

Reference for _____ Date: _____

The person above has applied to serve the Lord through the ministry of SPERO. This reference is completely confidential. Please use the envelope provided to mail back the completed form to SPERO. This procedure is meant to ensure honest and biblical discernment when evaluating possible volunteers. Thank you for your time and respect in helping us. Please do seek God’s guidance when deciding an applicant’s ability and spiritual maturity. A volunteer may have extensive direct client contact. Some of the qualities sought are:

- A genuine commitment to Jesus Christ as Savior and Lord
- Steadfastness, faithfulness and an unshakable confidence in the Word of God with the ability to communicate its truth
- Submission to SPERO policies, procedures, and to those in leadership

Should you need clarification, please contact Jennifer MacDonald, Executive Director 810-985-4673 X 22

Your Name: _____ Phone: _____

Address: _____ How long known applicant? _____

What is your relationship with him/her (pastor, friend, co-worker, etc.)? _____

Is the applicant attending church: weekly? monthly? infrequently? unknown

Is the applicant attending home group or bible study? yes no unknown

How would you rate the applicant regarding...?

	Below Average	Average	Above Average	Excellent
• Dependability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
• Stability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
• Spiritual Maturity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
• Communication Skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
• Cooperation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
• Submission to Authority	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
• Initiative	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
• Servanthood	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
• Evangelism Skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

1. What are the applicant’s primary assets? _____

2. What are the applicant’s primary weaknesses? _____



3. Please comment on the applicant's gifts and desire to minister: _____

4. How does the applicant respond to those in authority? _____

5. How does the applicant deal with conflict? _____

6. Is the candidate open to other's ideas? _____

7. Please share any areas in the applicant's past or present that SPERO should be aware of (substance abuse, unhealthy relationships, inappropriate sexual behavior, etc).

8. Please comment on the applicant's relationship with Jesus Christ and on his/her lifestyle:

9. What is his/her involvement in church? _____

10. What is his/her understanding of scripture and of the relationship between biblical truth and the abortion issue, sanctity of human life issues, marriage, & sex within marriage?

11. Can you think of any reason this person should not serve at SPERO? No Yes

If Yes, why:

12. Additional Comments: _____
