



Name of Applicant

The above named applicant is applying for admission to the Director of Christian Education (DCE) Program and is asking you to furnish a reference. The DCE Program at Concordia University Texas prepares Christian men and women for full time service of leadership in youth ministry, Christian education, evangelism, family ministry, children's ministry, and/or missions. We seek deeply committed individuals who feel a definite sense of a call in their desire to enter full time ministry. We would appreciate your frank evaluation of this applicant's spiritual commitment, maturity and motivation. It is essential that your remarks be honest, fair, and accurate. Please email the form to: jacob.youmans@concordia.edu or mail a hard copy to: Dr. Jacob Youmans, DCE Program Director, Concordia University Texas, 11400 Concordia University Dr., Austin, TX 78732

1. How long have you known the applicant?
2. How well do you know the applicant?
3. What goals does the applicant have?
4. What are the applicant's strong points?
5. What are the applicant's limitations?
6. Describe the applicant's relationship with peers.
7. To your knowledge, has the applicant ever experienced problems with substance abuse?
8. Please comment on each of the following items about which you have sufficient knowledge.

Church Involvement:

Understanding Lutheran Theology:

Personal Spirituality:

Personal Hygiene:

9. Specific characteristics of the applicant (Please check the appropriate box.)

	Very Low 1-25%	Modest 25-50%	Good 50-75%	Very Good 75-90%	Outstanding 90-95%	Truly Exceptional 95-100%	Unable to Judge
Academic Ability							
Creative, innovative thinking							
Capacity for objective evaluation of self							
Empathic Capacity							
Ability to work independently							
Capacity to handle stress							
Open-mindedness, tolerance for diversity							
Energy level at work-activity							
Commitment to Christian Education							

10. Does the applicant have personality characteristics which would interfere with functioning in the ministry?

	Definitely No	Possibly Yes	Minor	Definitely Yes Moderate	Significant	Unable to Judge
Anxious, Fearful						
Dependent						
Low self-esteem, unusual need for approval						
Manipulative						
Hostile, angry						
Shy, sensitive to criticism						
Pushy, aggressive						
Impulsive, hasty						

11. Would you allow this individual to work with your children?

12. In general, how would you rate the applicant's potential for ministry?

13. Name of Reference

Date

Email

Phone number