

BCA Director Candidate Reference Form

Applicant's Name: _____

This person is applying for the position of Director of Bucharest Christian Academy and he/she has given your name as a reference. Because of the foreign location and focus of its ministry, the position may involve significant stress and ambiguity. We would appreciate your objective input for this applicant.

When you complete this form, please return it to Donna Brown, Chair of the Director Search Committee, either by mail or email. You may also call or email to communicate additional thoughts as necessary.

Donna Brown
Str. Vasile Voiculescu Nr. 26
Sector 3, Bucharest
ROMANIA

dmcbrown_2000@hotmail.com
(601) 980-4318 (Vonage)

Reference's Name: _____ Telephone: _____
E-mail: _____
Address: _____

How long, and in what relationship have you known the candidate?

How well would you say you know the candidate?

Very well									Not at all
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PERSONAL MATURITY

Have you observed the candidate in stressful situations? yes no

How would you describe the candidate's response to stress?

Please describe the candidate's response to criticism.

Please rate the candidate with an "X" in one of the boxes below.

LEADERSHIP

Communicator:

Not Known	Evident Weakness	Poor	Average	Good	Exceptional

Ability to resolve conflict:

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Ability to listen:

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Common sense and judgment:

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Integrity:

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Self motivation:

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Self assurance:

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Ability to lead others: Do others follow this candidate?

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Ability to make decisions:

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Additional Comments/Questions:

What do you believe are this person's strengths as a leader?

How do you feel people respond to this person as a leader?

Have you seen this person develop subordinates? How so? (give one example)

EMOTIONAL MATURITY

Evidence of an optimistic nature:

Not Known	Evident Weakness	Poor	Average	Good	Exceptional

Ability to tolerate ambiguity:

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Ability to be vulnerable:

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Ability to handle pressure/stress:

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Additional Comments/Questions:

What do you anticipate would be this person's greatest emotional adjustment while living and working in a different culture as found in Eastern Europe?

Give an example of how this person responded to a stressful situation.

Any additional comments regarding the candidate's emotional maturity?

FAMILY (if applicable)

Marital harmony

Not Known	Evident Weakness	Poor	Average	Good	Exceptional

Discipline of children (at home):

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Spousal suitability/adaptability for overseas residence:

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Additional Comments:

Please complete the following statement with an “X” in one of the boxes to the left:

“At this point, the candidate generally finds that it is:

easy	becoming easier	a struggle

... to relax in situations in which he/she has little or no control.”

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... to adequately deal with situations that demand that he/she adjust quickly.”

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... to interact and work with people, regardless of differences.”

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... to be open to receive suggestions or insight from others.”

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... to initiate in relationships.”

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... to demonstrate a willingness to serve others.

Please answer the following questions:

- Do you have any reason to question this person's morals? (Lying, sexual impurity, financial integrity, etc.) If so, please explain.
- Do you have any reason whatsoever to lack confidence in the applicant? If so, please explain.
- Do you have any reason whatsoever to lack confidence in the applicant's spouse in the area of morals, spiritual maturity, or in any other area of his/her life? If so, please explain.
- Other comments you wish to make:
- If you are not recommending him/her, or have noted concerns, have you discussed these issues with him/her?

Could you list the names and contact information for two or three individuals that know the applicant and could give additional reference? (This request is with the applicant's knowledge.)

Name: _____ Address/e-mail: _____

Name: _____ Address/e-mail: _____

Name: _____ Address/e-mail: _____

Your signature

Date