**Pastoral Recommendation**

Dear pastor,

**(applicant name here)** has requested consideration for a teaching appointment to Nicaragua Christian Academy, a mission school in Managua, Nicaragua. He/she has referred you to us for information concerning his/her character and fitness for mission service. As we must exercise great care in the selection of competent and qualified candidates for missionary teaching, we would appreciate your answers to the following questions. **Please send completed file to Susan Benthem at susanbenthem****@nca.edu.ni****.**

**I. General Questions**

|  |  |
| --- | --- |
| 1. Your name and address: |       |
| 2. Your phone number: |       |
| 3. Your e-mail address: |       |
| 4. Your church and position: |       |
| 5. How long and how recently have you known the applicant? |       |
| 6. In what relationship have you known the applicant? |       |

**II. Personal Qualities**

Please rate the degree to which the applicant demonstrates the following qualities on a scale of 1 (very low) to 10 (very high). Comments are greatly appreciated!

|  |  |  |
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| **Criteria** | **Rating** | **Evidence / Comments** |
| **1. Appearance:** Dresses appropriately. Does not wear revealing clothing and is neat and well groomed. |  |       |
| **2. Emotional stability:** Is not given to depression or easily moved to anger. Shows good self-control and can adequately handle personal problems. |  |       |
| **3. Reliability:** Is honest and trustworthy. Fulfills personal obligations without pressure. Completes responsibility without prodding. |  |       |
| **4. Cooperation:** Works well with others. Is willing to participate in group encounters and bears his/her part of the responsibility in group activities. |  |       |
| **5. Christian Life:** Is responsible to the church and participates in services regularly. Senses obligation to minister through his/her gifts in the church. |  |       |
| **6. Adaptability:** Is able to cope with change and is not rigid in outlook. Is understanding of others even when not in full agreement with them. |  |       |
| **7. Leadership:** Is a capable leader, but also respects the leadership and authority of others. |  |       |

**III. Christian Life**

Please answer the following questions to the best of your ability. Comments and in-depth answers are greatly appreciated!

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| **Question** | **Response** |
| 1. Does the applicant possess a good knowledge of the Bible? |       |
| 2. Does the applicant, to your knowledge, practice a daily prayer life? |       |
| 3. Does the applicant have a genuine love for people, leading to earnest efforts for their salvation? |       |
| 4. Does the applicant have sound doctrinal beliefs? |       |
| 5. In your judgment, does he/she possess the experience of the new birth? |       |
| 6. Does the applicant show the spiritual maturity necessary for a position of leadership? |       |
| 7. Are there any unusual circumstances or conditions in the applicant’s family? |       |
| 8. Does the applicant show wise discretion in conduct toward the opposite sex? |       |
| 9. Does the applicant accept advice and corrective suggestions well? |       |
| 10. Is there any indication of a desire to escape a difficult personal, family or vocational situation? |       |
| 11. Is there any indication of a desire a desire only for travel, adventure, or cultural development? |       |
| 12. Is there any indication of a desire to exercise power or control over less privileged people? |       |

**IV. Overall Evaluation**

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| **Question** | **Response** |
| **Summary:** How do you rate the candidate’s promise for missionary service in his/her field? |  |
| **Additional comments?**Date: |       |