



CREDENTIAL REFEREE FORM USUALLY THE FIRST APPLICATION

CRC Churches International Australia

INSTRUCTIONS

- This referee form is to be filled out by the applicant's Senior Minister, plus two other referees who can provide the information needed by the Credentialing Committee to support the decision-making process. It is not appropriate for a peer of the applicant to be a referee on their behalf. If this is the case, please refrain from completing the reference and advise the applicant to select another appropriate referee, who should have had a recent supervisory role with the applicant.
- Use this fillable form to answer all questions (alternatively you can print the form out before you start and fill in by hand)
- Submit the completed reference by emailing to the State Secretary at crcnsw@crcchurches.org
- Alternatively the completed application can be printed and then mailed by post to:
 - Rodney Bortolin
 - Secretary CRC NSW/ACT/QLD
 - PO Box 946
 - Griffith, NSW, 2680
- All enquires can be made to Rodney Bortolin - 02 6964 9953

1. Your Name:

2. Applicant's Name:

Please note that **it is important that all questions are answered**. Although some questions may seem to be intrusive, this is necessary as a part of our Duty of Care and Ministerial Code of Ethics. The information provided will only be used by relevant bodies of CRC Churches International and to help the decision-making bodies as a part of the interview process.

Note also that one copy of this reference will be kept in a secure location after the completion of the interview process, and all additional copies will be destroyed or deleted.

3. How long have you know the applicant?

4. How well do you know the applicant?

5. Has your relationship been:

6. What is the nature of your relationship with the applicant? (*indicate all that apply*)

Senior Minister	Employer	Minister	Colleague
Bible College Staff	Elder	Supervisor	Co-worker
Friend of the family	Personal friend	Other	

7. Briefly outline your understanding of the current ministry role of the applicant:

8. What type of companions does the applicant usually associate with?

9. Is the applicant prompt in paying debts?

10. Are you convinced of the applicant's born again experience?

11. The applicant's spiritual influence on others is:

12. Have you ever had occasion to question the applicant's moral attitudes or behaviour?

(if YES provide details)

13. Have you ever had noted any physical or mental health issue that could hinder the applicant in an intense or pressured environment?

(if YES provide details)

14. Have you heard the applicant preach (live or recorded)?

15. Has the applicant ever been involved in a major church dissension or split?

(if YES provide details)

16. The applicant's family background is:

17. Is the applicant a member of any secret or illegal society?

(if YES provide details)

18. Is the applicant's home/marriage conducive to success in the ministry?

(if NO provide details)

19. What is the applicant's local church standing?

20. Check which terms best describes the applicant's disposition towards other people. *(more than one choice can be indicated)*

Warm-hearted	Critical	Tolerant	Passive
Sympathetic	Contemptuous	Respectful	Enthusiastic
Aggressive	Kind	Abrupt	Patient
Moody	Self-centred	Generous	Competitive

21. Check which terms best describes the applicant's general personality. *(more than one choice can be indicated)*

Reliable	Rigid	Consecrated	Lazy
Apathetic	Uncommitted	Legalistic	Enthusiastic
Adaptable	Honest	Weak-willed	Generous
Self-motivated	Reflective	Extroverted	Introverted
Genuine	Determined	Procrastinates	Careless
Carnal	Strong-willed		

22. Does the applicant get on well with others?

23. Does the applicant's spouse/fiancé get on well with others?

24. Are you aware of any doctrines, teaching or practices that may conflict with the position held by CRC Churches International?

(if YES provide details)

25. When given responsibility the applicant is;

26. Are you aware of any past or current problems with the following with regards to the applicant, and if married or engaged, their spouse/fiancé?

Currently have:

A drug dependency or addiction (e.g. tobacco, alcohol, prescribed medication, illegal substances)

A gambling addiction

A pornography addiction

A problem or implication in an issue relating to child abuse

Significant experiences of same-sex attraction

Involvement in a same-sex relationship

A diagnosed mental illness for which I take medication or have regular treatment

A criminal record

Previously have:

Used or distributed illegal substances

Been involved in community disturbances and/or domestic violence

Undergone therapy and/or taken medication for a mental illness

Been involved in criminal activity

(provide details for any indicated areas above, or for any other similar issues that you feel the Committee may need to be aware of)

None of the above apply

27. What effectiveness has the applicant had so far in Christian service?

28. Does the applicant's spouse support this credential application?

(if NO provide details)

29. Do you have any concern in regards to the applicant's marriage (if applicable) or in the applicant's physical or relational home environment?

(if YES provide details)

30. Rate the applicant in the following areas:

	Poor	Fair	Average	Good	Excellent
Maturity (personal development, ability to cope)					
Motivation (self-discipline, sense of purpose, passion, depth of commitment)					
Reliability (dependable, diligent, responsible)					
Emotional Stability (poise, self-control, reaction to situations)					
Judgement (problem analysis and solving)					
Oral Expression (clarity of speech and thought, coherence)					
Interpersonal relationships (rapport, courteous, pleasant, understanding)					
Empathy (sensitive to the needs of others)					
Work Habits (stamina, conscientious, persevering, resourceful, takes initiative)					
Leadership (creative, confident, charismatic, decisive)					
Personal appearance (well groomed, modest dress)					
Integrity (truthful, moral character, keeps ones word and confidences, avoids gossip)					
Sexual Purity (disciplined mind, disciplined passions, disciplined eyes)					
Academic ability (studious, committed to lifelong learning)					
Reaction to criticism (able to cope with negative or hurtful situations)					
Preaching-teaching ministry (shares spiritual truths on a regular basis)					
Cooperation (teachable, works under supervision and in teams)					

continued ...

	Poor	Fair	Average	Good	Excellent
Sociable (accepted by others, not withdrawn or antisocial)					
Devotional Life (prayer, reflection, reading)					
Communication skills (able to share ideas effectively with others)					
Stewardship (tithing, generosity, honest gain)					
Convictions (commitment to beliefs)					
Adaptability (able to cope with changing situations)					
Tolerance (allows other points of view, patient)					
Tact (think before speaking, apply diplomacy)					
Christian experience (consecrated, gracious, knowledgeable in Christian matters)					
General health (reasonably fit and healthy in body and mind)					
Modesty (in behaviour and dress)					

31. Do you sense the applicant has a call to any particular ministry?

(if yes, select from the following)

- Plant a new church
- Be the Senior Minister of a local church
- Assist a Senior Minister in a local church
- Pastoral / Teaching
- Evangelism
- Missionary
- Specialised (specify)

32. Is there any additional information that you feel would assist the Credentialing Committee in considering this application?

33. On the basis of the above, do you recommend the applicant for a CRC credential?

Section 11: Declaration

I declare:

- all the information contained in this application is true and correct to the best of my knowledge

I acknowledge that the act of submitting this application means that I agree to the above declaration.

Date of submission (DD/MM/YYYY)

Completed references should be submitted by email or mail to the State Credential Secretary, New South Wales, Australian Capital Territory, Queensland

- email to crcnsw@crcchurches.org, or

- mail to CRC NSW/ACT/QLD Secretary, P.O. Box 946, Griffith, NSW, 2680
