

**Reference Form**  
**Pastoral and Ministry Training Support**  
**Lutheran Church of the Cross**  
**1701 8<sup>th</sup> St. SW**  
**Altoona, IA 50009**  
**Phone(515) 967-4818**  
**Fax(515) 967-3473**  
**Email: [lcc4818@msn.com](mailto:lcc4818@msn.com)**

\_\_\_\_\_ has made application for financial and spiritual support from Lutheran Church of the Cross to pursue advanced training to prepare for pastoral or some other vocational leadership ministry position. Please complete this form and return it to us by June 15 of the year the student wishes to enroll in seminary. References for students attending church based theological education degree programs need to be submitted twelve weeks prior to the anticipated date of enrollment. Your responses will be kept in confidence and do not need to be limited to the space provided.

What is your knowledge about the candidate's suitability for vocational pastoral and ministry leadership?

What is your knowledge about the candidate's ability to effectively communicate with others orally and in writing?

Please rank the following items based on your knowledge of the candidate's demonstration of the leadership characteristics as listed in 1 Timothy 3:1-4, 6, 7; Titus 1:6-9; and 1 Peter 5:1-4:

**Overall spiritual maturity**..... is a mature Christian  
1 (Not at all) 2 3 4 5 6 7 8 9 10 (Very mature)

**Above reproach**..... has a good Christian reputation, among believers and non-Christians.  
1 (Poor reputation) 2 3 4 5 6 7 8 9 10 (Above reproach)

**Marital Faithfulness**..... is faithful to his/her spouse  
1 (Unfaithful) 2 3 4 5 6 7 8 9 10 (Faithful to spouse)

**Temperate**..... maintains balance in their Christian experience  
1 (Chaos) 2 3 4 5 6 7 8 9 10 (Healthy balance)

**Prudent**..... is wise and discerning  
1 (W/o discernment) 2 3 4 5 6 7 8 9 10 (Discerning)

**Respectable**..... life is a good reflection of the life of Jesus Christ  
1 (Not respectable) 2 3 4 5 6 7 8 9 10 (Reflects Christ in life)

**Hospitable**..... is generous  
1 (Self-serving) 2 3 4 5 6 7 8 9 10 (Generous/welcoming)

**Able to teach**..... communicates well, even to those with whom they disagree  
1 (Communicates poorly) 2 3 4 5 6 7 8 9 10 (Articulate)

**Not addicted to wine**..... controls obsessions and compulsions  
1 (Addictive behaviors) 2 3 4 5 6 7 8 9 10 (Healthy self-control)

**Not self-willed**..... relates well to other people without being self-centered and controlling  
1 (Controlling) 2 3 4 5 6 7 8 9 10 (Not self-willed)

**Not quick-tempered**..... able to control anger  
1 (Quick tempered) 2 3 4 5 6 7 8 9 10 (Manages anger well)

**Not pugnacious**..... does not commit any form of verbal or physical abuse  
1 (Confrontational) 2 3 4 5 6 7 8 9 10 (Peaceable)

**Gentle**..... is objective and fair-minded in relationships with others  
1 (Harsh) 2 3 4 5 6 7 8 9 10 (Gentle)

**Uncontentious**..... avoids getting into arguments  
1 (Argumentative) 2 3 4 5 6 7 8 9 10 (Diplomatic)

**Free from the love of money**..... is not materialistic  
1 (Materialistic) 2 3 4 5 6 7 8 9 10 (Money is not the goal)

**One who manages his/her own household well**..... functions within their family according to God's plan  
1 (Dysfunctional) 2 3 4 5 6 7 8 9 10 (Healthy/Functional)

**Loving what is good**..... overcomes evil with good  
1 (Revengeful) 2 3 4 5 6 7 8 9 10 (Seeks out the good)

**Just**..... is just and fair in their relationships with others

1 (Unjust/Unfair) 2 3 4 5 6 7 8 9 10(Fair & Just)

*Devout*.....life reflects God's holiness  
1(Insincere) 2 3 4 5 6 7 8 9 10(Reflects God's holiness)

*Disciplined*.....lives a disciplined Christian life  
1 (Undisciplined)2 3 4 5 6 7 8 9 10(Practices disciplines)

Please add any additional comments regarding the candidate's character and suitability for vocational ministry.

Thank you.

Name: \_\_\_\_\_ Date: \_\_\_\_\_

\_\_\_\_\_  
Address City State Zip Code

\_\_\_\_\_  
Occupation Relationship to Applicant Length of Relationship

Please mail, email, or fax your completed reference to Lutheran Church of the Cross-at locations listed above. Letters of recommendation for seminary students must be received by June 15 of the year prior to enrollment. Letters of recommendation for Church Based Theological Education (C-BTE) degree programs must be received twelve weeks prior to the student's anticipated start date.