**Leadership Pathway** **Pastoral Reference**

Please send this form to your chosen reference who will complete it and email it directly to [leadership.pathway@24-7prayer.com](mailto:leadership.pathway@24-7prayer.com).

In case we need to contact them please provide their details below.

**Pastoral Reference**

Name

Relationship to you

Address

Phone Number

Email

**Pastoral Reference**

(to be completed by the reference only)

**Please read before beginning:**

Thank you for involvement in this applicant’s plans to join the Leadership Pathway. Our hope is that this course will more thoroughly prepare and equip them for leadership and service in the local church community.

Applicant’s Name

Your Name

Position/Occupation

How long have you known the applicant?

How well do you know them?

* Very well
* Fairly well
* Casually
* Not well

Do you feel the applicant has a realistic idea of what is involved in Christian service? If no, please explain.

What are the major strengths and gifts of the applicant according to your observation?

What is your assessment of the applicant’s weaknesses?

Please assess the following based on your knowledge of the applicant:

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Trait** | **Unsure** | **Weak** | **Fair** | **Growing** | **Great** |
| Maturity |  |  |  |  |  |
| Personal Integrity |  |  |  |  |  |
| Self-discipline |  |  |  |  |  |
| Intellectual Ability |  |  |  |  |  |
| Willingness to Serve |  |  |  |  |  |
| Ability to work with others |  |  |  |  |  |
| Clear Communicator |  |  |  |  |  |
| Leadership Skills |  |  |  |  |  |
| Reliability |  |  |  |  |  |
| Physical Health |  |  |  |  |  |
| Emotional/Psychological Health |  |  |  |  |  |

Please comment on anything else that would help us assess the applicant’s candidacy.

**Personal Profile and Growth –**  Be honest and complete the appropriate boxes with **a single tick for good and a double tick for strong** but leave blank those you feel are not good nor strong or you cannot comment on:

**AUTHENTIC – personal development:** is continually looking to be real, genuine and authentic in their spiritual life in a way that fosters humility and openness.

* Willing to “stand up and be counted”
* Achieves deadlines and delivers on time
* Sets the right example: “walks the talk”
* Creates an atmosphere of trust and inspires people
* Treats people fairly
* Listens and hears effectively
* Gives personal attention; is accessible
* Encourages and responds positively to feedback
* Is emotionally resilient
* Responds positively to change
* Deals effectively with uncertainty and ambiguity
* Deals with honest mistakes as learning experience
* Applies knowledge learnt from experience to future planning
* Shows fruit of a Christ centred life

Check the level that best describes the overall maturity of this specific competency

|  |  |  |  |
| --- | --- | --- | --- |
| Competency - **AUTHENTIC** |  |  |  |
| Weak | Fair | Growing | Great |

Notes/Comments: your thoughts plus any actions you feel may be appropriate

**CONNECTED – charismatic & relational:** has a good appreciation of others and the role of the Holy Spirit in day to day life

* An energised experience of the Holy Spirit
* Gifts of the Holy Spirit expressed
* A spiritual life rooted in Scripture
* Spirituality informed by church history
* Life expressed in community
* Diversity honoured and respected
* Equality recognised
* Leadership of women and men equally valued
* Implements change effectively
* Plans and organises effectively to achieve results
* Is flexible in approach to achieve successful results
* Provides opportunities for others to fulfil their potential
* Regularly expresses his/her appreciation when others do a good job

* Demonstrates leadership/come follow me traits

Check the level that best describes the overall maturity of this competency

|  |  |  |  |
| --- | --- | --- | --- |
| Competency - **CONNECTED** |  |  |  |
| Weak | Fair | Growing | Great |

Notes/Comments: your thoughts plus any actions you feel may be appropriate

**APOSTOLIC – kingdom & missional:** is passionate about the mission of God and the bringing of God’s Kingdom

* Committed to delivering the good news in a relevant way
* Belief in the power of the good news to transform lives & communities
* See themselves as co-workers with God in His mission

* Belief in the gospel proclaimed through word, action & a demonstration of God’s power

* Life and creation is seen as sacred and expressed with no sacred secular divide

* Demonstrates a “can do” attitude
* Manages faith/risk effectively
* Communicates a clear vision for the team
* Life, creativity and arts celebrated

* Justice and social action seen as central to the message of Jesus

* Committed to unity and partnership where possible

Check the level that best describes the overall maturity of this competency

|  |  |  |  |
| --- | --- | --- | --- |
| Competency - **APOSTOLIC** |  |  |  |
| Weak | Fair | Growing | Great |

Notes/Comments: your thoughts plus any actions you feel may be appropriate

**Personal Profile Growth Steps:** the purpose of this section is to help identify “Growth Steps” as a result of the analysis made on the previous three pages. The applicant and Senior Leader/Pastor should identify together those areas that are strengths as well as growth areas and ask; ‘How can these areas be developed?’ Many areas can be pastorally attended to over time through mentoring and coaching.

**Plan Developed or Action taken**

I recommend this applicant for admission onto the Leadership Pathway.

* Highly recommend
* Recommend
* Recommend with reservations
* Do not recommend

**Signature \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

Date

**Contact Information**

Email

Phone

Thank you for your honest assessment and willingness to do this on behalf of the applicant.